

ANNUAL EEO PUBLIC FILE REPORT
WETM-TV
February 1, 2015 through January 31, 2016

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, 2015 to and including January 31, 2016 (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 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, 2015 through January 31, 2016

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	Account Executive	5/4/2015	X	1	A-W
2	Account Executive	11/30/2015	Y	3	A-W, Y
3	Digital Media Developer	3/16/2015	X	2	A-X
4	Integrated Digital Specialist	1/11/2016	X	2	A-X
5	Broadcast Engineer	3/23/2015	X	4	A-X
6	News Photography	4/16/2015	X	2	A-X
7	News Anchor	6/15/2015	M	3	A-X
8	Noon News Anchor	6/22/2015	M	3	A-X
9	Meteorologist	4/23/2015	V	3	A-X
10	Meteorologist	8/24/2015	M	4	A-X
11	Multi Media Journalist	10/26/2015	X	1	A-X
12	News Producer	3/9/2015	W	4	A-W

Total Number of Persons Interviewed During Applicable Period: 32

Appendix 2 to Annual EEO Public File Report

Covering the Period from February 1, 2015 through January 31, 2016

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)
A	Broome Community College	berchtoaddm@sunybroome.edu	P.O. Box 1017 Binghamton, NY 13902	607-778-5000	N	0
B	Corning Community College	careers@corning-cc.edu	1 Academic Drive Corning, NY 14830	607-962-9222	N	0
C	Economic Opportunity Program	alewis@cseop.org	Baldwin St. Elmira, NY 14901		N	0

D	Elmira Business Institute	jfielding@ebi-college.com	Langdon Plaza 303 N. Main Street Elmira, NY 14901	607-733-7177 800-843-1812	N	0
E	Elmira College	eccareers@elmira.edu	1 Park Place Elmira, NY 14901		N	0
F	Greater Southern Tier BOCES	LRoof@gstboces.org	459 Philo Rd. Elmira, NY 14903		N	0
G	Howard University	HowardCareerServices@gmail.com	Career Services 525 Bryant St. NW Washington, DC 20049		N	0
H	IATSE Local 289	dsiskin@stny.rr.com	Local Union At WETM-TV Box 1147 Elmira, NY 14902		Y	0
I	Ithaca College	careers@ithaca.edu	953 Danby Road Ithaca, NY 14850		N	0
J	Mansfield University	nlefelho@mansfield.edu	Mansfield, Pa 16993	570-662-4133	N	0
K	Media Line	medialine@medialine.com	www.medialine.com		N	0

L	National Association Of Black Journalists	bobbutler7@comcast.net	bobbutler7@comcast.net		N	0
M	Nexstar Broadcasting Group, Inc. Web Site		www.nexstar.tv		Y	12
N	New York State Broadcasters	info@nysbroadcasters.org	1805 Western Ave. Albany, NY 12203		N	0
O	NYS Department Of Labor	labordewselmira@labor.ny.gov			N	0
P	Onondaga Community College	pasiakd@sunyocc.edu	4585 West Seneca Turnpike Syracuse, NY 13215-4585	315-498-2622	N	0
Q	Peace Inc.	michelle.kasprzak@peace-caa.org	52 Oswego Street Baldwinsville, NY 13027	315-638-1051	N	0
R	Penn State University	Spk17@psu.edu	101 Innovation Blvd., Suite 213h University Park, PA 16802	814.865.2802	N	0
S	SUNY Oswego	gmorris@oswego.edu	7060 State Route 104 Oswego, NY 13126-3525	315-312-6430	N	0
T	Syracuse University	careers@syr.edu	Syracuse, NY 13244	315-443-1870	N	0

U	Tompkins Cortland Community College	evenert@tc3.edu	170 North Street P.O. Box 139 Dryden, NY 13053	607-844-8222 888-567-8211	N	0
V	tvjobs.com	www.tvjobs.com	P. O. Box 4116 Oceanside, CA 92052	877-988-9808	N	1
W	WETM-TV Website	www.mytwintiers.com	101 W. Water St. Elmira, NY 14901	607-733-5518	N	1
X	Word Of Mouth Referrals				N	14
Y	WETM-TV On-Air Commercial		101 W. Water St. Elmira, NY 14901	607-733-5518	N	4

Appendix 3 to Annual EEO Public File Report

Covering the Period from February 1, 2015 through January 31, 2016

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

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

Recruitment Initiative	Description
Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	On February 24, 2015 the station's Director of Creative Services & Programming attended an event at the Horseheads Middle School for an event with the Career Development Council. The topic was media production.
Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On April 15, 2015 the Watkins Glen Area Chamber of Commerce held a business expo. WETM had a booth and talked to people about careers at WETM. In attendance were the Director of Sales and the Director of Creative Services & Programming.
Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	The station's Director of Creative Services & Programming attended a "Networking with the Pros" Day at Mansfield University, in conjunction with the Department of Communications and Electronic Media.
Participation in events or programs relating to career opportunities in broadcasting sponsored by educational institutions	On April 30, 2015, the station's Lead Director attended the Cohen Elementary School Career Day. He gave a 30 minute presentation to about 60 students.
Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On May 20, 2015 from WETM participated in the Elmira Elks Club College Fair. It was attended by the station's Director of Creative Services & Programming.
Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	On March 4, 2015 a station representative attended the Compass Career Services Spring Career Fair in Binghamton, NY, collecting resumes from graduates and discussing broadcasting careers with the participants.

