

ANNUAL EEO PUBLIC FILE REPORT
WFFF-TV
December 1, 2014 through November 30, 2015

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WFFF-TV

The information contained in this Report covers the time period beginning December 1, 2014 to and including November 30, 2015 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

Station(s) Comprising the Station Employment Unit: WFFF-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Chief Meteorologist	1/11/2015	AA	7	A, C, D, F, G, M, N, P, Q, R, S, T, U, V, AA, CC, DD, EE, II, KK, LL, NN, QQ, RR, SS, UU, XX, YY, c, d, e
2	Producer	2/2/2015	Internal Promotion	4	A, C, D, F, G, H, J, K, M, N, P, Q, R, S, T, V, Y, Z, AA, CC, DD, EE, II, KK, LL, NN, PP, QQ, RR, SS, XX, YY, a, e, f, g, h, i, j,
3	Reporter/Producer	3/3/2015	b	2	A,C, D, F, G, H, J, K, M, N, P, Q, S, T,U, V, W, X, Y, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, a, b, e
4	Receptionist	3/2/2015	F	3	A, C, D,E, F, G, J, K, M, N, O, P, Q, T, AA, CC, DD, EE, FF, II, KK, LL, NN, QQ, RR, SS,UU, XX, YY, f, g, h, i, j
5	Weekend Meteorologist	3/9/2015	Internal Promotion	2	A,C,D,E, F, G, H, J, K, M, N, P, Q, V, Y, AA, CC, DD, EE, II, NN, SS, c, d, e
6	Director/Photographer	3/20/2015	T	2	A, C, D, I, E, F, K, M, N, P, Q, T, AA, CC, DD,EE, II, KK, LL, NN, SS, XX, YY, RR, c, d, e
7	Account Executive	4/7/2015	XX	6	A, C, D, E, F, G, H, K, M, N, P, Q, R, S, T, U, V, W, X, Y, AA, BB, CC, DD, EE, FF, II, JJ, KK, LL, NN, QQ, RR, SS, UU, XX, YY, f, g, h, i, j
8	Director of Sales	5/24/2015	J	5	A, C, D, E, F, G, H, J, K, L, M, N, O, P, Q, R, S, T,U, V, W, X, Y, Z, AA, BB, CC, DD, EE, FF, II, JJ, KK, LL, MM, NN, OO, PP, QQ, RR, SS, XX, YY, f, g, h, I, j
9	Promotions/Commercial producer	5/11/2015	YY	5	A,C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, ZZ, f, g, h, I, j
10	National Sales Assistant	5/17/2015	Internal Promotion	1	A,C, D, F, K, M, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, UU, XX, YY, ZZ, f, g, h, I, j
11	Account Executive	6/8/2015	XX	5	A, C, D, E, F, G, H, K, M, N, P, Q, R, S, T, U, V, W, X, Y, AA, BB, CC, DD, EE, FF, II, JJ, KK, LL, NN, QQ, RR, SS, UU, XX, YY, f, g, h, I, j
12	Morning Meteorologist	6/1/2015	NN	14	A,B,C, D, F, G, I, J, K, M, N, O, P, Q, T, AA, CC, DD, HH, II, LL, NN, QQ, RR, SS, TT
13	MMJ Reporter	6/1/2015	AA	7	A, C,D, F, G, H, I, J, K, M, N, O, P, Q, T,U, AA, BB, CC, DD, HH, II, KK, LL, NN,

					PP, QQ, RR, SS, TT, QQ, YY, XX, a, e
14	Receptionist/Sales Ass't	6/15/2015	E	3	A,C,D,E,F,G,H,K,L, M,N,P,Q,R,S,T,U,V,W,AA,CC,DD,EE,FF,KK,XX, YY, ZZ, f, g, h, i, j
15	MMJ Reporter	6/23/2015	NN	1	A,C, G, H, I, J, K, M, N, O, P, Q, T,U, AA,EE, HH, II,KK, LL,NN, PP, QQ, RR, SS, TT, QQ, YY, XX, a, e.
16	Sports Reporter/Anchor	7/10/2015	NN	4	A, C, D, G, H, J, K, N, P, Q, T, V, AA, BB, CC, DD, EE, HH, II, KK, LL, NN, QQ, RR, SS, TT, UU, XX, YY, c, d, e, f, g, h, i, j
17	Associate producer	8/7/2015	AA	1	A, C, D, G, H, N, O,T, U, V, W, AA, EE, KK, NN,QQ, RR, SS, XX, YY, f, g, h, i, j
18	Account Executive	8/17/2015	AA	5	A, G, H, J, K, N, O, P, Q, AA, BB, CC, DD, HH, II, LL, QQ, TT, UU,
19	Reporter/Meteorologist	8/25/2015	J	1	A,B,C,D,G,H,M,N,T,U,X,Y,AA,EE,KK,NN,QQ,RR,SS,UU,XX,YY,
20	Photographer/News	9/1/2015	N	1	A, B, C, D, G, H, N, T, U, V, W, X, Y, AA, EE, KK, NN, QQ, RR, SS, UU, XX, YY, a, b, c, f, g, h, i, j
21	Graphic Artist	9/14/2015	YY	3	A, B, C, D, E, F, G, H, J, M, N, T, U, V, W, X, Y, AA, EE, KK, QQ,RR, SS, UU, XX, YY, f, g, h, i, j
22	Director, Production	9/14/2015	J	2	A, C, D, G, H, N, T, U, V, W, X, Y, AA, EE, KK, NN, RR, SS, XX, YY, a, b, e, f, g, h, i, j
23	Master Control Operator	9/23/2015	AA	5	A, C, D, G, H, I, J, K, N, T, U, V,W, X, Y, AA, EE, KK, QQ, RR, SS, XX, YY, f, g, h, i, j, k
24	Director, Production	9/28/2015	J	2	A, C, D, E, F, G, H, N, T,U, X,Y, AA, KK, NN, RR, SS,UU, XX, YY, a, k,
25	Local Sales Manager	10/19/2015	O	8	A, C D, G, H, M, N, O, T, U, V, W, X, Y,Z, AA,BB, EE,FF, JJ, KK, QQ, RR, SS, UU, XX, YY, ZZ, f, g, h, i, j
26	Account Executive	11/9/2015	J	11	A,C,D,G,H,M,N,O,T,U,V,W,X,Y,Z,AA,BB,EE,FF,JJ,KK,QQ,RR,SS,UU,XX,YY,ZZ, f, g, h, i, j
27	Account Executive	11/9/2015	J	1	A,C,D,G,H,M,N,O,T,U,V,W,X,Y,Z,AA,BB,EE,FF,JJ,KK,QQ,RR,SS,UU,XX,YY,ZZ, f, g, h, i, j
28	Account Executive	11/16/2015	I	2	A,C,D,G,H,M,N,O,T,U,V,W,X,Y,Z,AA,BB,EE,FF,JJ,KK,QQ,RR,SS,UU,XX,YY,ZZ, f, g, h, i, j

Total Number of Persons Interviewed During Applicable Period: 113

Appendix 2 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

Station(s) Comprising the Station Employment Unit: WFFF-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Abenaki Self Help Association	Ms. Jacobs	abenakiselfhelp@comcast.net	802-868-2559	N	0
B	ALANA at UVM	Tatiana Martinez	Tatiana.Martinez@uvm.edu	802-656-7882	N	0
C	Boston College Broadcasting Department	Leslie Douglas	leslie.douglas.1@bc.edu	617-552-4280	N	0
D	Boston University Career Services	Jonathan Klarfeld	jklar@bu.edu	617-353-4978	N	0
E	Burlington Free Press	James Westermeier	jwestermei@gannett.com	888-262-2970	N	3
F	Careerbuilder.com	James Westermeier	jwestermei@gannett.com	888-262-2970	N	2
G	Champlain College	Pat Boera	careerservices@champlain.edu	802-651-5991	N	0
H	Connecticut Broadcasters Association	Michael Ryan	mryan@ctba.org	860-305-2038	N	0
I	Craigslist	Online Posting	www.craigslist.com	NA	N	0
J	Employee Referral	Current/Past employee	298 Mountain View Dr., Colchester, VT 05446	802-660-9333	N	11
K	Glassdoor.com	Online Posting	www.Glassdoor.com	NA	N	0
L	Headhunter.com	Online Posting	www.Headhunter.com	NA	N	0
M	In-House bulletin board	Lindsay Benoit	298 Mountain View Dr., Colchester, VT 05446	NA	N	0
N	Mychamplainvalley.com - station's website	Shaun Danforth	298 Mountain View Dr., Colchester, VT 05446	802-660-9333	Y	31
O	Internal referral/professional relationship	Varies	298 Mountain View Dr., Colchester, VT 05446	NA	N	4
P	Job Inventory	Online Posting	www.Jobinventory.com	NA	N	0

Q	Jooble	Online Posting	www.Jooble.com	NA	N	0
R	JuJu.com	Online Posting	www.JuJu.com	NA	N	0
S	LinkedIn	Online Posting	www.Linkedin.com	NA	N	0
T	Lyndon State College	Darlene Ballou	Darlene.Ballou@lsc.vsc.edu	802-626-6490	N	1
U	Massachusetts Broadcasters Association	Online Posting	massbroadcasters@gmail.com	NA	N	0
V	MediaLine	Mark Shilstone	mark@medialine.com	800-237-8073	N	0
W	MediaRecruiter.com	Art Scott	art@mediarecruiter.com	303-400-5150	N	3
X	New Hampshire Association of Broadcasters	Jordan Walton	jordan@nhab.org	603-627-9600	N	0
Y	New York State Broadcasters Association	Online Posting	info@nysbroadcasters.org	NA	N	0
Z	Newscheck	Patty Hersh	phersh@newscheckmedia.com	516-674-4914	N	0
AA	Nexstar Broadcasting Website	Terri Bush	www.nexstarbroadcasting.com	972-373-8800	Y	12
BB	On-air television spots	Andy Brumbaugh	ABrumbaugh@fox44now.com	802-660-9993	N	4
CC	Oodle.com	Online Posting	www.oodle.com	NA	N	0
DD	Recruit.net	Online Posting	www.recruit.net	NA	N	0
EE	Suny Plattsburgh	Online Posting	alumni@plattsburgh.edu	NA	N	1
FF	RegionalHelpWanted.com	Online Posting	www.regionalhelpwanted.com	NA	N	1
GG	SBE Job online	Online Posting	www.sbe.org/jl_submit.php	NA	N	0
HH	Seven Days	Michelle Brown	michelle@sevendaysvt.com	802-865-1020	N	0
II	SimplyHired	Online Posting	www.simplyhired.com	NA	N	0
JJ	Spots n Dots	Online Posting	ads@spotsndots.com	NA	N	7
KK	Syracuse University	Bridget Lichtinger	belichti@syr.edu	315-443-1913	N	3
LL	Trovit	Online Posting	www.Tvandradijobs.com	NA	N	0
MM	Tvandradijobs.com	Online Posting	www.Tvandradijobs.com	NA	N	0
NN	TVJobs.com	Online Posting	admin@tvjobs.com	NA	N	20
OO	TVNewsCheck.com	Online Posting	www.tvnewscheck.com	NA	N	0
PP	Twitter JobWatch	Online Posting	www.twitterjobwatch.com	NA	N	0
QQ	Umass University	Sharon Jefferson	sjefferson@admin.umass.edu	413-545-2224	N	0
RR	UVM	Jill Hoppenjans	www.uvm.edu/career	802-656-3450	N	1
SS	VAB	Jim Condon	vab@vab.org	802-655-5764	N	1
TT	VABIR	NA	jthurnauer@vabir.org	NA	N	0
UU	Vermont Department of Labor	Maria Keogh	Maria.Keogh@state.vt.us	802-652-0301	N	0
VV	Walk/Call-in	Varies	NA	NA	N	0

W W	Rick Gevers newsletter	Rick Gevers & Associates	PO Box 577 Zionsville, IN 46077-0577	317-769-7900	N	0
XX	St. Michael's College	Ingrid Peterson	ipeterson@smcvt.edu	none	N	3
YY	Castleton State University	Robert Gershon	Robert.gershon@castle.edu	802-468-1267	N	1
ZZ	Vermont Job Network	Tracey Heber – Online Posting	Tracey.heber@wcaljobnetwork.com	none	N	0
a	Elon University	Prof. Richard Landesberg	rlandesberg@elon.edu	NA	N	1
b	Ithaca College	Professor James Rada	jrada@ithaca.edu	NA	N	1
c	Mississippi State University	Professor Mike Brown	Mike.brown@msstate.edu	NA	N	0
d	Oklahoma University	Online Posting	weather@ou.edu	NA	N	0
e	Penn State Meteorology Dept	Online posting	www.Psu-csm.symplicity.com	NA	N	0
f	Champlain Community Services	Online posting	kciechanowicz@ccs-vt.org	NA	N	0
g	Greater Burlington Multicultural Association	Online posting	patbw@hotmail.com	NA	N	0
h	Howard Center for Community Service	Online posting	jobs@howardcenter.org	NA	N	0
i	ReSOURCE	Online posting	info@resourcevt.org	NA	N	0
J	Vermont Works for Women	Online posting	info@vtworksforwomen.org	NA	N	0
k	Emerson University	Online posting	careers@emerson.edu	NA	N	0
l	Indeed.com	Online posting	www.Indeed.com	NA	N	1
m	Job Fair – North Country C of C	Job Fair	N/A	NA	NA	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from December 1, 2014 through November 30, 2015

Station(s) Comprising the Station Employment Unit: WFFF-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WFFF-TV

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel with substantial responsibility for hiring decisions.	The station attended three job fairs sponsored by three different area universities or colleges. The first was the UVM Job Fair held on March 18, 2015, attended by the General Manager, HR Coordinator and Local Sales Manager. The second was the St. Michaels College job fair held on March 25, 2015, attended by the General Manager, HR Coordinator, Local Sales Manager and a St. Michaels' Alumni Account Executive for the station. The third was the SUNY Plattsburgh Job Fair on April 9, 2015, attended by the General Manager, HR Coordinator, and the Local Sales Manager. The station also attended two job fairs sponsored by the North Country Chamber of Commerce in Plattsburgh. The first was held on May 20, 2015, in Plattsburgh and was attended by the General Manager and the HR Coordinator. The second NCCC job fair was held on September 16, 2015, and was attended by the Director of Sales and an Account Executive.
2	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station established a strong internship program with two of the universities in Burlington to afford students studying journalism/communication an opportunity to get hands on training in a news room situation, helping those students in their course of studies. We hosted 3 students in the summer of 2015 – 2 from Lyndon State, one from University of Vermont. In the fall, we hosted two students, one from St. Michael's College, and 1 from Champlain College.
3	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On October 14, 2015, two station managers viewed a Webinar presented by David Oxenford, Wilkinson Barker Knauer, through the Vermont Association of Broadcasters entitled: Navigating the FCC's Equal Employment Rules. The seminar touched on a variety of areas of the law, including the various ways employers needed to comply through conducting broad searches for new employees, and ways of expanding those searches through community based organizations. The managers in attendance at the webinar were the Director of Operations, and the HR Coordinator.