

EEO PUBLIC FILE REPORT

FOR

WPTZ/WNNE

Plattsburgh, NY/ Burlington, VT
Montpelier, VT

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2019

EEO Annual Public File Report

WPTZ/WNNE

This EEO Public File Report is filed in Station WPTZ/WNNE's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rule.

The information contained in this Report covers the one year time period ending January 31, 2018 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The full-time vacancies over the Reporting Period, the recruitment sources used to fill each vacancy, and the recruitment source that referred the hiree for each full-time vacancy;
- * The master list of recruitment sources utilized by the station, identified by name, address, contact person and telephone number; and
- * The total number of persons interviewed for each recruiting source over the Reporting Period.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Human Resources, WPTZ-TV/WNNE-TV 5 Television Drive, Plattsburgh, NY 12901; (518)561-5555.

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WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Photographer Open Date: 11/15/2017 Hire Date: 6/11/2018	1, 3-4, 6-7, 9, 15, 18, 22-32, 34-36, 39-40	7
Account Executive Open Date: 11/29/2017 Hire Date: 3/27/2018	1, 3-4, 6-9, 12, 15, 18, 22-32, 34-36, 39-41	8
Producer Open Date: 1/4/2018 Hire Date: 6/11/2018	1-4, 6, 8-11, 15, 18, 22-32, 34-36, 38-41	8
Reporter Open Date: 1/30/2018 Hire Date: 6/17/2018	1, 3-4, 6, 9, 15, 18, 22-32, 34-36, 39-41	3
Anchor Open Date: 2/1/2018 Hire Date: 8/27/2018	1, 3-4, 6, 8-9, 12, 15, 18, 22-36, 38-41	31
Photographer Open Date: 3/13/2018 Hire Date: 6/18/2018	1, 3-4, 6, 9-10, 15, 18, 22-36, 38-41	3
Producer Open Date: 4/16/2018 Hire Date: 8/6/2018	1-4, 6, 9, 11, 15, 18-19, 21-36, 38-41	21
Reporter Photographer Open Date: 4/16/2018 Hire Date: 6/18/2018	1, 3-4, 6, 8-9, 15, 18, 22-36, 38-41	3
Master Control Operator Open Date: 4/18/2018 Hire Date: 5/21/2018	1, 3-4, 6-7, 9-10, 15, 18, 22-36, 38-41	7
Studio Operations Director Open Date: 5/24/2018 Hire Date: 7/1/2018	3-5, 7-8, 10-11, 13, 16, 18, 20, 22-29, 31-36, 38-41	7
Account Executive Open Date: 6/15/2018 Hire Date: 8/15/2018	1, 3-6, 9-11, 14-15, 18, 22-29, 31-36, 38-41	3
Producer Open Date: 6/29/2018 Hire Date: 8/20/2018	1, 3-7, 9-11, 14-15, 18, 22-36, 38-41	7
Maintenance Technician Open Date: 7/16/2018 Hire Date: 12/17/2018	1, 3-7, 9-11, 14-15, 17-18, 22-35, 39-41	7
Sales Account Associate- Entry Level Open Date: 7/17/2018 Hire Date: 10/29/2018	1, 3-6, 8-12, 14-15, 18, 22-35, 37, 39-41	8

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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Newscast Director Open Date: 8/30/2018 Hire Date: 10/22/2018	1, 3-6, 9, 11, 14-15, 22-35, 39-41	3
Sales Assistant Open Date: 11/8/2018 Hire Date: 1/28/2019	1, 3-6, 9-15, 22-35, 39-41	12

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aja.org/ Career Services Manual Posting	N	0
2	Boston University 100 Bay State Road 6th Floor Boston, Massachusetts 02215 Phone : 617-353-3590 Url : https://bu.joinhandshake.com/ Lucy Van Beever Manual Posting	N	0
3	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : HTV.Careers@hearst.com HTV Careers	N	20
4	Champlain College 163 South Willard Street Burlington, Vermont 05401 Phone : 802-860-2700 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0
5	Clinton Community College 136 Clinton Point Drive Plattsburgh, New York 12901 Phone : 518-562-4199 Url : www.clinton.edu John Petro Manual Posting	N	0
6	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	8
8	Employee Referral	N	9

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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9	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
10	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	17
11	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : https://ithaca.joinhandshake.com/ Daniel Pascoe Aguilar Manual Posting	N	0
12	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : www.linkedin.com Career Services Manual Posting	N	3
13	Lyndon State University PO Box 919 Lyndon, Vermont 05851 Phone : 802-626-6441 Url : http://www.lsc.vsc.edu/ Danielle Berrien Manual Posting	N	0
14	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : . Url : https://www.mediabistro.com Career Services Manual Posting	N	0

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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15	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/jobs.htm Email : medialine@medialine.com Mark Shilstone	N	0
16	NATAS 1375 Broadway Suite 2103 New York, New York 10018 Phone : 212-459-3630 Url : http://jobbank.emmyonline.org/ Career Services Manual Posting	N	2
17	New York State DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-4295 Sylvia Nelson Manual Posting	N	1
18	New York State DOL Job Bank Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, New York 12240 Phone : 1-888-4-NYSDOL Url : newyork.us.jobs Career Services Manual Posting	N	0
19	Newhouse Recruitment Collective 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Bridget Lichtinger Manual Posting	N	1
20	NHAB 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : http://nhab.org/member_resources/postjobs.cfm Fax : 1-603-627-9603 Career Services Manual Posting	N	0

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Non-Employee Referral	N	1
22	NYSBA 1805 Western Avenue Albany, New York 12203 Phone : 518.456.8888 Url : http://www.nysbroadcasters.org/ Email : cjung@nysbroadcasters.org Carolyn Jung	N	0
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	St. Michael's College One Winooski Park Box 7 Colchester, Vermont 05437 Phone : 802-654-2571 Url : https://app.joinhandshake.com/ Ingrid Peterson Manual Posting	N	0
25	SUNY Adirondack Community College 640 Bay Road Queensbury, New York 12804 Phone : 518-743-2287 Url : http://collegecentral.com/sunyacc/ Cheryl Bolton Manual Posting	N	0
26	SUNY Albany 1400 Washington Avenue Albany, New York 12222 Phone : 518-437-3913 Url : https://myinterfase.com/albany/employer/home.aspx Kathy Hornberger Manual Posting	N	0
27	SUNY Oswego 7060 Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : http://www.oswego.edu/student/career/employers/ind Career Services Manual Posting	N	0

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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28	SUNY Plattsburgh 805 Kehoe Administration Bldg 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5078 Url : http://www.plattsburgh.edu/studentlife/careers/ Sally Urban Manual Posting	N	0
29	Syracuse University 313 Newhouse 3 215 University place Syracuse, New York 13244 Phone : 315-443-3270 Url : https://app.joinhandshake.com/ Bridget Lichtinger Manual Posting	N	0
30	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-9590 Url : http://www.talentedynamics.com/jobs.cfm Email : hedding@talentedynamics.com Christina Hedding	N	0
31	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/postjobs/ Mark Holloway Manual Posting	N	1
32	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
33	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting Prong 2 Start Date: 1/22/2018	Y	0

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	University of Vermont Building E 140 633 Main Street Burlington, Vermont 05405 Phone : 802-656-3450 Url : https://uvm-csm.symplicity.com/employers/ Career Services Manual Posting	N	0
35	VAB 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-655-5764 Url : http://www.vab.org/jobs_page.htm Email : vab@vab.org Jim Condon	N	0
36	Vermont DOL Job Link 5 Green Mountain Drive PO Box 488 Montpelier, Vermont 05601 Phone : 802-828-4151 Url : www.vermontjoblink.com Rose Lucenti Manual Posting	N	0
37	Vermont Job Link 63 Pearl Street Burlington, Vermont 05401 Phone : 802-863-7676 Url : http://www.vermontjoblink.com Lindsey Kurrle Manual Posting	N	1
38	Vermont Technical College PO Box 500 Randolph Center, Vermont 05061 Phone : 802-728-1320 Url : http://www.collegecentral.com/vtc/ Karry Booska Manual Posting	N	0
39	Vermont Works for Women 32A Mallets Bay Avenue Winooski, Vermont 05404 Phone : 8026558900 Url : www.vtworksforwomen.org Email : jobbank@vtworksforwomen.org Rachel Kauppila	N	0

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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40	Veterans- New York DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-0430 Email : john.hetfield@labor.ny.gov John Hetfield	N	0
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2018	Listing of each upper-level category opening in a job bank or newsletter	Anchor and Director of Studio Operations positions listed with NYS Broadcasters, Vermont Association of Broadcasters, AAJA, Equality Magazines, Recruit Military, and Vermont Works for Women.	1	HR Administrator
2	2/1/2018	Establishment of an intern program designed to assist members of the community	Hosted 3 interns over the year, for college students involved in broadcast-related career paths.	4	Executive Producer Assignment Editor Assistant News Director Director of Studio Operations
3	3/13/2018	Participation in other activities designed by the station employment unit	Youth leadership conference for area high school students focused on career planning.	1	Anchor
4	3/28/2018	Participation in events or programs sponsored by educational institutions	SUNY Plattsburgh Now to Next Career Fair	2	HR Administrator Director of Studio Operations
5	4/11/2018	Participation in events or programs sponsored by educational institutions	Two day Career Fair and Recruitment Collective at Newhouse School of Public Communications at Syracuse University.	2	News Director Assistant News Director
6	4/19/2018	Participation in events or programs sponsored by educational institutions	Job Shadow for High School Student through Upward Bound program at State University of New York, Plattsburgh.	4	Executive Producer Director of Studio Operations Promotions Producer Manager of Information Systems
7	5/16/2018	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	1	HR Administrator
8	5/16/2018	Participation in events or programs sponsored by educational institutions	Career Fair at Middlebury Union High School.	1	Meteorologist
9	8/27/2018	Provision of training to management	Management training for veteran recruitment.	6	President/General Manager HR Administrator General Sales Manager News Director
10	9/26/2018	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	2	HR Administrator Local Sales Assistant

WNNE, WPTZ
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	12/6/2018	Participation in events or programs sponsored by educational institutions	Presentation at local high school, focused on careers in meteorology.	1	Meteorologist
12	12/20/2018	Participation in events or programs sponsored by educational institutions	Station tour for Video Production class at Westport High School.	2	Promotions Producer Executive Producer