

**AMENDED – MARCH 2023
ANNUAL PUBLIC FILE EEO REPORT 2022**

December 1, 2021 – November 30, 2022

Call Sign of Station(s): WVIT, WRDM-CD, WDMR-LD

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Account Executive – 2 positions 10 interviews
Assistant News Director – 1 position 12 interviews
Commercial Copy Coordinator – 1 position 4 interviews
Creative Services Director – 1 position 6 interviews
Director – 1 position 3 interviews
Assignment Editor – 1 position 3 interviews
Chief Photographer – 1 position 8 interviews
Digital – 1 position 1 interview
Executive Producer – 2 positions 10 interviews
Human Resources Coordinator – 1 position 12 interviews
Local Sales Director – 1 position 2 interviews
Marketing Coordinator – 2 positions 15 interviews
Marketing Manager – 1 position 4 interviews
Multi-Media Journalist – 1 position 5 interviews
Multi-Platform Video Producer – 1 position 5 interviews
National Sales Director – 1 position 4 interviews
Photographer – 1 position 5 interviews
Producer – 7 positions 13 interviews
Promotions Producer – 1 position 4 interviews
Reporter – 2 positions 6 interviews
Reporter/Anchor – 1 position 7 interviews
Systems Engineer – 1 position 2 interviews

Telemundo Commercial Producer – 1 position 7 interviews

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Please see Recruitment Source Data Forms attached.

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

148 interviews conducted since December 1, 2021

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During the Year
Campus Job Board / Event	3
Contacted Directly by NBCUniversal HR Representative	4
Current / Former NBCUniversal Intern	4
Current NBCUniversal Contractor / Freelancer	2
Current NBCUniversal Employee	32
Former Employee	10
LinkedIn	14
NBCUniversal Affinity Groups	2
NBCUniversal Careers Site	53
Referral	22
Search Firm Agency	1
Facebook	1

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

The following conventions host career fairs. A representative from NBC Universal's talent acquisition team participates on behalf of the NBCU Local Stations. Additionally, leaders from our local station may participate for the purpose of recruiting talent.

National Association of Black Journalists & National Association of Hispanic Journalists Career Fair

August 3-7, 2022

Las Vegas, Nevada

NBCUniversal Talent Acquisition Team, NBC Connecticut Assistant News Director

Asian-American Journalists Association National Convention

July 27-30, 2022

Los Angeles, CA

NBCUniversal Talent Acquisition Team

WVIT Internship Program. NBCUniversal has developed a robust Campus 2 Careers paid internship program. The Director of Human Resources, Mary Anderson, manages the program locally. The paid internship affords students the opportunity to participate in more than one intern experience. The Station has worked to build an active and healthy internship program to provide students a learning experience while contributing to the work performed at our station. The enhanced program has resulted in students who are well-prepared to become employees at our station upon graduation. During the current Annual Report year 10 interns have participated in the station's internship program. There were five interns who were qualified to interview for open positions, and one former intern was hired as freelance and ultimately was qualified to fill a full time position this year.

NBCU Owned Television Stations' Associate Programs. The Sales and News Associate programs are an opportunity for early career professionals to hone their skills specific to the Broadcast industry. Participants in the program work in a fast-paced local television organization within an NBC Owned Station. Associates undergo an intense week-long orientation filled with workshops, lunches with guest speakers and training. The program lasts an average of one year where it concludes with successful associates accepting full-time Account Executive or Producer (news) positions within the Owned Stations group. NBC Connecticut hosted a News Associate for the 2022 calendar year who was a successful candidate for an open Producer position in 2022.

Equal Employment Opportunity Training. All Station employees are required to attend a mandatory course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation. Starting in 2006 and offered annually, all hiring managers received coaching on new regulations set by the Office of Federal Contract Compliance Programs (OFCCP) regarding the definition of an internet applicant and the necessary recordkeeping for such applicants.

Internal Skills Enhancement Programs. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: JUMP, PIVOT, LEAD; all leadership development courses facilitated by NBCU's training team. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

Recruitment. All positions are posted on nbcunicareers.com (the "Career Site"), a link to which is provided on the Stations' websites. All positions posted on the Career Site are republished by numerous third-party online general audience job boards, including commonly used sites like LinkedIn, AboutJobs, Indeed, and ZipRecruiter. Additionally, NBCUniversal partners with Direct Employers, which disseminates Career Site postings to additional online job boards targeted to reach diversity-focused, military veteran, disabled, and federal government job seekers.

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Account Executive (2)			
Date Job Filled	5/23/2022 & 3/28/2022			
Recruitment Source that referred ultimate hire	Contacted by NBCU HR & Referral			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

(INCLUDE ADDITIONAL TABLES AS NEEDED)

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Assistant News Director			
Date Job Filled	1/10/2022			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Assignment Editor			
Date Job Filled	3/7/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Chief Photographer			
Date Job Filled	3/14/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Search Firm Agency		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Commercial Copy Coordinator			
Date Job Filled	9/6/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Creative Services Director			
Date Job Filled	12/27/2021			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
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Station	WVIT – NBC Connecticut			
Job Title	Digital Editor			
Date Job Filled	1/17/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
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Station	WVIT – NBC Connecticut			
Job Title	Director			
Date Job Filled	4/5/2021			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Executive Producer (2)			
Date Job Filled	8/29/2022 & 5/30/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee & Referral			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

JOB VACANCY
RECRUITMENT SOURCE DATA FORMS
(To Be Attached to Annual Public File EEO Report)

Station	WVIT – NBC Connecticut			
Job Title	Human Resources Coordinator			
Date Job Filled	11/14/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Local Sales Director			
Date Job Filled	1/24/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Marketing Coordinator (2)			
Date Job Filled	6/20/2022 & 8/22/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee & NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Search Firm/Agency		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Instagram		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Marketing Manager			
Date Job Filled	2/21/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
NBCUniversal Affinity Groups		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Multi-Media Journalist			
Date Job Filled	6/6/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
NBCUniversal Affinity Groups		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Multi-Platform Video Producer			
Date Job Filled	8/15/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Affinity Groups			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
NBCUniversal Affinity Groups		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	National Sales Director			
Date Job Filled	11/7/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Producer (7)			
Date Job Filled	11/21 – 10/10 – 7/11 – 7/11 – 6/27 – 7/4 – 9/12/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site (5) – Current NBCUniversal Employee - Current NBCUniversal contractor/freelancer -			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Search Firm/Agency		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Promotions Producer			
Date Job Filled	6/27/2022			
Recruitment Source that referred ultimate hire	NBCUniversal Careers Site			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Search Firm/Agency		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Reporter (2)			
Date Job Filled	9/26/2022 – 9/19/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Contractor / Freelancer - Facebook			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Campus Job Board/Event	Various local colleges, including career fairs	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Facebook				
Instagram				

Station	WVIT – NBC Connecticut			
Job Title	Reporter/Anchor			
Date Job Filled	4/4/2022			
Recruitment Source that referred ultimate hire	Contacted by NBCU HR			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WVIT – NBC Connecticut			
Job Title	Systems Engineer			
Date Job Filled	6/6/2022			
Recruitment Source that referred ultimate hire	Current NBCUniversal Employee			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No

Station	WRDM – Telemundo Connecticut			
Job Title	Telemundo Commercial Producer			
Date Job Filled	5/30/2022			
Recruitment Source that referred ultimate hire	LinkedIn			
Name of Recruitment Source	Recruitment Source Address/Website	Contact Person	Phone/Email	Did this source request notices?
NBCUniversal Careers	www.nbcunicareers.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
LinkedIn	www.linkedin.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Indeed	www.indeed.com	Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No
Search Firm/Agency		Scott Williams	Scott.Williams2@nbcuni.com 646-630-1632	No