

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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
Multi-Media Journalist-Reporter-Anchor	1-9, 11-15, 18-19, 21-22, 25-26, 28, 30-40, 44-70	34
Photographer/Editor/Live Truck Operator	1-9, 11, 13-15, 18-19, 21-22, 25-26, 28, 30-40, 44-67, 69-70	13
Multi-Media Journalist-Reporter-Anchor	1-9, 11-15, 18-19, 21-23, 25-26, 28, 30-40, 44-67, 69-70	23
Account Executive	1-9, 11, 13-15, 18-19, 21-22, 25-26, 28, 30-33, 35-40, 44-67, 69-70	61
Master Control Operator -- Full-Time	2-9, 13-15, 18-22, 25-28, 30-33, 35-40, 43-67, 69	27
Multi-Media Journalist	1-9, 11-15, 18-19, 21-23, 25-26, 28, 30-40, 44-67, 69-70	23
Production Assistant Camera-WEB	1-9, 11, 13-16, 18-19, 21-22, 25-26, 28, 30-33, 35-40, 44-67, 69-70	69
Regional Account Executive	1-9, 11, 13-15, 18-19, 21-22, 25-28, 30-33, 35-40, 44-67, 69-70	69
Photographer/Editor/Live Truck Operator	1-11, 13-15, 17-22, 25-28, 30-40, 44-51, 53, 55-67, 69-70	27
Multi-Media Journalist	1-15, 18-19, 21-23, 25-26, 28, 30-40, 44-53, 55-67, 69-70	69
Production Assistant Camera-WEB	1-11, 13-15, 18-19, 21-22, 24-26, 28, 30-33, 35-40, 44-53, 55-65, 67, 69-70	24
Multi-Media Journalist	1-15, 18-19, 21-22, 25-26, 28, 30-41, 44-53, 55-65, 67-70	41
Promotion Producer/Editor	1-11, 13-16, 18-22, 25-26, 28, 30-33, 35-40, 42, 44-53, 55-65, 67, 69-70	16
Photographer/Editor/Live Truck Operator	1-11, 13-15, 18-22, 25-28, 30-40, 44-53, 55-65, 67, 69-70	69
Production Assistant Camera-WEB	1-11, 13-16, 18-22, 25-26, 28-33, 35-40, 43-52, 55-65, 67, 69-70	16

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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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	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Fax : 1-413-755-1322 Nancy Creed Prong 2 Ended Date: 12/2/2013	N	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	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
4	Boston University King Center 19 Deerfield Street Boston, Massachusetts 02215 Phone : 617-353-2650 David McDonough Manual Posting	Y	0
5	Brandeis University 415 South Street Waltham, Massachusetts 02454 Phone : 781-736-3614 Angela Chau Manual Posting	Y	0
6	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Career Services Manual Posting	Y	0

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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7	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
8	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Fax : 1-413-747-0613 Shauna Williams	Y	0
9	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Career Services	Y	0
10	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting Prong 2 Ended Date: 12/2/2013	N	1
11	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 Prong 2 Ended Date: 12/2/2013	N	0

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting Prong 2 Ended Date: 12/2/2013	N	0
13	Craigslist NA San Francisco, California Url : www.craigslist.com Jim Buckmaster Manual Posting	N	2
14	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	0
15	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
16	Current Employee	N	3
17	Did not indicate (Source Unknown)	N	1
18	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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19	Emmy Online NATAS 300 Market Street, 2nd Floor Boston, Massachusetts 02135 Url : www.emmyonline.org Jill Jones Manual Posting	N	0
20	Employee Referral	N	5
21	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
22	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
23	Former Employee Referral	N	6
24	Former Intern	N	2
25	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
26	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
27	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	11

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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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	0
29	Linked In	N	1
30	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Fax : 1-413-746-5646 Brenda Frye	Y	0
31	Mass. College of Liberal Arts 375 Church Street North Adams, Massachusetts 01247 Phone : 413-664-4511 Email : a.darrett@mcla.edu Ashton Darrett	Y	0
32	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	4
33	Mayor's Community on Women City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Marie Turley	Y	0
34	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-648-5204 Url : www.medialine.com Mark @medialine Manual Posting	N	1

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0
36	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
37	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
38	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
39	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
40	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	Y	1
41	Non-Employee Referral	N	1
42	None indicated (Source Unknown)	N	1

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Other Source	N	3
44	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
45	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
46	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
47	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting	N	0
48	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
49	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	Y	0

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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50	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	Y	0
51	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Lisa Morency Manual Posting Prong 2 Ended Date: 12/2/2013	N	0
52	South End Citizens Council 549 Main Street Springfield, Massachusetts 01105 Phone : 413-732-5105 Email : angelinasecc@aol.com Fax : 1-413-732-5105 Angelina Florian	Y	0
53	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
54	Springfield College 263 Alden Street Springfield, Massachusetts 01109 Phone : 413-748-3927 Lindsay Woloszyn Manual Posting Prong 2 Ended Date: 12/2/2013	N	0

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT****December 2, 2013 - November 26, 2014****II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

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55	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	1
56	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
57	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
58	Trinity College 303 Summit Street Hartford, Connecticut 06106 Phone : 860-297-2000 Lanna Hagge Manual Posting	Y	0
59	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.comnet.edu Kim James	Y	0
60	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	1

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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61	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	1
62	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone : 860-527-0147x263 Email : tclarke@ulgh.org Thomas Clarke, II	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 Prong 2 Ended Date: 12/2/2013	N	0

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

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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 Prong 2 Ended Date: 12/2/2013	N	0
68	WPRI-12 25 Catamore Boulevard East Providence, Rhode Island 02914 Phone : 401-228-1811 Url : www.wpri.com Vicki Jacobs Manual Posting	N	2
69	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Kathy Stewart Manual Posting	Y	18
70	YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-206-5500 Email : rlynch@springfieldy.org Rafae Lynch Prong 2 Ended Date: 12/2/2013	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			66

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
December 2, 2013 - November 26, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/20/2014	Participation in events or programs sponsored by educational institutions	On April 30, 2014, Anna Giza (Promotion Director) was asked to speak to a marketing class at the University of Hartford about careers in Marketing in the broadcast field.	1	Promotion Director	0.25
2	11/20/2014	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
3	11/20/2014	Participation in Job Fairs	NABJ Annual Convention/Career Fair - LIN Media participated in and represented its stations, including WWLP, at the NAJB Career Fair held in Boston, MA from July 30 - August 3, 2014. Was attended by Business Administrators, as well as News Directors from LIN's different stations.	4	Business Administrator	0.25
4	11/20/2014	Participation in Job Fairs	Masss. Broadcasters Assoc. sponsored a job fair at Curry College on April 17, 2014. WWLP participated in this event and it was attended by Mike Garrefffi, our News Director, as well as two of our Reporters/Anchors.	3	News Director Investigative Reporter Anchor/Reporter	0.25
5	11/20/2014	Participation in Job Fairs	The Urban League of Greater Hartford held an Employment Expo/Job Fair on May 8, 2014 in East Hartford, CT. WWLP participated in this event and conducted on-site interviews and discussed careers in broadcasting.	2	News Director Investigative Reporter	0.25
6	11/20/2014	Participation in events or programs sponsored by educational institutions	A student from Central High School, Springfield, MA came to the station during the week of May 5th as he was interested in learning about reporting/anchoring. He conducted an interview with one of our reporters and it was shown on the high school's morning news show.	2	PAC-WEB Reporter/Anchor	0.25

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT****December 2, 2013 - November 26, 2014****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	11/20/2014	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
8	11/20/2014	Participation in scholarship programs	Mass. Broadcasters Assoc. - In 2014, WWLP sent a check for \$250.00. 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
9	11/20/2014	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 on April 16, 2014. It included a discussion of internships and different jobs that are available at a television station.	1	Promotion Director	0.25
10	11/20/2014	Participation in events or programs sponsored by educational institutions	On April 30, 2014 Anna Giza (Promotion Director) and John Baran (Station Manager) gave a tour to a management class from the Communications School of the University of Hartford.	2	Station Manager Promotion Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						4.75