

ANNUAL EEO PUBLIC FILE REPORT
WFFF-TV
December 1, 2013 through November 30, 2014

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, 2013 to and including November 30, 2014 (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, 2013 through November 30, 2014

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	Director	12/2/2013	J	2	C, D, F, H, I, J, K, N, P, Q, T, U, AA, BB, CC, DD, II, KK, LL, NN, OO, RR, SS, UU, XX, YY, AB
2	Reporter	12/9/2013	Nexstar transfer, J	5	C, D, F, G, J, K, N, P, Q, T, AA, BB, CC, DD, II, KK, LL, NN, QQ, RR, SS, XX, YY, AB
3	Weekend Anchor/Reporter	3/3/2014	Nexstar transfer, AA	3	C, D, F, G, H, K, N, P, Q, T, AA, BB, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
4	Weekend Producer/Reporter	1/6/2014	J	2	C, D, F, J, K, N, P, Q, T, AA, BB, CC, DD, II, KK, LL, NN, QQ, RR, SS, XX, YY, AB
5	Local Sales Manager	3/24/2014	F	13	F, G, H, J, K, M, N, P, Q, W, BB, CC, DD, II, JJ, LL
6	Receptionist/Sales Assistant	4/29/2014	F	5	I, E, F, K, N, P, Q, AA, CC, DD, II, LL, NN
7	Producer	5/20/2014	D	4	A, C, D, F, H, K, N, P, Q, T, U, Y, AA, CC, DD, II, KK, LL, NN, QQ, RR, SS, UU, XX, YY, AB, GG
8	Reporter	6/2/2014	N	8	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, QQ, RR, SS, XX, YY, AB
9	Photographer	6/3/2014	N	3	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
10	Director/Photographer	6/9/2014	Promoted from Master control	1	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, UU, XX, YY, AB
11	Producer	6/23/2014	T	4	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB

12	Master Control Operator	6/28/2014	J	11	F, G, I, J, K, M, N, O, P, Q, T, AA, BB, CC, DD, HH, II, LL, QQ, RR, SS, TT
13	Master Control Operator	7/2/2014	N	11	F, G, I, J, K, M, N, O, P, Q, T, AA, BB, CC, DD, HH, II, LL, QQ, RR, SS, TT
14	Reporter	7/9/2014	J	5	C, D, F, J, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, XX, YY, AB
15	Chief Photographer	7/21/2014	J	1	A, C, D, F, G, H, J, K, N, P, Q, T, V, AA, BB, CC, DD, HH, II, KK, LL, NN, QQ, RR, SS, TT, UU, XX, YY, AB
16	Anchor	7/30/2014	Agent, O	7	C, D, F, K, N, O, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
17	Account Executive	8/18/2014	J	6	A, G, H, J, K, N, P, Q, BB, CC, DD, HH, II, LL, QQ, TT, UU
18	Photographer	8/25/2014	AA	3	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
19	Producer	9/22/2014	N	4	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
20	Sports Director	10/8/2014	J	5	A, C, D, F, G, J, K, N, P, Q, S, T, U, V, Y, AA, CC, DD, II, KK, LL, NN, QQ, RR, SS, XX, YY, AB
21	Director/Photographer	10/16/2014	Promoted from part-time	2	C, D, F, K, N, P, Q, T, AA, CC, DD, II, KK, LL, NN, RR, SS, XX, YY, AB
22	Account Executive	11/3/2014	J	17	A, C, G, I, J, K, N, P, Q, BB, CC, DD, II, KK, LL, AB
23	Administrative Assistant	11/18/2014	Promoted from Sales	4	K, N, P, Q, CC, DD, II, LL, HH, M, A, C, SS, UU, EE, I, NN

Total Number of Persons Interviewed During Applicable Period: 126

Appendix 2 to Annual EEO Public File Report

Covering the Period from December 1, 2013 through November 30, 2014

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	1
E	Burlington Free Press	James Westermeier	jwestermei@gannett.com	888-262-2970	N	0
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	1
H	Connecticut Broadcasters Association	Michael Ryan	mryan@ctba.org	860-305-2038	N	0
I	Craigslist	Online Posting	www.craigslist.com	NA	N	1
J	Employee Referral	Current/Past employee	298 Mountain View Dr., Colchester, VT 05446	802-660-9333	N	12
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	D. Lopez/Lindsay Benoit	298 Mountain View Dr., Colchester, VT 05446	NA	N	1

N	Mychamplainvalley.com - station's website	Shaun Danforth	298 Mountain View Dr., Colchester, VT 05446	802-660-9333	Y	20
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	2
T	Lyndon State College	Darlene Ballou	Darlene.Ballou@lsc.vsc.edu	802-626-6490	N	2
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	Sue Arno	sue@mediarecruiter.com	303-400-5150	N	4
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	Phil Kirk	PKirk@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	0
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		alumni@plattsburgh.edu	NA	N	0
FF	RegionalHelpWanted.com	Online Posting	www.regionalhelpwanted.com	NA	N	0
GG	SBE Job online	Online Posting	http://www.sbe.org/jl_submit.php	NA	N	0
HH	Seven Days	Michelle Brown	michelle@sevendaysvt.com	802-865-1020	N	4
II	SimplyHired	Online Posting	www.simplyhired.com	NA	N	0
JJ	Spots n Dots	Online Posting	ads@spotsndots.com	NA	N	4
KK	Syracuse University	Bridget Lichtinger	belichti@syr.edu	315-443-1913	N	3
LL	Trovit	Online Posting	www.Tvandradiojobs.com	NA	N	0

MM	Tvandradiojobs.com	Online Posting	www.Tvandradiojobs.com	NA	N	0
NN	TVJobs.com	Online Posting	admin@tvjobs.com	NA	N	13
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	0
SS	VAB	Jim Condon	vab@vab.org	802-655-5764	N	0
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	0
YY	Castleton State University	Robert Gershon	Robert.gershon@castle.edu	802-468-1267	N	0
ZZ	Vermont Job Network	Tracey Heber – Online Posting	Tracey.heber@wcaljobnetwork.com	none	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from December 1, 2013 through November 30, 2014

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 events or programs relating to career opportunities in broadcasting sponsored by education institutions	On April 13, 2014, one of our reporters and one of our Production Directors visited Lyndon State College to discuss job and career opportunities. They met with a group of (15-20) sophomore & junior students in the journalism program. The agenda included career advice, types of jobs typically available, highly desired skills & experience, how to apply for jobs, creating a good resume and reel, how to prepare for interviews, what to expect on the interview and in their first job. There was also question & answer time.
2	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On May 22, 2014, station personnel attended a seminar given by Kerin Stackpole, Esq., SPHR of Paul Frank & Collins P.C., at the Vermont Association of Broadcasters annual convention, entitled, "Avoiding Harassment In The Workplace." Participants were Director of Operations, Chief Engineer.
3	The establishment of training and mentoring programs to allow station personnel to acquire skills that could qualify them for higher level positions	The station established an internal training program for the Production Director position. One Master Control Operator participated in the program and has been promoted to the position of Production Director.
4	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On November 25, 2014, station management personnel participated in a FCC EEO program compliance seminar presented by Nexstar Broadcasting's Associate Counsel & HR Director. Participants were General Manager, News Director, Chief Engineer, Director of Operations, Creative Services Director, Local Sales Manager and HR Coordinator.