

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Photographer/Editor	2, 8, 14, 18, 20, 23, 28, 32	8
Technical Assistant	2, 14, 18, 23	23
Technical Assistant	2, 14, 18	14
Account Executive	3-5, 7, 9-10, 12-13, 15-16, 18-19, 21, 23, 25-27, 29, 31, 34	10
Account Executive	7, 18, 20, 23, 32	23
Account Executive	2, 7, 10, 23, 33	23
Promotion producer	2, 18, 20, 23	18
National Sales Assistant	2-5, 7-10, 12-13, 15-21, 23, 25-27, 29, 31-32, 34	10
News Director	1-3, 5-9, 12-13, 15-21, 23-29, 31-32, 34	8
Reporter WSHM	2, 10-11, 18, 20, 23, 28, 32	11
Account Executive	2, 7, 10, 14, 18, 20, 32	10
Technical Assistant	2, 14, 18, 20, 23, 28, 32	23
Multimedia Journalist	18, 20, 23, 28	18
Editor/Photographer	2, 18, 20, 22-23, 30, 32	23
Photographer/Editor	10, 18, 33	10
Network Desktop Administrator	8, 18, 23	18
Producer	2, 10, 18, 20, 23	10
Producer	2, 10, 18, 20, 23	18
Local Sales Manager	14, 20, 23, 33	23
Multimedia Journalist	2, 14, 18, 20, 23, 28, 32	23
Local Sales Assistant	18, 20, 23, 28	18
Local Sales Assistant	18, 20, 23, 28	18
Promotion producer	10, 18, 20, 23	10
Reporter	8, 20, 23, 28, 30, 32	32

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Call In	N	2
2	Career Builders.com 200 N. LaSalle St Suite1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://careerbuilders.com Job Board Manual Posting	N	0
3	Central Connecticut State University 1615 Stanley Street Carroll Hall - Rm 2400 New Britain, Connecticut 06050 Phone : 8608321617 Url : http://ccsu.edu Email : rossittop@ccsu.edu PJ Rossitto	N	0
4	Commission on Equity and Opportunity 18-20 Trinity Street Hartford, Connecticut 06106 Phone : 860-240-1424 Werner Oyanadel Manual Posting	N	0
5	Connecticut Department of Labor 1320 Main Street Tyler Square Willimantic, Connecticut 6226 Phone : 860-465-2120 Url : http://ctdol.state.ct.us Michelle Caffè Manual Posting	N	0
6	Consultant Referral	N	1
7	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut 6032 Phone : 860-677-7577 Email : lgaray@gocsb.com Lorena Garay	N	0
8	Current Employee	N	9

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9	Eastern Connecticut State University Center for Career Development 83 Windham St Willimantic, Connecticut 6226 Phone : 860-465-4559 Url : http://easternct.edu Lana O'Connor Manual Posting	N	0
10	Employee Referral	N	11
11	Former Intern	N	1
12	Franklin/Hampshire Career Center 1 Arch Place 6 Arch St, 2nd Fl Greenfield, Massachusetts 01301 Phone : 4137744361 Penni Menard Manual Posting	N	0
13	Future Works Career Center One Federal Street Bldg 103-3 Springfield, Massachusetts 1105 Phone : 413-858-2800 Administrator Administrator Manual Posting	N	0
14	Glass Door 100 Shoreline Hwy Mill Valley, California 9491 Phone : 415-339-9015 Url : http://glassdoor.com Job Board Manual Posting	N	2
15	Goodwill Career Center 570 Cottage Street Springfield, Massachusetts 1104 Phone : 413-788-6981 ClairAnn Muddiman Manual Posting	N	0
16	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 1040 Phone : 413-538-7000 Url : http://hcc.edu Richard Powers Manual Posting	N	0

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17	Homes for the Brave 655 Park Ave Bridgeport, Connecticut 6604 Phone : 203-338-0669 J Porto Manual Posting	N	0
18	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 646-459-9074 Url : http://www.indeed.com Job Board Manual Posting	N	19
19	Lee Hecht Harrison JobScout 80 Lambertson Road Windsor, Connecticut 6095 Phone : 860-787-1300 Email : jobs@lhh.com Deidre Methe	N	0
20	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-6300 Url : http://linkedin.com Administrator Administrator Manual Posting	N	6
21	Manchester Community Tech College Great Path MS #8 P.O. Box 1046 Manchester, Connecticut 6045 Phone : 860-512-3372 Julie Greene Manual Posting	N	0
22	Media Bistro 475 Park Ave South New York, New York 10016 Phone : 212-389-2000 Url : http://mediatbistro.com Job Board 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
23	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 860-244-1690 Url : http://meredith.com Email : Jodi.Ketchale@wfsb.com Jodi Ketchale	N	17
24	Non-Employee Referral	N	1
25	Southern Connecticut State University 501 Crescent Street MO202 Wintergreen Blvd New Haven, Connecticut 6515 Phone : 203-392-6536 J Dunklee Manual Posting	N	0
26	Springfield Technical Community College 263 Alden Street Bld 27, Rm 216 Springfield, Massachusetts 1109 Phone : 413-748-2222 Pamela White Manual Posting	N	0
27	The Kennedy Center 2440 Reservoir Ave Trumbull, Connecticut 06611 Phone : 203-365-8522 Joan Nassef Manual Posting	N	0
28	TVjobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Board Manual Posting	N	1
29	UMASS 300 Massachusetts Ave 511 Goodell Bldg Amherst, Massachusetts 1003 Phone : 413-545-2238 Url : http://umass.edu Candice Serafino Manual Posting	N	0
30	Unknown (source not adequately identified upon inquiry by SEU)	N	2

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31	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 6105 Phone : 860-527-0147 Url : http://ulgh.org Yvonne Matthews Manual Posting	N	0
32	WFSB 333 Capital Blvd Rocky Hill, Connecticut 6067 Phone : 860-244-1690 Url : http://www.wfsb.com Email : Jodi.Ketchale@wfsb.com Jodi Ketchale	N	6
33	Word of Mouth Referral	N	3
34	YWCA New Britain 322 Slater Road New Britain, Connecticut 6051 Phone : 860-225-4681 Url : http://ywcaneubritain.org Pam Graves Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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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	3/28/2018	Participation in events or programs sponsored by educational institutions	American International College Career Fair; Springfield, MA	2	HR Director News Director
2	5/5/2018	Participation in events or programs sponsored by educational institutions	Southern New England Association of Black Journalists	1	Asst News Director
3	6/1/2018	Participation in events sponsored by community groups	Howard University, NABEF Media Sales Training Program	1	VP, General Manager
4	8/1/2018	Co Sponsoring Job Fair	National Association of Black Journalists; Detroit, MI	1	News Director
5	9/27/2018	Establishment of training programs for station personnel	Leadership Training - co-learning (web-based and HR facilitated)	38	Leadership Team
6	10/15/2018	Participation in events or programs sponsored by educational institutions	Quinnipiac University Career Fair; Hamden, CT	3	HR Director Asst News Director Content Manager
7	10/17/2018	Participation in events or programs sponsored by educational institutions	Westfield State University Career Fair; Westfield, MA	2	HR Director Pietrocola
8	11/26/2018	Establishment of an intern program designed to assist members of the community	Internship Program	6	Content Manager