

**WWLP/WFXQ-CD**  
**EEO PUBLIC FILE REPORT**  
**November 27, 2014 - November 20, 2015**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist	2-6, 8-13, 15-18, 20-21, 23-24, 26-27, 29, 31-36, 38-43, 45-52, 54-60, 62-63, 65-66, 69-71	29
Photographer/Editor/Live Truck Operator	2-6, 8-12, 15-18, 20-24, 26-28, 31-36, 38-43, 45-52, 54-60, 62-66, 69-71	70
Regional Account Executive	2-6, 8-12, 15-18, 20-24, 26-27, 31-35, 38-43, 45-52, 54-60, 62-63, 65-66, 68-71	22
Meteorologist/Multi-Media Journalist	2-6, 8-13, 15-18, 20-21, 23-24, 26-27, 31-36, 38-43, 45-52, 54-60, 62-63, 65-66, 68-71	59
Photo/Editor/Live Truck Operator	2-6, 8-13, 15-18, 20-24, 26-28, 31-36, 38-43, 45-52, 54-60, 62-66, 68-71	70
Multi-Platform Journalist	2-6, 8-18, 20, 22-24, 26-27, 31-36, 38-52, 54-60, 62-63, 65-71	22
Multi-Platform Journalist	2-6, 8-18, 20, 22-24, 26-27, 31-36, 38-52, 54-60, 62-63, 65-71	59
News Producer	2-6, 8-12, 15-18, 20, 23-24, 26-27, 30-36, 38-43, 45-52, 54-60, 62-63, 65-66, 68-71	30
Account Executive	2-6, 8-12, 15-18, 20, 22-24, 26-27, 31-35, 38-43, 45-52, 54-60, 62-63, 65-66, 69-71	22
Digital Account Executive	2-6, 8-12, 15-18, 20, 23-24, 26-28, 31-35, 37-43, 45-52, 54-60, 62-66, 69-71	37
IT Assistant	2-6, 8-12, 15-18, 20-21, 23-24, 26-28, 31-35, 37-43, 45-60, 62-63, 65-66, 68-71	28
Broadcast Engineering Technician	2-12, 15-18, 20-21, 23-28, 31-35, 38-43, 45-63, 65-66, 68-71	28
Account Executive	2-12, 15-18, 20-21, 23-28, 31-35, 38-43, 45-52, 54-63, 65-66, 68-71	28
Photo/Editor/Live Truck Operator	2-12, 15-18, 20-21, 23-27, 31-36, 38-43, 45-63, 65-66, 68-71	70
Photo/Editor/Live Truck Operator	2-12, 15-18, 20-21, 23-27, 31-34, 36, 38-43, 45-63, 65-66, 68-71	70
Photo/Editor/Live Truck Operator	2-12, 15-18, 20-21, 23-27, 31-34, 36, 38-43, 45-63, 65-66, 68-71	65
News Producer	2-12, 15-18, 20-21, 23-27, 31-36, 38-43, 45-52, 54-63, 65-66, 68-71	70
Account Executive	2-12, 15-18, 20-21, 23-28, 31-34, 38-39, 41, 43, 45-52, 54-63, 65-66, 68-71	70

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2-12, 15-18, 20-21, 23-28, 31-34, 38-39, 41, 43, 45-52, 54-63, 65-66, 68-71	70
Creative Services Assistant	1-12, 15-21, 23-29, 31-34, 38-39, 41, 43, 45-52, 54-63, 65-66, 68-71	29
Photo/Editor/Live Truck Operator	2-12, 15-18, 20-21, 23-27, 31-34, 38-39, 41, 43, 45-63, 65-66, 68-71	70
Promotion Producer/Editor	1-12, 15-18, 20-21, 23-29, 31-34, 38-39, 41, 43, 45-52, 54-63, 65-66, 68-71	29

**WWLP/WFXQ-CD****EEO PUBLIC FILE REPORT****November 27, 2014 - November 20, 2015****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Graeme Newell Manual Posting	N	0
2	ACCGS 1441 Main Street #111 Springfield, Massachusetts 01103 Phone : 413-755-1309 Fax : 1-413-755-1322 Nancy Creed	N	0
3	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Bunthany Thap Manual Posting	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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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Bristol Community College 777 Elsbree Street Fall River, Massachusetts 02720 Phone : 508-678-2811 Career Center Manual Posting	N	0
8	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
9	Cambridge College 570 Cottage Street Springfield, Massachusetts 01104 Phone : 413-747-0204 Fax : 1-413-747-0613 Shauna Williams	Y	0
10	Cape Cod Community College 2240 Iyanough Road West Barnstable, Massachusetts 02668 Phone : 508-362-2131 Email : thuff@capecod.edu Career Services	Y	0
11	CareerPoint 850 High Street Holyoke, Massachusetts 01040 Phone : 413-322-7176 Url : www.careerpointgma.org Robert Wojcik Manual Posting	N	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	N	0

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13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting	N	0
14	College Career Ctrs of Western Mass JOB FAIR 291 springfield Street Chicopee, Massachusetts 01013 Phone : 413-265-2272 Url : www.cccwmjobs.com Email : cccwm@elms.edu Nancy Davis	N	1
15	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
16	Craigslist NA San Francisco, California Url : www.craigslist.com Jim Buckmaster Manual Posting	N	0
17	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
18	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
19	Current Employee	N	2

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20	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
21	Emmy Online National Academy of Television Arts & Sciences 1697 Broadway, Suite #404 New York, New York 10019 Phone : 212-586-8424 Url : www.emmyonline.org Email : rlazo@emmyonline.tv Robert Lazo	N	0
22	Employee Referral	N	5
23	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
24	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
25	Greater Chicopee Chamber of Commerce 264 Exchange Street Chicopee, Massachusetts 01013 Phone : 413-594-2101 Url : www.chicopeechamber.org Email : eileendrumm@chicopeechamber.org Eileen Drumm	Y	0
26	H.A.B. 705 75 South Manhein Boulevard Suite 9 New Paltz, New York 12561 Phone : 914-257-3165 Fax : 1-845-257-2947 Christine Daly	Y	0

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27	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
28	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	10
29	Internal Transfer/Promotion	N	3
30	Lost Remote-Mediabistro 825 8th Avenue, 29th floor New York, New York 10019 Phone : 212-389-2000 Email : mailer@email.mediabistro.com Lost Remote Mediabistro	N	1
31	Martin Luther King Center P.O. Box 91026 Springfield, Massachusetts 01139 Phone : 413-746-4655 Fax : 1-413-746-5646 Brenda Frye	Y	0
32	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
33	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	Mayor's Community on Women City Hall Plaza Boston, Massachusetts 02201 Phone : 617-635-4000 Email : bostonwomen@cityofboston.gov Marie Turley	Y	0
35	Media General Posting One West Exchange St Suite 5A Providence, Rhode Island Phone : 401-457-9422 Url : <a href="http://www.lintv.com">http://www.lintv.com</a> Email : WWLP_TV@mediageneral.com Claudia Balcewicz	N	0
36	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-648-5204 Url : <a href="http://www.medialine.com">www.medialine.com</a> Mark @medialine Manual Posting	N	0
37	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : <a href="http://www.monstertrak.com">www.monstertrak.com</a> Nichole Scire Manual Posting	N	1
38	NAACP - Ansonia Branch P.O. Box 6 Ansonia, Connecticut 06401 Phone : 203-782-9090 Email : vader691@aol.com Greg Johnson	Y	0
39	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



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40	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
41	New England Business Associates 66 Industry Avenue Suite 11 Springfield, Massachusetts 01104 Phone : 413-272-5562 Url : www.nebaworks.com Email : kahntapaht.sukhumhaadthaneai@nebaworks.com Kahntapaht Sukhumhaadthaneai	Y	0
42	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
43	New England Institute of Technology 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-739-5000 Pat Blakemore Manual Posting	Y	0
44	Non-Employee Referral	N	2
45	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
46	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

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47	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
48	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting	N	0
49	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
50	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	Y	0
51	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	Y	0
52	Salem State University 352 Lafayette Street Ellison Campus Center Salem, Massachusetts 01970 Phone : 978-542-6407 Lisa Morency Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
53	Society of Broadcast Engineers 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Scott Jones Manual Posting	N	0
54	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
55	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
56	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
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	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-255-3546 Email : kjames@txcc.commnet.edu Kim James	Y	0

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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	0
61	University of Massachusetts Journalism Department Integrative Learning Center Amherst, Massachusetts 01003 Phone : 413-545-1376 Url : www.umass.edu/journalism Email : razvan@comm.umass.edu Razvan Sibii	Y (added Mar. 23, 2015)	0
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	Walk In/Self-Referral	N	7
65	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	2

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66	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	0
67	Westfield State University - JOB FAIR 577 Western Avenue P.O. Box 1630 Westfield, Massachusetts 01086 Phone : 413-572-5206 Url : www.westfield.ma.edu Email : jserra@westfield.ma.edu Jennifer Serra	N	1
68	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-3019 Email : wcc@williams.edu Kristen McCormack	N	0
69	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	N	0
70	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Kathy Stewart Manual Posting	Y	24
71	YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-206-5500 Email : rlynch@springfieldy.org Rafae Lynch	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>61</b>

**WWLP/WFXQ-CD****EEO PUBLIC FILE REPORT****November 27, 2014 - November 20, 2015****III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/27/2015	Establishment of training programs for station personnel	Media General held the Business Administrators Summit on May 26-27 in Indianapolis, IN and it was attended by Suzanne Frenette (Business Administrator) and Lisa Hansen (Regional Business Manager). They received information/training on financial systems, employment relations, tax and finance issues and other matters.	2	Regional Bus Mgr Business Administrator
2	9/2/2015	Provision of training to management	Attended EEO webinar training on Sept. 2, 2015 by Media General Assoc. General Counsel Henry Gola. In attendance at WWLP was Kathy Stewart (EEO Coordinator) and Suzanne Frenette (Business Administrator).	2	Exec Asst/EEO Coord. Business Administrator
3	11/12/2015	Participation in Job Fairs	Western New England University (WNEU) - On April 14, 2015, WNEU held a job fair in which WWLP participated. It was attended by our News Director and one of our Anchors/Reporters.	2	News Director Anchor/Reporter
4	11/12/2015	Participation in scholarship programs	Valley Press Club Scholarship - This year, as in previous years, WWLP provided a check for \$1,000 to the Valley Press Club. The purpose of the Valley Press Club 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 a \$1,000 scholarship each.	1	President/GM
5	11/12/2015	Participation in scholarship programs	Mass Broadcasters Assoc. - In 2015 WWLP provided a check for \$250.00. The station also participated as an active member of the Mass. Broadcasters Assoc. Scholarship program with advertising the program and selection of scholarship recipients. 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

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6	11/12/2015	Participation in Job Fairs	College Career Centers of Western Mass. (CCCWM) - On March 26, 2015, CCCWM held a job fair that took place at Springfield College. WWLP participated in this fair and was attended by the News Director and one or two of our Reporters/Anchors. At the time, we had open positions in News, IT and Sales that we were looking to fill.	2	News Director Anchor/Reporter
7	11/12/2015	Participation in events or programs sponsored by educational institutions	University of Connecticut - On April 26, 2015 one of our reporters, Julianna Mazza, returned to her alma mater where she was the main speaker for a journalism discussion that included talking about her career, answering questions, etc.	1	Reporter
8	11/12/2015	Establishment of an intern program designed to assist members of the community	WWLP maintains an ongoing internship program with area colleges and universities including: Westfield State University, Western New England University, UMass-Amherst, etc. All internships are done for credit and under the auspices of a school of higher learning.	1	President/GM
9	11/12/2015	Participation in Job Fairs	Mass. Broadcasters Assoc. sponsored a job fair at Emerson College on Apr. 22, 2015. WWLP participated in this event and it was attended by Mike Garreff, News Director, as well as two of our anchors/reporters.	3	News Director Reporter Reporter
10	11/12/2015	Participation in Job Fairs	Westfield State University Job/Internship Fair - Westfield State Univ. held a job fair this year on March 4, 2015 in which WWLP participated. In addition to having a booth at the fair, we also placed a full page ad in their program booklet. There were over 200 people that attended the fair.	3	News Director Director of Sales Local Sales Manager

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11	11/12/2015	Participation in events or programs sponsored by educational institutions	May 14, 2015 - Approx. eight Graphic Design students from Dean Vocational Technical High School came to the station as part of a program John Baran (Station Manager) and Dave Kostecki (Art Director) are involved with through the high school as "professional advisors". Both John and Dave attend meetings, advise the students, critique their work, etc..	2	Station Manager Art Director
12	11/13/2015	Participation in other activities designed by the station employment unit	August 27, 2015 - Anna Giza (Promotion Director) gave an informational job tour to a group of about 8-10 people with developmental disabilities from the Work Opportunity Center. The purpose was to explain the different jobs available in a TV station and the type of skills and qualifications that would be needed for such jobs.	1	Promotion Director
13	11/13/2015	Participation in events or programs sponsored by educational institutions	On March 11, 2015 - Anna Giza (Promotion Director) gave a tour and spoke to a group of students in the Television Production class from Western New England University. It included a discussion of internships and the different jobs available at a television station.	1	Promotion Director