

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, 2021

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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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
Account Executive Open Date: 6/12/2019 Hire Date: 3/30/2020	1, 3, 5-9, 11, 13-19, 21-30, 33-38, 40, 42-51	16
Anchor Reporter Open Date: 6/13/2019 Hire Date: 2/23/2020	1, 3, 5-11, 13, 15, 17-19, 21-30, 33-38, 40, 42-51	10
Sports Anchor/Reporter Open Date: 7/16/2019 Hire Date: 3/2/2020	1, 3, 5-9, 11, 13, 15, 17-19, 21-30, 33-38, 40, 42-51	5
News Producer Open Date: 11/21/2019 Hire Date: 3/1/2020	1-3, 5-11, 13, 15, 17-19, 24, 28-30, 33-37, 40, 42-46, 50-51	10
Master Control Operator Open Date: 11/25/2019 Hire Date: 3/2/2020	1-3, 5-6, 8-11, 13, 15, 17-19, 24, 28-30, 32-33, 35-37, 39-40, 42-46, 50-51	5
Director of Engineering Open Date: 12/2/2019 Hire Date: 2/26/2020	1, 3, 5-9, 11, 13, 15, 17-19, 24, 28-30, 32-37, 39-40, 42-47, 50-51	5
Multi Media Journalist Open Date: 12/9/2019 Hire Date: 2/3/2020	1-3, 5-9, 11-14, 17-19, 24, 28-30, 33-37, 40, 42-46, 48-51	12
Multi Media Journalist Open Date: 12/9/2019 Hire Date: 3/30/2020	1-3, 5-9, 11-14, 17-19, 24, 28-30, 33-37, 40, 42-46, 48-51	5
Newscast Director Open Date: 12/30/2019 Hire Date: 3/30/2020	1-3, 5-9, 11, 13-15, 17-19, 22, 24, 28-31, 33-37, 40, 42-46, 50-51	14
Photographer Open Date: 12/30/2019 Hire Date: 3/1/2020	1-3, 5-11, 13-15, 17-19, 22, 24, 28-30, 33-37, 40, 42-46, 50-51	10
Reporter Open Date: 2/14/2020 Hire Date: 6/1/2020	1-3, 5-9, 11-13, 15, 17-19, 22, 24-25, 28-30, 33-37, 40, 42-51	12
Assistant Chief Engineer Open Date: 4/7/2020 Hire Date: 10/5/2020	1-3, 5-9, 11, 13-19, 24-25, 28-30, 32-40, 42-46, 48-51	16
News Producer Open Date: 5/13/2020 Hire Date: 6/7/2020	1-3, 5-8, 10, 13, 15, 17-19, 24-25, 28-30, 32-40, 42-46, 48-51	10
President & General Manager Open Date: 6/2/2020 Hire Date: 7/1/2020	4, 10, 40-41, 44, 51	10

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Sales Account Associate-Entry Level Open Date: 7/7/2020 Hire Date: 11/16/2020	1, 3, 5-9, 11, 13-19, 24-25, 28-30, 33-38, 40, 42-46, 48, 50-51	16
Sales Account Executive Open Date: 7/7/2020 Hire Date: 9/14/2020	1, 3, 5-11, 13-19, 24-25, 28-30, 33-40, 42-46, 48, 50-51	16
News Editor Open Date: 7/10/2020 Hire Date: 8/17/2020	1, 3, 5-9, 11, 13-15, 17-19, 24-25, 28-30, 33-38, 40, 42-46, 48, 50-51	5
News Producer Open Date: 7/24/2020 Hire Date: 10/5/2020	1, 3, 5-6, 8-9, 11, 13-15, 17-20, 24-25, 28-30, 33-38, 40, 42-46, 48, 50-51	5
Anchor Reporter, Weekday Evening Open Date: 11/7/2020 Hire Date: 1/3/2021	1, 3, 5-7, 9-11, 15, 18, 28-30, 33-37, 40, 42-46, 48, 50-51	10
Anchor Reporter, Weekend Evening Open Date: 11/9/2020 Hire Date: 1/4/2021	1, 3, 5-7, 9-11, 15, 18, 25, 28, 30, 33-37, 40, 42-46, 48, 50-51	10
Multimedia Journalist Open Date: 11/11/2020 Hire Date: 1/18/2021	1, 3, 5-7, 9-11, 15, 18, 24-25, 28-30, 33-37, 40, 42-46, 48, 50-51	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Bates Technical College 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7000 Roland Bates Manual Posting	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	0
5	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : HTV.Careers@hearst.com HTV Careers	N	35
6	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
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	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com/ Email : bille@michaelsmedia.com Michael Bille	N	0
9	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
10	Current Employee	N	11
11	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
12	Employee Referral	N	3
13	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier 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
14	Indeed.com 177 Broad St Stamford, Connecticut 06901 Phone : .203-328-2691 Url : www.indeed.com Career Services Manual Posting	N	23
15	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
16	LinkedIn 605 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : www.linkedin.com Career Services Manual Posting	N	15
17	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
18	MediaBistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : . Url : https://www.mediabistro.com Career Services Manual Posting	N	0
19	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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20	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405--0248 Url : http://www.nabj.org/?page=joblistings Career Services Manual Posting	N	1
21	NAHJ 1050 Connecticut Avenue NW 10th Floor Washington, DC, Maryland 20036 Phone : 202-662-7145 Url : nahj.org Career Services Manual Posting	N	0
22	Napoli Management Group 8844 West Olympic Boulevard Suite 100 Beverly Hills, California 90211 Phone : 310-385-8222 Email : nmg@tvtalent.com Napoli Recruiter	N	0
23	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
24	New York DOL 194 US Oval Plattsburgh, New York 12903 Phone : 518-561-0430 Email : john.hetfield@labor.ny.gov John Hetfield	N	0
25	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
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	Seven Days P.O Box 1164 Burlington, Vermont 05402 Phone : 802-865-1020 x21 Url : http://www.7dvt.com/ Michelle Brown Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Society of Broadcast Engineers 9102 N Meridian St Ste 105 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org/jl_submit.php Kyle Jones Manual Posting	N	0
33	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
34	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
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	0
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

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38	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Url : http://www.talentedynamics.com/jobs.cfm Email : pumphrey@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
40	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com/postjobs/ Email : jobs@tvjobs.com Mark Holloway	N	0
41	TV News Check P.O. Box 565 Chatham , New Jersey 07928 Phone : 516-674-4914 Url : www.tvnewscheck.com Phil Kirk Manual Posting	N	0
42	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
43	University at 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

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44	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
45	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
46	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
47	Vermont Job Link 63 Pearl Street Burlington, Vermont 05401 Phone : 802-863-7676 Url : http://www.vermontjoblink.com Lindsey Kurrle Manual Posting	N	0
48	Vermont State Colleges PO Box 7 Montpelier, Vermont 05601 Phone : (802) 224-3000 Career Services Manual Posting	N	0
49	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	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
51	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	3/13/2020	Establishment of an intern program designed to assist members of the community	Prior to the COVID-19 pandemic, we were able to host one intern in 2020, in the Production Department.	2	Director of Studio Operations Director
2	5/20/2020	Participation in Job Fairs	Virtual career fair and multi-day listing of open positions with Chamber of Commerce website and social media platforms.	1	Executive Assistant
3	6/24/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	2	Director of Engineering Digital Sales Manager
4	9/21/2020	Participation in events or programs sponsored by educational institutions	Penn State virtual career fair	2	General Sales Manager Meteorologist
5	10/22/2020	Participation in events or programs sponsored by educational institutions	Virtual tour of station, Q&A with meteorologist for high school student.	1	Meteorologist
6	11/9/2020	Listing of each upper-level category opening in a job bank or newsletter	Four upper level positions, Director of Engineering, Assistant Chief Engineer, Weekday evening Anchor and Weekday morning Anchor, were listed with on-line job banks for a variety of agencies that focus on recruitment of minorities and women.	1	Executive Assistant
7	11/18/2020	Participation in Job Fairs	Virtual Career Fair using Booth Central video platform	1	Executive Assistant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	12/17/2020	Provision of training to management	This 4-hour virtual interactive seminar is designed to explore conscious and unconscious bias and their impact. Participants will learn to understand the science behind bias and how it translates into reactions. They will increase awareness of their own reactions to differences and understand how they affect behaviors. Participants will learn to recognize when their behaviors are less than inclusive and to intentionally INCLUDE instead. Additionally, they will develop a plan for implementing inclusive leadership behaviors on the job every day.	3	President & General Manager Business Manager News Director