

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, 2023

## **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, 2021 (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; 530 Community Drive, Suite 55 South Burlington, VT 05403; (802)655-5455.

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**February 1, 2022 - January 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Account Executive Open Date: 3/10/2021 Hire Date: 1/2/2023	1, 4-10, 16, 18, 20-24, 26-30, 34-36, 38-42	5
Reporter Open Date: 4/14/2021 Hire Date: 6/13/2022	1, 4-10, 16, 18, 20-24, 26-30, 33-36, 38-42	5
Producer Open Date: 9/17/2021 Hire Date: 6/12/2022	2, 4-11, 16, 18-24, 26-31, 34-36, 38-40, 42	9
Sales Account Associate Open Date: 9/20/2021 Hire Date: 4/25/2022	2, 4-8, 10-11, 16-24, 26-31, 34-36, 38-40, 42-43	43
Meteorologist Open Date: 10/1/2021 Hire Date: 2/14/2022	1-2, 4-8, 10-11, 13, 16, 18-24, 26-31, 33-36, 38-40, 42	5
National Sales Assistant Open Date: 10/14/2021 Hire Date: 8/1/2022	2-4, 6-11, 16, 18-24, 26-31, 34-36, 38-40, 42	9
Sports Anchor/Reporter Open Date: 11/24/2021 Hire Date: 6/13/2022	3, 5-6, 11, 16, 18-19, 24, 26-30, 33, 35-36, 38-40, 42	5
Director Open Date: 2/15/2022 Hire Date: 3/27/2022	2-11, 16, 18-20, 22-24, 26-31, 33, 35-36, 38-40, 42	9
News Editor Open Date: 2/15/2022 Hire Date: 4/25/2022	2-4, 6-11, 15-16, 18-20, 22-24, 26-33, 35-36, 38-40, 42	9
Sports Reporter Open Date: 3/10/2022 Hire Date: 6/27/2022	2-8, 10-11, 16, 18-20, 22-24, 26-31, 33, 35-36, 38-40, 42	5
Digital Media Manager Open Date: 4/6/2022 Hire Date: 5/30/2022	2-8, 10-11, 15-16, 18-20, 22-24, 26-31, 33, 35-36, 38-40, 42	15
Multi Media Journalist Open Date: 5/5/2022 Hire Date: 7/11/2022	2-8, 10-11, 16, 18-24, 26-31, 33, 35-36, 38-42	5
Master Control Supervisor Open Date: 5/9/2022 Hire Date: 7/3/2022	2-4, 6-11, 14, 16, 18-31, 33, 35-36, 38-42	9
Producer Open Date: 5/13/2022 Hire Date: 7/25/2022	2-11, 15-16, 18-31, 33, 35-36, 38-42	15

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist Open Date: 5/13/2022 Hire Date: 11/26/2022	2-8, 10-12, 16, 18-24, 26-31, 33, 35-36, 38-42	5
Producer Open Date: 6/13/2022 Hire Date: 9/19/2022	2-6, 8, 10-11, 16, 18-24, 26-31, 33, 35- 42	5
Multimedia Journalist Open Date: 6/13/2022 Hire Date: 9/12/2022	2-6, 8, 10-11, 15-16, 18-24, 26-31, 33, 35-42	5
Master Control Operator Open Date: 7/7/2022 Hire Date: 8/15/2022	2-8, 10-11, 16, 18-31, 33, 35-42	5
Producer Open Date: 7/13/2022 Hire Date: 9/6/2022	2-8, 10-11, 16, 18-24, 26-31, 33, 35-42	5
Producer Open Date: 7/15/2022 Hire Date: 12/4/2022	2-8, 10-11, 16, 18-24, 26-31, 33, 35-42	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/">http://www.aaja.org/</a> Career Services Manual Posting	N	0
2	American University 4400 Massachusetts Ave NW Washington, District of Columbia 20016 Phone : 202-885-1000 Career Services Manual Posting	N	0
3	Bates Technical College 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7000 Email : <a href="mailto:rrobinson@batestech.edu">rrobinson@batestech.edu</a> Roland Bates	N	0
4	Boston University 100 Bay State Road 6th Floor Boston, Massachusetts 02215 Phone : 617-353-3590 Url : <a href="https://bu.joinhandshake.com/">https://bu.joinhandshake.com/</a> Lucy Van Beever Manual Posting	N	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : <a href="mailto:HTV.Careers@hearst.com">HTV.Careers@hearst.com</a> HTV Careers	N	59
6	Champlain College 163 South Willard Street Burlington, Vermont 05401 Phone : 802-860-2700 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Career Services Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	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
8	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
9	Current Employee	N	11
10	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
11	Emerson College 104 Boylston St Boston, Massachusetts 02116 Phone : (617) 824-8586 Career Services Manual Posting	N	0
12	Employee Referral	N	2
13	Facebook post	N	1
14	Former Employee	N	1
15	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	4

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16	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="https://ithaca.joinhandshake.com/">https://ithaca.joinhandshake.com/</a> Daniel Pascoe Aguilar Manual Posting	N	0
17	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Career Services Manual Posting	N	1
18	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 800-205-7792 Url : <a href="https://www.mediabistro.com">https://www.mediabistro.com</a> Career Services Manual Posting	N	0
19	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000x3427 Robert Keohan Manual Posting	N	0
20	New York DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-0430 Email : <a href="mailto:john.hetfield@labor.ny.gov">john.hetfield@labor.ny.gov</a> John Hetfield	N	0
21	New York State DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-4295 Sylvia Nelson Manual Posting	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Url : <a href="https://northwestern-csm.symplicity.com">https://northwestern-csm.symplicity.com</a> Dainne Siekmann Manual Posting	N	0
23	NYSBA 1805 Western Avenue Albany, New York 12203 Phone : 518.456.8888 Url : <a href="http://www.nysbroadcasters.org/">http://www.nysbroadcasters.org/</a> Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung	N	0
24	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
25	Society of Broadcast Engineers 9102 N Meridian St Ste 105 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/jl_submit.php">http://www.sbe.org/jl_submit.php</a> Kyle Jones Manual Posting	N	0
26	St. Michael's College One Winooski Park Box 7 Colchester, Vermont 05437 Phone : 802-654-2571 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Ingrid Peterson Manual Posting	N	0
27	SUNY Adirondack Community College 640 Bay Road Queensbury, New York 12804 Phone : 518-743-2287 Url : <a href="http://collegecentral.com/sunyacc/">http://collegecentral.com/sunyacc/</a> Cheryl Bolton Manual Posting	N	0



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28	SUNY Oswego 7060 Route 104 Oswego, New York 13126 Phone : 315-312-2500 Url : <a href="http://www.oswego.edu/student/career/employers/ind">http://www.oswego.edu/student/career/employers/ind</a> Career Services Manual Posting	N	0
29	SUNY Plattsburgh 805 Kehoe Administration Bldg 101 Broad Street Plattsburgh, New York 12901 Phone : 518-564-5078 Url : <a href="http://www.plattsburgh.edu/studentlife/careers/">http://www.plattsburgh.edu/studentlife/careers/</a> Sally Urban Manual Posting	N	0
30	Syracuse University 313 Newhouse 3 215 University place Syracuse, New York 13244 Phone : 315-443-3270 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Bridget Lichtinger Manual Posting	N	0
31	Temple University 1801 N Broad St Philadelphia, Pennsylvania 19122 Phone : 215-204-7981 Url : <a href="https://www.temple.edu/">https://www.temple.edu/</a> Career Services Manual Posting	N	0
32	Thayer School of Engineering, Dartmouth College 135 Cummings Hall 14 Engineering Drive Hanover, New Hampshire 03755 Phone : 603-646-2230 Url : <a href="https://thayer-dartmouth-csm.symplicity.com">https://thayer-dartmouth-csm.symplicity.com</a> Jen St. Laurence Manual Posting	N	0
33	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com/postjobs/">http://www.tvjobs.com/postjobs/</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	0

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34	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
35	University at Albany 1400 Washington Avenue Albany, New York 12222 Phone : 518-437-3913 Url : <a href="https://myinterfase.com/albany/employer/home.aspx">https://myinterfase.com/albany/employer/home.aspx</a> Kathy Hornberger Manual Posting	N	0
36	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting	Y	0
37	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Phone : 734-764-7460 Career Center Manual Posting	N	0
38	University of Vermont Building E 140 633 Main Street Burlington, Vermont 05405 Phone : 802-656-3450 Url : <a href="https://uvm-csm.symplicity.com/employers/">https://uvm-csm.symplicity.com/employers/</a> Career Services Manual Posting	N	1
39	VAB 298 Mountain View Drive Colchester, Vermont 05446 Phone : 802-233-0296 Url : <a href="http://www.vab.org/jobs_page.htm">http://www.vab.org/jobs_page.htm</a> Email : vab@vab.org Wendy Mays	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
40	Vermont State Colleges PO Box 7 Montpelier, Vermont 05601 Phone : (802) 224-3000 Career Services Manual Posting	N	0
41	Vermont Works for Women 32A Mallets Bay Avenue Winooski, Vermont 05404 Phone : 8026558900 Url : <a href="http://www.vtworksforwomen.org">www.vtworksforwomen.org</a> Email : <a href="mailto:info@vtworksforwomen.org">info@vtworksforwomen.org</a> Rachel Kauppila	N	0
42	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
43	ZipRecruiter 604 Arizona Avenue Santa Monica, California 90401 Phone : 877-252-1062 Url : <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> Career Services Manual Posting	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>81</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hosted two interns in 2022 for News and Production from The University of Vermont. One intern in News Department from 1/1/2022-6/9/2022. This intern became a full time employee with WPTZ on 6/13/2022. There is also an intern in the Programming Department that has been with WPTZ since 8/28/2022 to present.	2	Executive Producer Studio Ops Director
2	2/9/2022	Provision of training to management	Hearst Television General Managers participated in an hour-long EEO training session presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters, including development around EEO Form 395-B; discussion of the requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcast employment units.	1	General Manager
3	2/10/2022	Provision of training to management	Hearst Television General Managers participated in a workplace diversity training event presented by Dr. Janet Reid, PhD and Vincent R. Brown titled, Diversity, Equity, and Inclusion Dialogue and Learning Session. The session focused on the various dimensions of diversity and several different strategies to achieve equality, equity and inclusion in the workplace. The session also addressed different communication strategies. The overall goal was to provide training to station executive management about methods of ensuring equal opportunities and inclusion in the workplace.	1	General Manager
4	5/12/2022	Participation in Job Fairs	North Country Chamber career fair. Open to general public. Station was media sponsor of event and participated in career fair.	1	Executive Assistant
5	9/21/2022	Participation in Job Fairs	North Country Chamber career fair. Open to the general public.	2	Executive Assistant Local Sales Manager

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6	10/6/2022	Participation in other activities designed by the station employment unit	North Country Chamber Women In Business Program, Establish Your Presence & Speak with Confidence. Two of our anchors spoke on how to set yourself up for success, create a powerful mindset and gain the confidence needed to make an impact.	2	Anchor Anchor
7	10/11/2022	Participation in events or programs sponsored by educational institutions	Northern VT University - Lyndon job opportunity/recruitment trip. This offered News and Sales management the opportunity to network with students and talk about current openings and careers at WPTZ/WNNE-TV.	3	News Director Local Sales Manager Digital Sales Manager
8	10/20/2022	Participation in Job Fairs	Northern Vermont University-Johnson 2022 Fall Career& Internship Fair	1	General Sales Manger
9	11/8/2022	Provision of training to management	Program provides the foundational skills necessary to address how biases can impact our behaviors at work. Utilized various interactive tools, including breakout sessions, surveys and Q&A sessions.	1	Assistant New Director