

WCTX, WTNH
EEO PUBLIC FILE REPORT
November 22, 2013 - November 21, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Managing Editor	1, 3-8, 10-12, 14-16, 18-19, 21-22	15
Weekend Evening Weather Anchor/Meteorologist:	1, 3-12, 14-16, 18-19, 21-22	19
Producer	1, 3-8, 10-12, 14-16, 18-19, 21-22	19
Producer	1, 3-8, 10-12, 14-16, 18-19, 21-22	19
Reporter/Multimedia Journalist	1, 3-8, 10-12, 14-16, 18-22	20
Reporter/Multimedia Journalist	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19
Online Content Specialist	13, 17, 21	21
Online Content Specialist	1, 3-6, 8, 10-19, 21-22	21
Producer	1-6, 8, 10-12, 14-16, 18-19, 21-22	21
Director	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	14
Director	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	14
Senior Marketing Producer	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	21
Producer	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	21
Executive Producer of Weather	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19
Producer	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19
CSR-Customer and Sales Support	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	14
ONLINE CONTENT PRODUCER	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	21
Receptionist/Administrative Assistant	1, 3-6, 8-12, 14-16, 18-19, 21-22	21
Editor	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19
Executive Producer	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19
Host/Multi Media Journalist (MMJ)	1, 3-6, 8, 10-12, 14-16, 18-19, 21-22	19

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6510 Phone : 800-578-8160 Email : awilson@cc.albertus.edu Amy Wilson	N	0
2	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6510 Phone : 800-578-8160 Email : yurkowall@albertus.edu Suzanne Wall	N	0
3	Capital Community College 950 Main Street Hartford, Connecticut 06103 Phone : 860-906-5107 Email : KSchlossberg@ccc.commnet.edu Karen Schlossberg	N	0
4	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6050 Phone : 860-832-2078 Email : Ritzenhoffk@ccsu.edu Dr. Karen Ritzenhokk	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : info@michaelsmedia.com Michael Bille	N	0
6	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 6226 Phone : 860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
7	Community Technical Colleges of Connecticut 61 Woodland Street Hartford, Connecticut 6101 Phone : 860-244-7600 Email : ldomenitz@ccc.commnet.edu Linda Domenitz	N	0

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8	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : careers@easternct.edu Job Bank	N	0
9	Employee Referral	N	2
10	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
11	Greater New Haven Education 580 Ella Grasso Blvd New Haven, Connecticut 6510 Phone : 203-865-3867 Email : JAllen@Newhaven.edu Jerry Allen	N	0
12	High School Adult Education 580 Ella T Grasso Blvd New Haven, Connecticut 06510 Phone : 203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	Y	0
13	Indeed.com	N	2
14	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : WTNH_WCTX_TV@linmedia.com Joseph Macedo	N	6
15	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	3

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16	National Association for Advanced Color People 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Dorris Dumas	N	0
17	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6514 Phone : 203-582-8200 Grace Lavine	N	2
18	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 6515 Phone : 1-800-448-0661 Email : dunkleej1@southernct.edu Professor Jerry Dunklee	N	0
19	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	19
20	Walk In	N	1
21	WTNH-TV 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Url : http://www.wtnh.com/ Email : Alex.Ceneviva@wnh.com Alex Ceneviva	N	28
22	WTNH-TV 8 Elm Street Phone Line 203-784-8880 New Haven, Connecticut 6510 Phone : 203-784-8888 Email : Karen.Blank@wnh.com Karen Blank	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	5/5/2014	Establishment of an intern program designed to assist members of the community	We signed on as a partner for the new JM Wright Technical School. Our employees mentor students and help develop curriculum for their digital media department.	1	Operation Manager and Director	1.00
2	8/1/2014	Participation in events or programs sponsored by educational institutions	Participated in a C-HIT Journalism camp mentoring and informational day.	3	Anchor Chief Investigative Reporter Community Affairs Director	0.25
3	9/3/2014	Establishment of a mentoring program	September 3 and 4th of 2014 LIN Media held a training on "I" Team Conferences held at the Omni Hotel in Providence Rhode Island. This training provided tools learned for higher positions with in the company.	5	Producer Reporter News Director Promo/digital Director	1.00
4	10/31/2014	Participation in events or programs sponsored by educational institutions	Participation Hamden Career Fair	2	Meteorologist Anchor	0.25

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5	11/3/2014	Establishment of an intern program designed to assist members of the community	<p>WTNH-TV and WCTX-TV ran (3) internship programs in the spring from January 2014 to May 2014, summer from June 2014-August 2014 and a fall Program from September 2014-November 2014. This program provides college students interested in mass communications, additional educational experience. Colleges participating included, Central Connecticut State University, Western Connecticut State University, University of Bridgeport, Albertus Magnus College, Quinnipiac University, Southern Connecticut State University, Sacred Heart University, University of Connecticut, Hartford University, and the Connecticut School of Broadcasting located in the State of Connecticut. Also FIT College, located in the state of New York, Arizona State University located in Arizona, Clarion College and Elizabethtown College located in Pennsylvania, Holy Cross located in Massassuchettes, and Lydon State College located in Vermont. This "hands-on" experience allows students to get an in depth look into the field of broadcasting. All 32 Interns were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 6 in Sales/Marketing/Community Affairs, 3 in Weather, 7 in Sports, and 16 in the News Department. Staff involved included Judi Mickmac, Intern Coordinator/program manager, Rich Vedder, Sales Manager /CT Style, Kierstin Pupkowski, Community Affairs, Rachel Guerra, Assignment Desk Manager, and Melissa Kilmartin Executive News Producer.</p>	5	<p>Intern Coorinator/Programmi ng Manager Director of Sales Assignment Desk Manager Executive Producer</p>	1.00

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6	11/4/2014	Establishment of an intern program designed to assist members of the community	We have established a partnership with Western Connecticut State University which includes an internship program for their school of meteorology.	4	Meteorologist Meteorologist Meteorologist Weather EP	1.00
7	11/4/2014	Participation in events or programs sponsored by educational institutions	Albertus Magnus Career Fair	2	Community Affairs Director Anchor	0.25
8	11/5/2014	Participation in events sponsored by community groups	Host site for WCSU Leadership program. We host a selected student once a week for an entire semester. The student shadows senior level staff to learn about broadcast and leadership in the workplace.	4	Executive Producer of CT Style Reporter Assignment Desk Manager Community Affairs Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.00