

WTIC - TV, Hartford, CT and WCCT - TV, Waterbury, CT
ANNUAL EEO PUBLIC FILE REPORT
Date: December 1, 2012

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations WTIC and WCCT.

WTIC/WCCT - TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Department at (860) 241-6292.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and, in some cases, a drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period 12/01/11 - 11/30/12

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Producer/Writer	1-50, 52-57	WTIC- TV & WCCT - TV Web-sites - #53	5
2	Multimedia Journalist	1-50, 52-57	Unsolicited Applicant - #57	5
3	Multimedia Journalist	1-50, 52-56	Employee Referral - #56	5
4	Producer/Writer (2 positions)	1-50, 52-56	Employee Referral - #56 (2)	6
5	Account Executive-Digital	1-55, 58-60	Careerbuilder.com - #49	6
6	Account Executive	1-33, 35-56, 58-60	Employee Referral - #56	7
7	Editor	1-33, 35-50, 52-56	Internal Promotion - #54	5
8	Account Executive	1-33, 35-56, 58-60	WTIC- TV & WCCT - TV Web-sites - #53	6
9	Sales Associate (2 positions)	1-33, 35-50, 52-56	Employee Referral - #56 (2)	6
10	Photographer	1-33, 35-50, 52-55	Internal Promotion - #54	5
11	Photographer	1-33, 35-50, 52-55	Internal Promotion - #54	5
12	Assistant News Director	1-33, 35-50, 52-56	Internal Promotion - #54	7
13	Account Executive (2 positions)	1-33, 35-56, 58-60	Internal Promotion - #54 (2)	10
14	Production Technician	1-33, 35-50, 52-55	Internal Promotion - #54	6
15	Multimedia Journalist	1-33, 35-50, 52-57	Unsolicited Applicant - #57	5
16	Captioning Assistant	1-33, 35-50, 52-56	Internal Promotion - #54	6
17	Multimedia Journalist	1-33, 35-50, 52-56	TVjobs.com - #9	5
18	Executive Producer	1-33, 35-50, 52-56	Internal Promotion - #54	5
19	Producer/Writer	1-33, 35-50, 52-56	Employee Referral - #56	6
20	Assignment Editor/Web Producer	1-33, 35-50, 52-56	Employee Referral - #56	5
21	Master Control Operator	1-33, 35-40, 42-50, 52-55	Internal Promotion - #54	6
22	Producer/Writer	1-33, 35-40, 42-50, 52-56	Employee Referral - #56	5
23	Photographer	1-33, 35-40, 42-50, 52-55	Internal Promotion - #54	5
24	Production Technician	1-33, 35-40, 42-50, 52-56	Internal Promotion - #54	5
25	Digital Product Manager	1-33, 35-40, 42-50, 52-56	Internal Promotion - #54	5
26	Producer/Writer	1-33, 35-40, 42-50, 52-56	Internal Promotion - #54	5

Total number of persons interviewed during applicable period: 147

Supplemental Recruiting Measures 12/1/11 - 11/30/12

	Activity/Description	Date	Staff Participant	Sponsor
1	<u>Internship Program:</u> Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing broadcasting careers. WTIC/WCCT hosts approximately 10-20 students each year. Intern positions are part-time, usually 10 - 20 hours per week beginning in either spring, summer or fall.	Ongoing	HR Director, HR Generalist, along with various Department Personnel	WTIC/WCCT-TV
2	<u>Hartford Courant Virtual Career Fair:</u> Recruiter and Sales Managers participated in an online career fair through Careerbuilder.com to discuss career opportunities at CT1Media (WTIC/WCCT-TV) and accept resumes for employment.	2/28/2012	Sales Managers and HR Recruiter	Shaker
3	<u>AD Club of CT:</u> Broadcast Sales Manager and Recruiter attended fair and spoke with individuals regarding employment opportunities at CT1Media (WTIC/WCCT-TV).	6/5/2012	Broadcast Sales Manager and HR Recruiter	AD Club of Connecticut
4	<u>Quinnipiac University:</u> Recruiter attended a job fair to discuss career opportunities and internship positions at CT1Media (WTIC/WCCT-TV) with students and accepted resumes for employment.	10/3/2012	HR Recruiter	Quinnipiac University
5	<u>University of Connecticut (School of Business Expo):</u> Spoke to students one-on-one about internship opportunities and careers within CT1Media (WTIC/WCCT-TV).	10/12/2012	HR Recruiter	University of Connecticut
6	<u>Hartford Courant Virtual Career Fair:</u> Recruiter and Recruitment Sales Manager participated in an online career fair through Careerbuilder.com to educate participants of career opportunities at CT1Media (WTIC/WCCT-TV) and accept resumes for employment.	10/24/2012	HR Recruiter and Recruitment Sales Manager	Shaker
7	<u>Internal Training Program:</u> WTIC/WCCT - TV Production, Operations and News Department employees are encouraged to participate in our cross training program enabling them to acquire skills in various disciplines within the Production, Operations and News departments. Approximately 5 employees participate in the program each year.	On-going	Production and Master Control Departments	WTIC/WCCT-TV
8	<u>Fox CT Student News:</u> More than 250 high schools and middle schools from across Connecticut have participated in the FOX CT Student News since its inception. Students submit news stories with video, text and still pictures to the station which are then evaluated by FOX CT professionals. The finished stories are posted to the station website, CTnow.com/studentnews. Upon request, FOX CT News personnel make on-site visits to schools to help guide students as they prepare stories for air.	On-going	Creative Services & News Department	WTIC/WCCT-TV

Recruitment Sources

An asterisk ("*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
*1	Eastern Connecticut State University 83 Windham Street Willimantic, CT 06226 rossitop@easternct.edu Contact: Walter Diaz	0	1-26
*2	Northwestern CT Community College 56 Park Place Winstead, CT 06098 jcrothers@nwcc.commnet.edu Contact: Jeff Crothers	0	1-26
*3	Central Connecticut State University sylvestercab@ccsu.edu Contact: Sylvester Cab	0	1-26
*4	University of Hartford, Career Services 200 Bloomfield Avenue West Hartford, CT 06117 career@hartford.edu landolina@hardford.edu	0	1-26
*5	University of Connecticut Stamford Campus Stamford, CT 06901-2315 celeste.baran@uconn.edu Contact: Celeste Baran	0	1-26
*6	Springfield College - Career Center 263 Alden St. Springfield, CT 01109 lwoloszyn@springfieldcollege.edu Contact: Lindsay Woloszyn	0	1-26
*7	Post University 800 Country Club Road Waterbury, CT 06723 cbillings@post.edu Contact: Christina Billings	0	1-26
*8	Gateway Community College Student Success Center, Rm N213 20 Church Street New Haven, CT 06510 Contact: Kellie Byrd Danso, M.Ed.NCC	0	1-26
*9	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Contact: Mark C. Holloway	5	1-26
*10	Collective Talent (a service of Michaels Media) 1721 Richardson Place Tampa, FL 33606 bille@michaelsmedia.com Contact: Michael Billie	0	1-26
*11	Connecticut School of Broadcasting Media Park 130 Birdseye Road Farmington, CT 06032 ahoops@gocsb.com	1	1-26

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*12	Media Line www.medialine.com medialine@medialine.com Contact: Mark	0	1-26
*13	National Assoc. of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Contact: Scott Berry	0	1-26
*14	San Juan Center 1283 Main Street Hartford, CT 06103 Contact: Yolanda Cruz	0	1-26
*15	National Council for Negro Women PO Box 276 FHS New Haven, CT 06513-0276 Contact: E Lindsey Ruminski, 1st VP	0	1-26
*16	Lincoln College of New England erhodes@lincolnedu.com Contact: Eileen Rhodes	0	1-26
*17	Eileen Phinney Multicultural Center 521 Maple St. Manchester, NH 03104 mmontes@snhs.org Contact: Margarita Montes	0	1-26
*18	Quinebaug Valley Community College 742 Upper Maple St. Danielson, CT 06231 akacerik@qucc.com mnet.edu Contact: Amy Kacerik	0	1-26
*19	Capital Community College ldomenitz@ccc.commnet.edu Contact: Linda Domenitz	0	1-26
20	Housatonic Community College 900 Lafayette Blvd. Bridgeport, CT 06604 nkrohley@hcc.commnet.edu Contact: Nadine Krohley	0	1-26
21	Manchester Community College P.O. Box 1046 Manchester, CT 06040 cochnio@mcc.commnet.edu Contact: Carl Ochnio	0	1-26
22	State of Connecticut Bureau of Rehabilitation Services 3580 Main Street Hartford, CT 06120 kathryn.rieman@po.state.ct.us Contact: Kay Rieman	0	1-26
23	Connecticut College, Career Office 270 Mohegan Avenue New London, CT 06320 CELS@conncoll.edu	0	1-26

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24	Howard University School of Communication 525 Bryant Street, NW Room C-107 Washington, DC 20059 cdudley@howard.edu Contact: Carol Y. Dudley	0	1-26
25	Rensselaer Polytechnic Institute 275 Windsor Street Hartford, CT 06120 robsheftel@gmail.com Contact: Rob Sheftel	0	1-26
26	Middlesex Community College 100 Training Hill Road Middletown, CT 06457 rlenoc@mxcc.commnet.edu Contact: Richard Lenocce	0	1-26
27	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, CT 06371 Contact: Sharon Koch	0	1-26
28	Albertus Magnus College Career Center 700 Prospect Street New Haven, CT 06511-1189 careercenter@albertus.edu	0	1-26
29	Naugatuck Valley Community College K520 Cooperative Education 750 Chase Parkway Waterbury, CT 06708 FAX: 203-576-8794 Contact: Allison Terry	0	1-26
30	Wesleyan University Career Resource Center 25 Lawn Avenue Middletown, CT 06459 FAX: (860) 685-2181 Contact: Aileen Foster	0	1-26
31	University of New Haven 300 Boston Post Road Maxcy 214 West Haven, CT 06516 postings@newhaven.edu Contact: Kathy Forkin	0	1-26
32	UConn - Storrs/WHUS minorityaffairsdirector@whus.org Contact: Lisa Rose-Rodriguez	0	1-26
33	National Association for Broadcasters 1771 N. Street N.W. Washington, DC 20036-2891 Contact: Karen Hunter	0	1-26
34	La Casa De Puerto Rico 48 Main Street Hartford, CT 06106 Contact: Carmen Rodrigues Returned, undeliverable by post office. Removed from mailing 4/1/12.	0	1-5

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35	National Organization for Women 56 Arbor Street, Suite 417 Hartford, CT 06106-1226	0	1-26
36	NAACP - Hartford Branch P.O. Box 1012 Hartford, CT 06143 Contact: Ben Andrews	0	1-26
37	Central CT Chambers of Commerce Bristol Chamber of Commerce 200 Main Street Bristol, CT 06010 Contact: Mike Nicaastro	0	1-26
38	The Five Point Media Center 370 17th Street, Suite 5300 Denver, CO 80202-5653	0	1-26
39	Hispanic Link News Service 1420 N St. NW Washington, DC 20005	0	1-26
40	University of CT - Avery Point 1084 Shennecosett Road Groton, CT 06340 Contact: Maggie	0	1-26
41	Nat'l. Association of Hispanic Journalists 1193 National Press Building Washington, DC 20045-2100 Returned, undeliverable by post office. Removed from mailing 10/1/12.	0	1-20
42	Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 Attn: Human Resources	0	1-26
43	Emma Bowen Foundation 524 W 57th Street New York, NY 10019 Contact: Sandra Rice	0	1-26
44	Asnuntuck Community College 170 Elm Street Enfield, CT 06082 FAX: (860) 253-3063 Contact: Stacy Lanigan	0	1-26
45	CT. Association of Black Communicators FAX: (860) 241-3865 Contact: Stan Simpson	0	1-26
46	Urban League of Greater Hartford P.O. Box 320500 Hartford, CT 06132 0590 FAX: (860) 293-2621 Contact: George Sutherland/ Mary Judkins	0	1-26
47	Southern CT State University 501 Crescent St. New Haven, CT 06515 FAX: (203) 392-6541 Contact: William Caliendo	0	1-26

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48	University of Hartford lasmith@hartford.edu Contact: L. A. Smith	0	1-26
49	Career Builder www.careerbuilder.com	18	1-26
50	Tribune Company Posting Tribjobs.com, Tribune.com and iCIMS (internal posting) Recruiting system and careerbuilder.com by local HR Generalist/HR Director. Phone: 860-527-6161 E-mail: resumes@ctnow.com Contact: Hillary Patz, HR Director/ Diane Holznagel, Recruiter	12	1-26
51	The Hartford Courant: Classified Advertisements/ Virtual Career Fair Phone: 860-241-6200 Contact: Diane Holznagel, Recruiter	0	5, 6, 8, 13
52	WTIC - TV and WCCT - TV Television spots for open positions Phone: 860-527-6161 Contact: Diane Holznagel, Recruiter	0	1-26
53	WTIC web-site (ctnow.com) & WCCT web-site (ct.com) Phone: 860-527-6161 resumes@ctnow.com E-mail: gbowen@ctnow.com Contact: Greg Bowen - Associate Web Producer	17	1-26
54	WTIC/WCCT - TV Internal Posting Phone: 860-527-6161 E-mail: resumes@ctnow.com Contact: Hillary Patz, HR Director/ Diane Holznagel, Recruiter	43	1-26
55	Facebook.com (CT1HR/CT1Jobs)/ Twitter.com (CT1Jobs)	0	1-26
56	Employee Referral	40	1-4, 6-9, 12, 13, 15-20, 22, 24-26
57	Unsolicited Applicant	11	1, 2, 15
58	Spots-n-Dots SellTV@aol.com/ www.spotsndots.com Phone: 1-888-884-2630 Fax: 607-729-7331	0	5, 6, 8, 13
59	Cynthia Turner's Cynopsis E-mail: Cynopsis@optonline.net	0	5, 6, 8, 13