

EEO PUBLIC FILE REPORT

FOR

WPTZ

Plattsburgh, NY/ Burlington, VT

WNNE

Montpelier, VT

This EEO Public File Report
Covers the One-Year Period
Ending on January 31, 2020

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; 30 Community Drive, Suite 55 South Burlington, VT 05403; (802)655-5455.

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February 1, 2019 - January 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Master Control Operator Open Date: 10/19/2018 Hire Date: 2/11/2019	1, 6-9, 11, 14, 16, 18, 20-22, 29-38, 40-44, 48-50	11
Managing Editor Open Date: 10/23/2018 Hire Date: 3/18/2019	1, 6-9, 11, 14, 20-22, 29-30, 32-38, 40-44, 48-50	11
Account Executive Open Date: 12/17/2018 Hire Date: 3/18/2019	1, 6-9, 13-14, 16-18, 20-22, 29-30, 32-38, 40-44, 49-50	13
Account Executive Open Date: 1/22/2019 Hire Date: 6/10/2019	1, 3, 6-9, 11, 13-14, 16-17, 19-22, 29-30, 32-38, 40-45, 49-50	11
Anchor Reporter Open Date: 3/4/2019 Hire Date: 4/21/2019	1, 3, 6-12, 14, 16-17, 19-30, 32-38, 40-47, 49-50	11
Producer Open Date: 3/13/2019 Hire Date: 6/3/2019	1, 3, 6-12, 14-15, 17, 19-30, 32-38, 40-46, 48-50	36
Reporter Open Date: 3/15/2019 Hire Date: 6/10/2019	1, 3, 6-10, 12-14, 17, 19-30, 32-38, 40-47, 49-50	13
Digital Media Manager Open Date: 3/21/2019 Hire Date: 6/10/2019	1, 3, 5-10, 12, 14, 17, 19-30, 32-38, 40-47, 49-50	5
Newscast Director Open Date: 3/21/2019 Hire Date: 6/10/2019	1, 3, 6-12, 14, 17, 19-30, 32-38, 40-47, 49-50	11
Reporter Open Date: 4/16/2019 Hire Date: 6/10/2019	1, 3, 6-10, 12, 14, 17, 19-30, 32-38, 40-47, 49-50	6
Producer Open Date: 4/17/2019 Hire Date: 6/24/2019	1, 3, 6-10, 12, 14, 16-17, 19-30, 32-38, 40-47, 49-50	6
Account Executive Open Date: 4/19/2019 Hire Date: 7/8/2019	1, 3, 6-14, 16-30, 32-38, 40-47, 49-50	13
Reporter Open Date: 4/23/2019 Hire Date: 6/10/2019	1, 3, 6-10, 12, 14, 17, 19-30, 32-38, 40-46, 49-50	6
Master Control Operator Open Date: 5/3/2019 Hire Date: 7/22/2019	1, 3, 6-10, 12, 14, 17, 19-22, 24, 28-30, 32-38, 40-44, 46, 49-50	6

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Editor Open Date: 5/15/2019 Hire Date: 7/8/2019	1, 3, 6-12, 14, 17, 19-30, 32-38, 40-47, 49-50	11
Editor Open Date: 5/15/2019 Hire Date: 8/5/2019	1, 3, 6-12, 14, 17, 19-30, 32-38, 40-47, 49-50	11
Master Control Supervisor Open Date: 5/31/2019 Hire Date: 7/22/2019	1, 3, 6-7, 9-10, 12, 14, 16-17, 20-22, 28 -44, 46, 49-50	16
Sales Account Associate- Entry Level Open Date: 6/4/2019 Hire Date: 8/5/2019	1, 3, 6-10, 12, 14, 16-22, 28-30, 32-38, 40-44, 47-50	16
Account Executive Open Date: 6/12/2019 Hire Date: 7/22/2019	1, 3, 6-14, 16-30, 32-38, 40-50	6
Producer Open Date: 7/16/2019 Hire Date: 9/8/2019	1, 3, 6-10, 12, 14, 17, 19-30, 32-38, 40- 50	6
Meteorologist Open Date: 7/16/2019 Hire Date: 11/11/2019	1, 3, 6-10, 12-14, 17-30, 32-38, 40-50	13
Master Control Operator Open Date: 7/22/2019 Hire Date: 10/21/2019	1, 3, 6-10, 12, 14, 17, 19-30, 32-38, 40- 50	6
Master Control Operator Open Date: 10/3/2019 Hire Date: 10/28/2019	1-3, 6-10, 12, 14, 17, 19-20, 22-30, 32- 50	6
Account Executive Open Date: 10/7/2019 Hire Date: 12/23/2019	1-4, 6-12, 14, 16-30, 32-38, 40-46, 48- 50	11
Newscast Director Open Date: 10/23/2019 Hire Date: 11/24/2019	1-3, 6-12, 14-15, 17, 19-30, 32-49	11
Photographer/Satellite Truck Operator Open Date: 10/25/2019 Hire Date: 1/5/2020	1-3, 6-12, 14-15, 17, 19-30, 32-49	11
Sales Account Executive-The Valley CW Open Date: 11/18/2019 Hire Date: 1/5/2020	3-4, 6-10, 12, 14, 16-21, 28-30, 32-37, 40-44, 48-50	18
News Editor Open Date: 11/18/2019 Hire Date: 1/5/2020	1, 3, 6-8, 11, 13-14, 17, 19-21, 26, 28- 30, 32, 34-37, 40-44, 48-50	11

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant Open Date: 11/21/2019 Hire Date: 1/27/2020	1-3, 6-10, 12-14, 16-17, 19-21, 28-30, 32, 34-37, 40-44, 48-50	16
Master Control Supervisor Open Date: 11/25/2019 Hire Date: 12/22/2019	1-3, 6-7, 9-12, 14, 17, 19-21, 28-32, 34- 37, 39-44, 48-50	11

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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.aaja.org/ Career Services Manual Posting	N	0
2	Bates Technical College 1101 S Yakima Ave Tacoma, Washington 98405 Email : rrobinson@batestech.edu Roland Bates	N	0
3	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
4	Broadcasting & Cable 810 Seventh Ave 27th Floor New York, New York 10019 Phone : 212-378-0400 ext 517 Career Services Manual Posting	N	2
5	Career Fair	N	1
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Email : HTV.Careers@hearst.com HTV Careers	N	47
7	Champlain College 163 South Willard Street Burlington, Vermont 05401 Phone : 802-860-2700 Url : https://app.joinhandshake.com/ Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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
9	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
10	Cornell University 103 Barnes Hall Ithaca, New York 14853 Phone : 607-255-6934 Url : https://app.joinhandshake.com/ Mary Ellen Murphy Manual Posting	N	0
11	Current Employee	N	16
12	Dartmouth College 63 South Main Street, 2nd Floor Hanover, New Hampshire 03755 Phone : 603-646-1110 Url : https://myinterfase.com/dartmouth/employer/home.as Monica Wilson Manual Posting	N	0
13	Employee Referral	N	13
14	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
15	ETS Staffing 186 US Oval Plattsburgh, New York 12903 Phone : 518-562-4673 Email : sfussey@etsjobs.com Sarah Fussey	N	0

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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
16	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	32
17	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
18	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : www.linkedin.com Career Services Manual Posting	N	21
19	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
20	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : . Url : https://www.mediabistro.com Career Services Manual Posting	N	1
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	NAHJ 1050 Connecticut Avenue NW 10th Floor Washington, DC, Maryland 20036 Phone : 202-662-7145 Url : nahj.org Career Services Manual Posting	N	0
23	Napoli Management Group 8844 West Olympic Boulevard Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Email : nmg@tvtalet.com Napoli Recruiter	N	0
24	NATAS 1375 Broadway Suite 2103 New York, New York 10018 Phone : 212-459-3630 Url : http://jobbank.emmyonline.org/ Career Services Manual Posting	N	0
25	New York State DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-4295 Sylvia Nelson Manual Posting	N	0
26	Newhouse Recruitment Collective 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Bridget Lichtinger Manual Posting	N	0
27	NHAB 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : http://nhab.org/member_resources/postjobs.cfm Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : https://northwestern-csm.symplicity.com Dainne Siekmann Manual Posting	N	0
29	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
30	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
31	Society of Broadcast Engineers 9102 N Meridian St Ste 105 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/j1_submit.php Kyle Jones Manual Posting	N	0
32	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
33	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

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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	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
35	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
36	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	1
37	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
38	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Url : http://www.talentedynamics.com/jobs.cfm Email : punphrey@talentedynamics.com Julie Pumphrey	N	0
39	Thayer School of Engineering, Dartmouth College 135 Cummings Hall 14 Engineering Drive Hanover, New Hampshire 03755 Phone : 603-646-2230 Url : https://thayer-dartmouth-csm.symplicity.com Jen St. Laurence Manual Posting	N	0

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40	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/postjobs/ Mark Holloway Manual Posting	N	1
41	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
42	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	Y	0
43	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
44	VAB 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-233-0296 Url : http://www.vab.org/jobs_page.htm Email : vab@vab.org Wendy Mays	N	0
45	Vermont Job Link 63 Pearl Street Burlington, Vermont 05401 Phone : 802-863-7676 Url : http://www.vermontjoblink.com Lindsey Kurrle Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Vermont State Colleges PO Box 7 Montpelier, Vermont 05601 Phone : (802) 224-3000 Career Services Manual Posting	N	0
47	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
48	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
49	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
50	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:			135

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/4/2019	Establishment of an intern program designed to assist members of the community	Hosted 6 college student interns during 2019, including an Emma Bowen Foundation paid intern, interested in broadcast-related career paths.	4	Executive Producer Director of Studio Operations Creative Services Director News Director
2	3/21/2019	Listing of each upper-level category opening in a job bank or newsletter	Digital Media Manager position listed with NY Broadcasters Association, Vermont Association of Broadcasters, Equality Magazines, AAJA, NAHJ and Recruit Military job banks.	1	HR Administrator
3	4/9/2019	Participation in events or programs sponsored by educational institutions	Job shadow for High School student.	3	Asst. News Director Reporter/Photographer Anchor/Reporter
4	4/11/2019	Participation in Job Fairs	Two day career fair and recruitment event at S. I. Newhouse School of Public Communications at Syracuse University.	2	News Director Asst. News Director
5	4/25/2019	Participation in events or programs sponsored by educational institutions	STEAM night at Westport/Elizabethtown-Lewis combined school district.	3	Chief Meteorologist Promotion Producer Meteorologist
6	5/21/2019	Participation in events or programs sponsored by educational institutions	Career Fair at Saranac Middle/High School.	4	Executive Producer Director of Studio Operations Senior Producer Meteorologist
7	5/23/2019	Participation in events or programs sponsored by educational institutions	Job Shadow for Middle School Student.	4	Promotion Producer Meteorologist Director of Studio Operations Executive Producer
8	5/29/2019	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	1	HR Administrator
9	6/10/2019	Establishment of training programs for station personnel	On-the-job training program designed to prepare Sales Account Associates for Account Executive positions. Approximately 1 year in length, depending on individual performance and available open positions.	4	General Sales Manager Local Sales Manager CW Local Sales Manager National Sales Manager
10	8/15/2019	Participation in events or programs sponsored by educational institutions	Job shadow for two high school students.	3	Assistant Chief Engineer ITManager Engineering Technician

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	9/25/2019	Participation in Job Fairs	Career Fair hosted by North Country Chamber of Commerce.	2	HR Administrator General Sales Manager
12	10/30/2019	Participation in events or programs sponsored by educational institutions	Job Shadow for high school student.	4	Anchor/reporter Anchor/Reporter Director Executive Producer
13	11/8/2019	Participation in events or programs sponsored by educational institutions	Station tour for Journalism & Communications students from Northern Vermont University at Lyndon.	1	News Director
14	11/13/2019	Participation in events or programs sponsored by educational institutions	Station tour for Champlain College Communications students.	4	Director of Studio Operations Executive Producer Anchor/reporter Digital Media Manager
15	12/16/2019	Participation in Job Fairs	Virtual Career Fair hosted by NH Association of Broadcasters	1	HR Administrator