

ANNUAL EEO PUBLIC FILE REPORT  
(WETM-TV)  
February 1, 2013 through January 31, 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):

WETM-TV

The information contained in this Report covers the time period beginning February 1, 2013 to and including January 31, 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 source(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 numbers 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 February 1, 2013 through January 31, 2014

Station(s) Comprising the Station Employment Unit: WETM-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	Reporter/MMJ	1/20/14	28	4	1-32
2	Reporter/MMJ	6/17/13	29	3	1-32
3	News Producer	9/23/13	28	3	1-32
4	Meteorologist	9/30/13	28	5	1-32
6	Producer/Reporter	4/15/13	29	4	1-32
7	News Director	11/18/13	33	3	1-33
8	General Sales Manager	11/4/13	31	4	1-32
9	Chief Meteorologist	6/25/13	15	3	1-32
10	Account Executive	8/5/13	30	3	1-32

Total Number of Persons Interviewed During Applicable Period: 32

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2013 through January 31, 2014

Station(s) Comprising the Station Employment Unit: WETM-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)
1	Broome Community College	Truillo_J@sunybroome.edu	PO Box 1017 Binghamton, NY 13902	607-778-5000	N	0
2	Cayuga Community College	Merritt@cayuga-cc.edu	197 Franklin Street Auburn NY 13021	315-255-1743 866-598-8883	N	0
3	Chemung County Commission On Human Relations	nickyh@ywcaelmira.org	Human Resource Center Room 325 425 Pennsylvania Avenue Elmira, NY 14904	607-734-8823	N	0
4	Collective Talent Website	www.collectivetalent.com	www.collectivetalent.com		N	0
6	Economic Opportunity Program	alewis@cseop.org	Baldwin St. Elmira, NY 14901		N	0
7	Elmira Business Institute	Michael Blasic MBlasic@ebi-college.com	Langdon Plaza 303 N. Main Street Elmira, NY 14901	607-733-7177 800-843-1812	N	0

8	Elmira College	eccareers@elmira.edu	1 Park Place Elmira, NY 14901		N	0
9	Greater Southern Tier BOCES	LRoot@gstbooces.org	459 Philo Rd. Elmira, NY 14903		N	0
10	Howard University	HowardCareerServices@gmail.com	Career Services 525 Bryant St NW Washington, DC 20049		N	0
11	IATSE Local 821/289	dsiskin@stny.rr.com	Local Union At WETM-TV Box 1147 Elmira, NY 14902		Y	0
12	Ithaca College	careers@ithaca.edu	953 Danby Road Ithaca, NY 14850		N	0
13	ITT Technical Institute	PCalabro@itt-tech.edu	235 Greenfield Parkway Liverpool, NY 13088-6651	315-461-8000	N	0
14	Mansfield University	joverton@mansfield.edu	Mansfield, PA 16993		N	0
15	Media Line	medialine@medialine.com	www.medialine.com		N	2
16	The Native American JPTA	netsyrcharlotte@hotmail.com	netsyrcharlotte@hotmail.com		N	0
17	National Association Of Black Journalists	BobButler7@comcast.net	BobButler7@comcast.net		N	0
18	Nexstar Broadcasting -Website	www.nexstar.tv	www.nexstar.tv		N	0

19	New York State Broadcasters	info@nysbroadcasters.org	1805 Western Ave Albany, NY 12203		N	1
20	Nys Department Of Labor	labordewsElmira@labor.NY.Gov	200 Baldwin Street Elmira, NY 14901	607-733-7131	N	1
21	NY State Division Of Human Rights	sowens@ci.syracuse.ny.us	Fax: 315-448-8036	315-448-8109	N	0
22	Onondaga Community College	pasiakd@sunyocc.edu	4585 West Seneca Turnpike Syracuse, NY 13215-4585	315-498-2622	N	0
23	Peace Inc.	Alicia.Manor@peace-caa.org	52 Oswego Street Baldwinsville, NY 13027	315-638-1051	N	0
24	Penn State University	Thor Wasbotton/Assistant Dean for Student Media and Online tlw34@psu.edu	101 Innovation Blvd. Suite 213H University Park, PA 16802	814-865-2802	N	2
25	SUNY Oswego	gmorris@oswego.edu	7060 State Route 104 Oswego, NY 13126-3525	315-312-6430	N	0
26	Syracuse University	Karen McGee careers@syr.edu	Syracuse, NY 13244	315-443-1870	N	3
27	Tompkins Cortland Community College	Jim Hull evenert@tc3.edu	170 North Street PO Box 139 Dryden, NY 13053	607-844-8222 888-567-8211	N	0
28	tvjobs.com	www.tvjobs.com	PO Box 4116 Oceanside, CA 92052	877-988-9808	N	7
29	WETM-TV Website	www.mytwintiers.com www.nexstar.tv	101 W. Water St. Elmira, NY 14901	607-733-5518	N	4

30	WETM-TV On-Air Commercial	www.mytwintiers.com www.nexstar.tv	101 W. Water St. Elmira, NY 14901	607-733-5518	N	1
31	WETM-TV Internal Posting	www.mytwintiers.com www.nexstar.tv	101 W. Water St. Elmira, NY 14901	607-733-5518	N	2
32	Word Of Mouth Referrals				N	7
33	Rich Gevers & Associates	rick@rickgevers.com	PO Box 577 Zionsville, IN 46077-0577	317-769-7900	N	2

**Appendix 3 to Annual EEO Public File Report**

Covering the Period from February 1, 2013 through January 31, 2014

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

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

	Recruitment Initiative	Description
1	Co-sponsoring at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.	WETM was one of the primary sponsors of the NY State Department of Labor Job Fair held on Tuesday, April 23, 2013 at the Elmira College Murray Athletic Center. The job fair afforded employers the opportunity to maximize interaction with students and other job seekers. The job fair was co-sponsored by WETM-TV, Corning Community College, Elmira College, NY Dept of Labor, GST BOCES, EOP and the Chemung County Chamber of Commerce. WETM contributed over \$4,000 in promotional support which helped create tremendous awareness for the event. WETM also assisted vendors in utilizing social media as part of the overall marketing strategy. The job fair sold out all vendor booth space and was at maximum capacity for attendees. WETM also provided news coverage of the event that aired in WETM local newscasts later that day.

<p>2</p> <p>The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WETM has established an internship program that allows students from high schools and universities to gain valuable hands-on knowledge and experience in the broadcast &amp; journalism field. During this reporting period a total of 6 area students from the following schools participated in the WETM internship program:</p> <p>Spring 2013  Florida State University: Internship in news  Elmira College: Internship in Creative Services</p> <p>Summer 2013  State Univ of NY/Oswego: Internship in news  Temple University: Internship in News  Temple University: Internship in Creative Services</p> <p>Fall/Winter 2013-2014  Corning Community College: Internship in news, sales, engineering and production</p>
<p>3</p> <p>Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.</p>	<p>WETM provides paid intern opportunities to organizations that have established paid intern programs. The paid intern program allows participants in the program to gain valuable hands-on knowledge and experience in the broadcasting and journalism field. During this reporting period WETM-TV provided for 2 paid intern positions in the news department for students from Syracuse University. The news paid internships were in partnership with the New York State Broadcast Association.</p> <p>In addition, WETM provided for 1 paid intern position in the production department in partnership with the Chemung County Youth Bureau and Elmira Free Academy High School.</p>



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Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

WETM-TV provided mentoring and shadowing opportunities for students at local schools, giving them valuable hands-on knowledge and experience in the broadcast/journalism field. A total of 14 students from the following area high schools participated in the WETM mentoring/shadowing program during this reporting period:

- Horseheads High School: News
- Horseheads High School: News
- Horseheads High School: News
- Horseheads High School: Creative Services
- Horseheads High School: Creative Services
- Horseheads-GST BOCES: News
- Horseheads-GST BOCES: News
- Elmira Free Academy High School: News
- Elmira Free Academy High School: News
- Corning-Painted Post High School: News
- Corning-Painted Post High School: News
- GST BOCES: Creative Services
- GST BOCES: Creative Services
- GST BOCES: Creative Services