

WWLP
EEO PUBLIC FILE REPORT
December 1, 2012 - November 20, 2013

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
Account Executive	1-3, 5-7, 9-12, 15-16, 18-20, 22-26, 28-32, 34-36, 39, 41-46, 48-54, 56-68	68
Digital Account Executive	1-7, 9-12, 15-16, 18-20, 22-26, 28-32, 34-36, 39, 41, 43-45, 48-49, 51-68	68
Broadcast Engineering Technician	1-7, 9-12, 15-20, 22-25, 28-32, 34-37, 39, 41-46, 48-68	17
Evening Digital Executive Producer	1-2, 4-7, 9-12, 15-20, 22-25, 28-37, 39, 41-46, 48-68	17
Digital Account Executive	1-7, 9-12, 15-16, 18-20, 22-26, 28-32, 34-36, 39, 41, 43-45, 48-49, 51-68	68
Digital Account Executive	1-2, 4-7, 9-12, 15-16, 18-20, 22-26, 28-32, 34-36, 39, 41, 43-45, 48-49, 51-68	68
Photographer/Editor/Live Truck Operator	1-2, 4-7, 9-12, 15-16, 18-20, 22-25, 28-37, 39, 41-46, 48-68	68
News Producer	1-2, 4-7, 9-12, 15-16, 18-25, 27-37, 39, 41, 43-46, 48-52, 54-68	21
Master Control Operator -- Full-Time	1-2, 4-12, 15-16, 18-26, 28-32, 34-37, 39, 41-46, 48-68	8
Master Control Operator -- Full-Time	1-2, 4-12, 15-16, 18-26, 28-32, 34-37, 39, 41-46, 48-68	21
Master Control Operator -- Full-Time	1-2, 4-12, 15-16, 18-26, 28-32, 34-37, 39, 41-46, 48-68	68
Master Control Operator -- Full-Time	1-2, 4-12, 15-16, 18-26, 28-32, 34-37, 39, 41-46, 48-68	26
Master Control Operator -- Full-Time	1-2, 4-12, 15-16, 18-26, 28-32, 34-37, 39, 41-46, 48-68	28
Account Executive	1-2, 4-7, 9-12, 15-16, 18-21, 23-26, 28-32, 34-37, 39-46, 48-53, 55-68	68
Production Assistant Camera-WEB	1-2, 4-7, 9-12, 15-16, 18-26, 28-32, 34-37, 39-46, 48-53, 55-68	60
News Producer	1-2, 4-7, 9-12, 14-16, 18-25, 28-39, 41-46, 48-53, 55-68	21
News Producer	1-2, 4-7, 9-12, 14-16, 18-25, 28-39, 41-53, 55-68	21
Weekend Anchor/Multi-Media Journalist	1-2, 4-7, 9-16, 18-25, 28-53, 55-61, 63-68	21
Master Control Operator -- Full-Time	1-2, 4-7, 9-12, 14-16, 18-26, 28-32, 34-39, 41-53, 55-61, 63-68	68
Promotion Producer	1-2, 4-7, 9-12, 14-20, 22-26, 28-32, 34-39, 41-53, 55-61, 63-68	14
Promotion Producer	1-2, 4-7, 9-12, 14-20, 22-26, 28-32, 34-39, 41-53, 55-61, 63-68	26

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News Producer	1-2, 4-7, 9-12, 14-16, 19-26, 28-39, 41-53, 55-60, 63-68	21

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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	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Fax : 1-413-755-1322 Nancy Creed	Y	0
2	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Bunthany Thap Manual Posting	Y	0
3	AIC Afro-Am Cultural Center 1000 State Street Box 7 Springfield, Massachusetts 01109 Phone : 413-205-3941 Email : will.hughes@aic.edu Will Hughes	Y	0
4	Bay Path College Blake Student Commons-Lower Level 588 Loingmeadow Street Longmeadow, Massachusetts 01106 Phone : 413-565-1049 Email : careers@baypath.edu Caitlin Anable	Y	0
5	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 David McDonough Manual Posting	Y	0
6	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Angela Chau Manual Posting	Y	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
7	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Career Services Manual Posting	Y	0
8	Bulletin Board Kathy Stewart	N	1
9	Bunker Hill Community College 250 New Rutherford Avenue Boston, Massachusetts 02129 Phone : 617-228-2245 Url : www.bhcc.mass.edu Jacqueline Kiddy Manual Posting	Y	0
10	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Fax : 1-413-747-0613 Shauna Williams	Y	0
11	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Career Services	Y	0
12	Center for Human Development 332 Birnie Avenue Spfld, Massachusetts 01107 Phone : 413-733-6624 Url : http://chd.org Fax : 1-413-746-4657 Michelle Jarvis	Y	0
13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting	Y	0

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14	Craigslist NA San Francisco, California Url : www.craigslist.com Jim Buckmaster Manual Posting	N	1
15	CT School of Broadcasting Media Park 130 Birdseye Road Farmington, Connecticut 06032 Phone : 860-677-7577 Email : AHoops@GoCSB.com Fax : 1-860-677-7577 Andrew Hoops	Y	1
16	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : csbstratford@gocsb.com Fax : 1-203-378-4330 Ariana Mazzella	Y	0
17	Current Employee Jason Spencer	N	4
18	Dunbar Y 33 Oak Street Springfield, Massachusetts 01109 Phone : 413-788-6143 Email : ccremonti@springfielddy.org Coreen Cremonti	Y	0
19	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
20	Emmy Online NATAS 300 Market Street, 2nd Floor Boston, Massachusetts 02135 Url : www.emmyonline.org Jill Jones Manual Posting	N	0
21	Employee Referral Kathy Stewart	N	18

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
23	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Email : hcarpenter@fisher.edu Heather Carpenter	Y	0
24	H.A.B. 705 75 South Manheim Boulevard Suite 9 New Paltz, New York 12561 Phone : 914-257-3165 Fax : 1-845-257-2947 Christine Daly	Y	0
25	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : www.hcc.edu Email : rpowers@hcc.edu Richard Powers	Y	0
26	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	17
27	Job Fair Kathy Stewart	N	1
28	LIN TV Posting One West Exchange St Suite 5A Providence, Rhode Island Phone : 401-457-9422 Url : http://www.lintv.com Email : WWLP_TV@linmedia.com Claudia Balcewicz	N	1

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29	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Fax : 1-413-746-5646 Brenda Frye	Y	0
30	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-664-4511 Career Services Manual Posting	Y	0
31	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	0
32	Mayor's Community on Women City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Marie Turley	Y	0
33	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-648-5204 Url : www.medialine.com Mark @medialine Manual Posting	N	0
34	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0

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35	New Directions 181 Hillman Street New Bedford, Massachusetts Phone : 508-979-1616 Email : cleary@newdirectionsct.org Fax : 1-508-979-1656 Jessie Ealy	Y	0
36	New England Business Associates 1985 Main Street Suite 303 Springfield, Massachusetts 01103 Phone : 413-821-9200 Url : www.nebaworks.com Email : clairann.muddiman@nebaworks.com ClairAnn Muddiman	Y	0
37	New England Business Associates 1985 Main Street Suite 303 Springfield, Massachusetts 01103 Phone : 413-821-9200 Url : www.nebaworks.com Email : david.parkinson@nebaworks.com David Parkinson	Y	0
38	New England Business Associatesd 66 Industry Avenue Springfield, Massachusetts 01104 Phone : 413-363-4609 Url : www.nebaworks.com Email : kyle.edwards@nebaworks.com Kyle Edwards	Y	0
39	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	Y	0
40	Non-Employee Referral	N	3
41	Our Lady of the Elms College 291 Springfield Street Chicopee, Massachusetts 01013 Phone : 413-594-2761 Fax : 1-413-594-6699 Marsha Eagleson	Y	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
42	Partners for Community 11-13 Hampden Street Spfld, Massachusetts 01103 Phone : 413-272-2200 Fax : 1-413-731-5399 N/A N/A	Y	0
43	Puerto Rican Veteran's Assoc. P.O. Box 70185 Springfield, Massachusetts 01107 Phone : 413-731-0194 Fax : 1-413-736-2008 Gumersino Gomez	Y	0
44	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting	N	0
45	Rhode Island College 600 Mount Pleasant Avenue Providence, Rhode Island 02908 Phone : 401-456-8031 Url : www.ric.edu Linda Kent Davis Manual Posting	Y	0
46	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	Y	0
47	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	Y	0
48	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Lisa Morency Manual Posting	Y	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
49	South End Citizens Council 507 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Fax : 1-413-732-6820 Angelina Florian	Y	0
50	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
51	Springfield College 263 Alden Street Springfield, Massachusetts 01109 Phone : 413-748-3927 Email : lwoloszyn@springfieldcollege.edu Fax : 1-413-748-3022 Lindsay Woloszyn	Y	0
52	Springfield Tech. Community College Coop. Education/Career Services & Transfer Affairs P.O. Box 9000, Suite 1 Springfield, Massachusetts 01102-9000 Phone : 413-755-4464 Url : www.stcc.edu Email : pjwhite@stcc.edu PJ White	Y	0
53	Springfield YMCA 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-788-6143 Fax : 1-413-747-6183 Corinne Cremonti	Y	0
54	Temple University 1601 North Broad Street Room 109 USB Philadelphia, Pennsylvania 19122 Phone : 215-204-7303 Sandra Foehl Manual Posting	Y	0

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55	The College of Saint Rose 432 Western Avenue St. Joseph Hall - 3rd Floor Albany, New York 12203-1490 Phone : 518-454-5141 Url : www.strose.edu Paula Borkowski Manual Posting	Y	0
56	The New Eng. Institute of Art 10 Brookline Place West Brookline, Massachusetts 02445 Phone : 617-582-4443 Email : jlay@aia.edu John Lay	Y	0
57	Trinity College 303 Summit Street Hartford, Connecticut 06106 Phone : 860-297-2000 Lanna Hagge Manual Posting	Y	0
58	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Kim James	Y	0
59	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com TVJobs tvjobs Manual Posting	N	2
60	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	1

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61	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone : 860-527-0147x263 Email : tclarke@ulgh.org Thomas Clarke, II	Y	0
62	Urban League of Southwest Connecticut 46 Atlantic Street Stamford, Connecticut 06901 Phone : 203-327-5810 Fax : 1-203-406-0008 Patricia Tartaglia	Y	0
63	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Fax : 1-413-732-9364 Andrew Cade	Y	0
64	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	0
65	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	0
66	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-3019 Email : wcc@williams.edu Kristen McCormack	Y	0
67	Work Opportunity Center, Inc. P.O. Box 3040 Agawam, Massachusetts 01001 Phone : 413-786-8830 Email : rwwoc@yahoo.com Fax : 1-413-789-6771 Richard Wright	Y	0

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68	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Kathy Stewart Manual Posting	Y	20
TOTAL INTERVIEWS OVER REPORTING PERIOD:			70

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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	11/18/2013	Participation in job banks, internet programs and other programs designed to promote outreach	WWLP in conjunction with CareerPoint in Holyoke, MA hired a teen for a six week period during the summer for the Regional Employment Board (REB) Youth Summer Jobs Program. The purpose of the program is to create job opportunities for low-income, disadvantage youth.	2	President/GM Station Manager	1.00
2	11/18/2013	Establishment of an intern program designed to assist members of the community	WWLP maintains an ongoing internship program with area colleges and universities including UMass-Amherst, Westfield State University, Western New England University, Elms College, etc. All internships are done for credit and under the auspices of a school of higher learning. Internships are done in Production, News, Promotion, etc. Internships are done during a semester or in the summer.	1	President/GM	1.00
3	11/18/2013	Participation in scholarship programs	Valley Press Club - The station each year sends a check for \$1,000 to the Valley Press Club. Their purpose is to improve the standards of journalism and to promote the best ideals of journalism. Each year the Valley Press Club awards five students planning to study journalism in college with \$1,000 scholarships.	1	President/GM	1.00
4	11/18/2013	Participation in scholarship programs	Mass. Broadcasters Assoc. - In 2013, WWLP sent a check for \$300.00. The station also participated as an active member of the Mass. Broadcasters Assoc. Scholarship Program. The scholarships are awarded annually to students pursuing a career in broadcasting and are enrolled in a broadcast program in a two year or four year accredited school.	1	President/GM	1.00
5	11/18/2013	Participation in Job Fairs	Westfield State College hosted their 5th Annual Career, Internship and Graduate School Fair on March 6 at Westfield State in Westfield, MA.	1	News Director Anchor Photographer	0.25

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6	11/19/2013	Participation in events or programs sponsored by educational institutions	Westfield State University - some students from a Communications Class were at the State House in Boston in November where our state house reporter, Christine Lee, is based. They met up with her and she spoke to them about her job, how it is to be covering the state house on a daily basis, etc.	1	Reporter	0.25
7	11/19/2013	Participation in Job Fairs	NABJ Annual Convention/Career Fair - LIN Media participated in and represented its stations, including WWLP, at the NABJ Career Fair held in Orlando, FL from July 31 - Aug. 4, 2013.	2	Benefits Manager HR Manager	0.25
8	11/19/2013	Participation in events sponsored by community groups	Baystate Health Diversity & Inclusion conference was held on Sept. 10, 2013. The purpose of the conference was to provide a unique opportunity to collaborate, share best practices and collectively define what diversity and inclusion means for our region. It also offered skill development, networking, etc.	1	News Director	0.25
9	11/19/2013	Provision of training to management	On May 30, 2013 the Mass. Broadcasters Assoc. sponsored an EEO webinar entitled "Making It Work: A Broadcaster's Guide to the FCC's EEO Rule. It was presented by the law firm of Pillsbury Winthrop Shaw Pittman, LLP.	3	President/GM Station Manager Exec. Assistant	1.00
10	11/19/2013	Participation in events or programs sponsored by educational institutions	Western New England University - a group of students in the television production class from the University were given a tour of the station. Included was a discussion of internships and different jobs are that are available at a television station.	1	Promotion Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						6.25