

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2021 - November 20, 2022

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
Producer-11447	2-8, 11, 13-16, 21-26, 28-31, 33, 35	28
Anchor/MSJ-11572	2-8, 11, 13-16, 19, 21-26, 28-31, 33, 35	28
Marketing Producer-11722	2-8, 11, 13-16, 18, 21-26, 28-31, 33, 35	18
Marketing Producer-11722	2-8, 11, 13-16, 18, 21-26, 28-31, 33, 35	28
Morning News Content Director-11724	2-8, 11, 13-16, 21-26, 28-31, 33, 35	28
Digital Content Producer	2-8, 11-16, 19, 21-26, 28-31, 33, 35	28
Account Manager-11821	2-8, 11, 13-16, 19, 21-26, 28-31, 33, 35	28
Anchor/MSJ-011932	2-8, 11, 13-16, 21-26, 28-31, 33, 35	28
Chief Photographer-11929	2-8, 11, 13-16, 21-26, 28-31, 33, 35	28
Producer - 012006	2-8, 10-11, 13-16, 21-26, 28-31, 33, 35	28
Multi-Skilled Journalist - 012007	2-8, 11, 13-16, 21-26, 28-31, 33, 35	28
Anchor/MSJ - 012058	1-8, 11, 13-16, 19, 21-26, 28-31, 34-35	34
President & General Manager-012073	2-9, 11, 13-16, 21-26, 28-31, 35	9
Digital Content Producer - 012110	2-8, 11, 13-16, 21-24, 26, 28-31, 35	28
Multi-Skilled Journalist -	2-8, 11, 13-16, 18, 21-24, 26, 28-31, 34-35	28
Photographer - 012207	2-8, 11, 13-16, 19, 21, 23-24, 26, 28-31, 35	28
Photographer - 012207	2-8, 11, 13-16, 19, 21, 23-24, 26, 28-31, 35	28
Political Reporter - 012269	2-8, 11, 13-16, 19, 21, 23-24, 26, 28-31, 34-35	28
Business Reporter - 012291	2-8, 11, 13-16, 21-24, 26, 28-31, 35	28
Account Executive - 12341	4, 20, 28, 32	20
Production Assistant - 012346	2-8, 11, 13-17, 19, 21-24, 26, 28-31, 35	28
Photographer - 012395	2-8, 11, 13-16, 18, 21-24, 26, 28-31, 35	28
Assignment Editor-12621	2-8, 11, 13-16, 19, 23-24, 26, 28-31, 35	28
Assignment Editor-12621	2-8, 11, 13-16, 19, 23-24, 26, 28-31, 35	28
Sports Reporter-12721	2-8, 11, 13-16, 19, 23-24, 26, 28-31, 35	28
Broadcast Engineer-12951	2-8, 11, 13-16, 20, 23-24, 26, 28-31, 34-35	28
Assignment Editor-12980	2-8, 11, 13-16, 23-24, 26, 28-31, 35	28
Assistant Broadcast Director-13247	2-8, 11, 13-16, 23-24, 26-31, 35	28

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
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Multi-Skilled Journalist-13257	2-8, 11, 13-16, 19, 23-24, 26, 28-31, 34 -35	19
Multiskilled Journalist - 13597	2-8, 11, 13-16, 20, 23-24, 26, 28-31, 35	20

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Albertus Magnus College 700 Prospect St New Haven, Connecticut 06511 Phone : 1-800-578-9160 Email : careercenter@albertus.edu Karen Stokes	N	0
3	Capital Workforce 1 Union Place Hartford, Connecticut 06103 Phone : 1-860-522-1111 Email : sgood@capitalworkforce.org Stephen Good	N	0
4	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	4
5	Collective Talent 1723 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Email : Bille@michaelsmedia.com Bille Michael	N	0
6	Collegiate Broadcasters 90 South Park Street Willimantic, Connecticut 06226 Phone : 1-860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
7	Community Technical College 61 Woodland Street Hartford, Connecticut 06101 Phone : 1-860-906--5266 Email : lknowlton@capitalcc.edu Lisa Knowlton	N	0

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2021 - November 20, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Connecticut School of Broadcasting Media Park 130 Birdseye Rd Farmington, Connecticut 06032 Phone : 800-887-2346 Email : info@gocsb.com Missy Robinson	N	0
9	Corporate Recruiter	N	5
10	Current Employee/Internal Promotion	N	1
11	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
12	Former Intern	N	1
13	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 06601 Phone : 1-800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
14	Greater New Haven Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-865-3867 Email : JAllen@newhaven.edu Jerry Allen	N	0
15	Highschool Adult Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	N	0
16	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0
17	Indeed.com	N	1

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2021 - November 20, 2022

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Indeed.com - Not Directly Contacted by SEU	N	3
19	Linked In	N	14
20	Linked In - Not Directly Contacted by SEU	N	3
21	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, Connecticut 06371 Phone : 860-434-5232 Email : klockwood@lymefhs.newhaven.edu Karen Lockwood	N	0
22	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
23	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
24	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
25	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
26	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0
27	Self Referral	N	1

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2021 - November 20, 2022

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28	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Url : www.TEGNA.com Corporate HR Manual Posting	N	107
29	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-773-1504 Email : kjames@tunxis.edu Kim James	N	0
30	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Email : Admin@tvjobs.com Mark Holloway	N	0
31	University of Connecticut Stamford Campus Stamford, Connecticut 06901 Phone : 860-486-4900 Email : recruiting@uconn.edu Job Postings	N	0
32	Unknown Referral Source	N	1
33	Urban League of Greater Hartford P.O. Box 320500 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : ymatthews@ulgh.org Timothy Fraylon	N	0
34	Walk In/Self-Referral	N	8
35	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			150

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	Employee taught a journalism course at the University of Hartford for the fall and spring semesters. Employee spoke with students about careers in broadcast.	1	Digital Content Producer
2	11/22/2021	Participation in events sponsored by organizations representing the community	The Community Relations Manager served on United Way's Emerging Leaders Society for the 2021 committee, to mentor young professionals (from 9 different corporations) as part of the 3rd annual ELS Case Competition. The Case was to create an awareness and marketing plan to address food insecurity in greater Hartford. Employee discussed and presented the PR/Marketing materials relevant to the local News business.	1	Community Relations Manager
3	12/14/2021	Participation in events or programs sponsored by educational institutions	Community Relations Manager mentored college students at UConn School of Business as part of their "Sales & Marketing" Role Play exercises. They learned how to advise and connect with clients. Employee worked with two different groups of 4 to 5 seniors.	1	Community Relations Manager
4	Ongoing Event	Establishment of training programs for station personnel	News Leaders participated in a monthly diversity, equity and inclusion meeting, which included training for leaders and employees on diversity, equity and inclusion in the workplace.	20	News Director Director, Marketing Strategic HR Business Partner President & General Manager
5	2/3/2022	Establishment of training programs for station personnel	Research Analyst attended the TVB Media Comparison Study, presented by: Hadassa Gerber, EVP, Chief Research Officer, TVB. The Research Analyst gained in depth knowledge on one of TVB's most popular studies (Media Comparisons and highlights on how Americans use both traditional and digital media platforms).	1	Research Analyst

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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6	2/16/2022	Establishment of training programs for station personnel	Research Analyst attended the Social Media Monetization for Local TV training. The Research Analyst learned about key topics such as, the power of social in expanding your total reach, how Fortune 100 companies have leveraged social insights to win and how to sign up for a free dashboard customized to your local station.	1	Research Analyst
7	2/25/2022	Establishment of training programs for station personnel	All employees were trained on the first 2022 TEGNA-wide quarterly Cybersecurity series training modules. Q1 focused on phishing and email safety. This training includes real-life examples of how phishing works, how it's different from spam, and what employees can do to defend against all forms of attacks.	130	All Station
8	3/31/2022	Establishment of training programs for station personnel	Research Analyst attended the TVB Webinar: Future of Automotive. The Research Analyst learned about how to help sellers of all levels better understand auto marketing in 2022 and gained insights and guidance on how to help navigate this dynamic market.	1	Research Analyst
9	4/1/2022	Participation in events or programs sponsored by educational institutions	FOX61 Anchor, Keith McGilvery and the Student News team invited teachers and students from The University of New Haven, to a boot camp where they critiqued student news stories. They encouraged new teachers and students to attend and learn more. FOX61 provided honest feedback on each student video, writing, performance, and editing.	4	Community Relations Manager Digital Content Producer Assistant Chief Photographer Anchor
10	4/2/2022	Participation in events or programs sponsored by educational institutions	FOX61 Anchor, Keith McGilvery and Heidi Deane, Community Outreach Lead, Impact Teen Drivers, and members of the University of New Haven's Communication, Film & Media Studies Department led students in a three-hour workshop to create their own :30 second PSA message for the Just Drive PSA contest.	2	Community Relations Manager Anchor

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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11	4/7/2022	Establishment of training programs for station personnel	Research Analyst attended training on Positioning Comscore in the Local Marketplace. The training taught how to position yourself confidently with Comscore in the local marketplace. Also, answered some of the most frequently asked questions that employers may face when presenting Comscore data to advertisers and agencies.	1	Research Analyst
12	6/14/2022	Establishment of training programs for station personnel	Research Analyst attended Comscore's 2022 State of Streaming webinar. She learned about the most crucial trends, services, and solutions of streaming in today's market.	1	Research Analyst
13	6/23/2022	Establishment of training programs for station personnel	Research Analyst attended the TVB Webinar: Video Media Devices and Usage Study. The Research Analyst gained knowledge on the way people use media devices and how it has evolved over time as well as insight on questions that remain and have not entirely been addressed by syndicated reports.	1	Research Analyst
14	6/24/2022	Establishment of training programs for station personnel	All employees participated in the Q2 2022 TEGNA-wide Cybersecurity series training module focused on the security of our data. The training provided employees information on social engineering, a series of manipulative practices cyber criminals adopt to convince users to surrender confidential information or fall victim to phishing attacks. They also learned that Human awareness and action are the best ways to prevent cybercrimes.	130	All Station

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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15	6/27/2022	Establishment of training programs for station personnel	This station is participating in TEGNA Inc.'s Producer-In Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations to a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Producer-in-Resident Producer-in-Resident
16	6/28/2022	Establishment of a mentoring program	Our Producers In Residence participated in intensive training around TEGNA's culture, mission, ethics, inclusive journalism and how to write across all platforms. This training was held from June 28th - July 8, 2022.	2	Producer in Residence Producer in Residence

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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17	6/29/2022	Establishment of training programs for station personnel	Research Analyst attended the Comscore's Advanced Local TV Webinar - Capitalizing on Comscore Automotive Data. The Research Analyst learned how to review available demographics, product enhancements, and sales strategies for getting the most out of this service.	1	Research Analyst
18	8/29/2022	Establishment of a mentoring program	Our Producers In Residence participated in Inclusive and conversational crime story writing, plus how The Tank works daily for producers' graphic storytelling needs.	2	Producer in Residence Producer in Residence
19	9/1/2022	Establishment of training programs for station personnel	All employees attended the Q3 2022 TEGNA-wide Cybersecurity series training module focused on the security of our data. Employees learned real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	130	All Station
20	9/8/2022	Participation in events sponsored by organizations representing the community	Digital Content Director attended the NLGJA: The Association of LGBTQ Journalists Convention from Sept. 8-Sept. 10, 2022 in Chicago, Illinois. Employee attended as part of TEGNA's recruiting team, which included Eric Valadez and Stuart Boslow. The Digital Content Director learned about building a "winning" culture within the Newsroom.	1	Director, Digital Content
21	9/16/2022	Participation in events sponsored by organizations representing the community	WTIC had employees participate in "Day of Service" event on September 16th at CT Foodshare. Employees volunteered their time to help sort, evaluate, label and repackage food. The mission of Connecticut Food Bank is to provide nutritious food to people in need.	4	Anchor Strategic HR Business Partner Multiskilled Journalist Community Marketing Manager

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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22	9/18/2022	Participation in events sponsored by organizations representing the community	Employee emceed the 16th Annual Union Styreet Tavern Trot: 3.5 mile road and trail race through historic Windsor Center – USATF certified # CT09017JHP & Manchester Road Race qualifier with electronic chip timing. Proceeds to benefit go to Alex's Lemonade Stand Foundation, a national charitable foundation for childhood cancer research. While emceeing the event the employee talked about their career as a broadcast journalist.	2	Anchor Anchor
23	9/22/2022	Establishment of training programs for station personnel	Research Analyst attended the TVB's 2022 Forward Conference. The virtual conference brought together attendees from across the U.S., including local broadcast television, media ad agencies, key ad categories, measurement, and AdTech companies. They all discussed and learned about the present and future of local television.	1	Research Analyst
24	9/24/2022	Participation in events sponsored by organizations representing the community	Several employees attended the Fox61/TEGNA sponsored "Step Up for Down Syndrome" Block Party and Walk with the Down Syndrome Association of Connecticut. Event was held at Rentshler Field, East Hartford from 8:00am - 12:00pm. Employees talked about careers in the broadcast industry with participants at the event. Down Syndrome Association of Connecticut's mission is to encourage intentionally inclusive communities while providing resources and support to individuals who live with Down syndrome and their advocates.	10	Anchor Multiskilled Journalist Multiskilled Journalist Meteorologist

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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25	9/28/2022	Establishment of a mentoring program	<p>Managers participated in the TEGNA Management Develop Program training at FOX61 on Sept 27-29. They were joined by 21 colleagues from across the company and spent the three days learning about how to lead for engagement and high performance, and leading collaboration and change.</p> <p>They learned new ways to approach their leadership positions and about the critical leadership skills expected at TEGNA (Intentional Decision Maker, Adaptive Strategic Thinker, Change Leader, Talent Developer, Results Achiever).</p> <p>Combined with the company core values of inclusion, integrity, innovation, impact and results, the training provided a roadmap to moving the company, our employees and ourselves forward in the years ahead.</p>	3	Head of Technology & Operations Director, Marketing Programming Mgr
26	9/30/2022	Participation in events sponsored by organizations representing the community	<p>WTIC had employees participate in "Day of Service" event on September 30th at Hartford's Camp Courant. Employees volunteered their time to help clean up and restore the camp. Hartford's Camp Courant is the oldest and largest FREE summer day camp program in the country, and our programs provide Hartford's youth, ages 5 -12, with an opportunity to build meaningful and positive relationships with fellow campers and staff, learn, and most importantly, HAVE FUN! Campers become part of a historic camp community that continues to grow and evolve, but has also stood the test of time.</p>	10	Account Executive National Sales Manager Account Executive Digital Sales Coordinator

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

III. RECRUITMENT INITIATIVES

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27	10/1/2022	Participation in events sponsored by organizations representing the community	<p>WTIC had employees participate in "Day of Service" event on October 1st at Hartford's Habitat for Humanity. Employees volunteered their time to help build a home for a Military family.</p> <p>Habitat for Humanity North Central Connecticut is part of a global, nonprofit housing organization operated on Christian principles that seeks to put God's love into action by building homes, communities, and hope. Habitat for Humanity North Central Connecticut is dedicated to eliminating substandard housing locally and worldwide through constructing, rehabilitating, and preserving homes; by advocating for fair and just housing policies; and by providing training and access to resources to help families improve their shelter conditions.</p>	6	<p>Director, Sales</p> <p>President and General Manager</p> <p>News Director</p> <p>Community Marketing Manager</p>
28	10/4/2022	Participation in events or programs sponsored by educational institutions	<p>Several Fox61 employees held a Student News Teachers Workshop at the University of Hartford. Middle and High School teachers were invited. The Fox 61 employees discussed media basics and literacy, news gathering, shooting news, editorial decision making and how to submit stories. They also shared some photos from last year's awards ceremony and details on our student scholarship program.</p>	4	<p>Executive Assistant</p> <p>Digital Content Producer</p> <p>Assistant Chief Photographer</p> <p>Anchor</p>
29	10/17/2022	Participation in Job Fairs	<p>Marketing Director and Assistant News Director met with dozens of students at Quinnipiac University's Annual Career Fair. There were more than 100 companies with tables and displays and our table was given to us through our partnership with the Connecticut Broadcasters Association. Our leaders spoke to numerous students about job opportunities and interhsips at FOX61/CW20.</p>	2	<p>Marketing Director</p> <p>Assistant News Director</p>

WCCT-TV, WTIC-TV

EEO PUBLIC FILE REPORT

November 21, 2021 - November 20, 2022

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30	10/18/2022	Establishment of a mentoring program	Director of Sales attended the Executive Leadership program from October 18th - March 31st 2022. This program is designed for future and new General Managers. The program challenged her to think and act differently as a senior leader. She learned how to focus on strengthening skills to lead strategically across multiple functional units and external stakeholder groups. This program provided her with the knowledge and skills required to put her leadership "in action" every day.	1	Director, Sales
31	10/20/2022	Provision of training to management	Our leadership team met on 10/20 and together learned about Defining DEI, Implicit Bias and Microaggressions.	24	President & General Manager Director of Sales Local Sales Manager Local Sales Manager
32	11/2/2022	Establishment of training programs for station personnel	Our stations, WTIC/WCCT, brought in a counselor from our mental health provider, Spring Health, to meet for a group session from 11:30 am - 12:30pm. The Team discussed the impact their work has on their mental health and were provided information on coping skills, stress management, and self-care. The consultant promoted the continuity of their care through additional Spring Health services.	130	All Employees
33	11/10/2022	Participation in events or programs sponsored by educational institutions	Ben Goldman emceed the Trinity Academy of Hartford's annual gala on November 10, 2022. Trinity Academy is a nonprofit elementary school located in the Asylum Hill neighborhood of Hartford that caters to underresourced students residing in Hartford and surrounding communities. They pride ourselves on giving these students a private school quality education at no cost. Ben spoke at the event about his career in the broadcast industry.	1	Anchor/MSJ