

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2007 to November 21, 2008.

1) Employment Unit: LIN Television Corporation, Providence, RI

2) Unit Members (Stations and Communities of License): WWLP, Springfield, MA

3) EEO Contact Information for Unit Member:

Mailing Address: P.O. Box 2210 Springfield, MA 01102-2210 Street Address: One Broadcast Center, Chicopee, MA 01013	Telephone Number: 413-377-2235 Contact Person: Kathy Stewart E-mail Address: kstewart@wwlp.com
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4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Webmaster	WWLP.com
2. Photographer/Editor/Live Truck Operator	Employee Referral
3. Master Control Operator	WWLP.com/On Air Promo
4. Master Control Operator	Internal Bulletin Board Posting
5. Photographer/Editor/Live Truck Operator	Employee Referral
6. Photographer/Editor/Live Truck Operator	On Air Promo
7. Office Assistant/Receptionist	Employee Referral
8. Anchor/Reporter/News Producer	WWLP.com

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5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification ? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Hampden County Empl. & Training	Mr. Patrick Keough	1176 Main Street Springfield, MA 01101 413-781-6900	0	No	All
Spanish-American Union	Mr./Mrs. Najat Fayad	2335 Main Street Springfield, MA 01107-0192 413-734-7381	0	No	All
Corp. for Public Management	Ms. Kim Peters	1666 Main Street Springfield, MA 01103 413-272-2206	0	No	All
American International College	Mr. Richard Warrington	1000 State Street Springfield, MA 01109 413-737-7000	0	No	All
American International College	Ms. Inniss White	1000 State Street Springfield, MA 01109 413-737-7000	0	No	All
Greater Springfield Chamber of Commerce	Ms. Laurie Brunelle	1441 Main Steet, #111 Springfield, MA 01103-1555 413-787-1555	0	No	All
New North Citizens Council	Mr. James Mayon/ Ms. Barbara Rivera	2383 Main Street Springfield, MA 01107-1999 413-746-4885	0	No	All
Center for Human Development	Ms. Michelle Jarvis	332 Birnie Avenue Springfield, MA 01107 413-733-6624	0	No	All
Emerson College	Ms. Kara Jessup	100 Beacon Street Boston, MA 02116 617-824-8730	0	No	All
Greenfield Community College	Ms. Colleen Kucinsky	One College Drive Greenfield, MA 01301 413-775-1000	0	No	All
Career Center Springfield College		263 Alden Street Springfield, MA 01109 413-748-3000	0	No	All
Mayor's Comm. on Women	Ms. Marie Turley	City Hall Plaza Boston, MA 02201 617-635-4000	0	No	All
Western New England College	Ms. Deborah Pace	1215 Wilbraham Road Springfield, MA 01119 413-782-3111	0	No	All
Westfield State College	Ms. Maureen McCartney	Western Avenue Westfield, MA 01085 413-572-5300	0	No	All
Puerto Rican Veteran's Assoc.	Mr. Gumersino Gomez	P.O. Box 70185 Springfield, MA 01107 413-731-0194	0	No	All

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Springfield Technical Community College	Ms. Louisa Davis Freeman	1 Armory Square Springfield, MA 01105 413-781-7822	0	No	All
Goodwill Industries	Ms. Ginger Zmianek	285 Dorset Street Springfield, MA 01108 413-788-6981	0	No	All
A.R.I.S.E.	Ms. Jackie Logan/Ms. Michelle Bewsee	718 State Street Springfield, MA 01109 413- 734-4948	0	No	All
Dunbar Community Center	Ms. Ciciel Stamp/Mr. Arthur Robinson	33 Oak Street Springfield, MA 01109 413- 788-6143	0	No	All
Indian Orchard CIT Council	Ms. Karen Leger	117 Main Street Indian Orchard, MA 01151 413-543-3172	0	No	All
Springfield YMCA	Ms. Corinne Cremonti	275 Chestnut Street Springfield, MA 01104 413-739-6951	0	No	All
South End Citizens Council	Ms. Angelina Florian	507 Main Street Springfield, MA 01105 413- 732-5105	0	No	All
Hampden County Older Workers	Ms. Charlet Lee	City Hall/32 East Court Street Springfield, MA 01103 413-787- 6000	0	No	All
Spfld. Partners for Comm. Action		619 State Street Springfield, MA 01109 413- 263-6500	0	No	All
AIC Afro-Am Cultural Center	Mr. Will Hughes	1000 State Street, Box 7A Springfield, MA 01109 413-747-6400	0	No	All
Martin Luther King Center	Ms. Brenda Frye	P.O. Box 91026 Springfield, MA 01139 413- 746-3655	0	No	All
Mass. Career Development Inst.	Mr. Dino Innarelli	140 Wilbraham Avenue Springfield, MA 01109 413-781-5640	0	No	All
Puerto Rican Cultural Center	Ms. Ileana Rodriguez	38 School Street Springfield, MA 01107 413-737-7450	0	No	All
South End Comm. Center	Mr. Donic Garreffa	29 Howard Street Springfield, MA 01105 413-788-6173	0	No	All
Private Industry Council Chamber of Commerce	Mr. William Ward	1441 Main Street, #136 Springfield, MA 01103	0	No	All
Work Opportunity Center, Inc.	Mr. Richard Wright	P.O. Box 3040 Agawam, MA 01001 413- 786-8830	0	No	All

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Hampshire College	Ms. Andrea Wright	P.O. Box 3040 Amherst, MA 01002 413-559-5385	0	No	All
Urban League of Springfield, Inc.	Mr. Andrew Cade/Mr. Henry Thomas	756 State Street Springfield, MA 01109 413-739-7211	0	No	All
Westover Job Corps.	Administrator	299 Johnson Road Chicopee, MA 01022 413-593-5731	0	No	All
Career Services Bay Path College	Ms. Angela Derouin	588 Longmeadow, MA 01106 413-565-1000	0	No	All
Career Development Office Our Lady of the Elms College	Ms. Marsha Eagleson	291 Springfield Street Chicopee, MA 01013 413-594-2761	0	No	All
Career Center Holyoke Community College	Ms. Roberta Niezgoda	303 Homestead Avenue Holyoke, MA 01040 413-538-7000	0	No	All
Career Services Trinity College	Ms. Lanna Hagge	303 Summit Street Hartford, CT 06106-3100 860-297-2000	0	No	All
Career Development Office Smith College		84 Elm Street Northampton, MA 01063 413-584-2700	0	No	All
Career Services Dept. university of Massachusetts	Ms. Tina Acker	37 Mather Drive Amherst, MA 01003 413-545-0111	0	No	All
New Directions	Jessie Ealy	181 Hillman Street New Bedford, MA 508-979-1616	0	No	All
Career Development Center Rhode Island College		600 Mt. Pleasant Avenue Providence, RI 02908 401-456-8031	0	No	All
Career Center Tunxis Community College	Ms. Lucretia C. Holley	271 Scott Swamp Road Farmington, CT 06032	0	No	All
Career Center Tunxis Community College	Mr. Anthony Harrington	271 Scott Swamp Road Farmington, CT 06032	0	No	All
Urban League of Greater Hartford	Mr. James E. Willingham Sr. President & CEO	P.O. Box 320590 Hartford, CT 06132 860-527-0147	0	No	All
Urban League of Greater Hartford	Mr. Thomas D. Jordan Dir. of Employment	P.O. Box 320590 Hartford, CT 06132 860-527-0147	0	No	All
Urban League of Southwest Connecticut	Ms. Patricia Tartaglia	46 Atlantic Street Stamford, CT 06901 203-327-5810	0	No	All
NAACP-Ansonia Branch	Mr. David Lewis	P.O. Box 6 Ansonia, CT 06401 203-734-7050	0	No	All

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NAACP-Norwich Branch	Ms. Jacqueline Owens	P.O. Box 24 Norwich, CT 06360-0024 860-886-7686	0	No	All
NAACP-Merrimack Valley	Mr. Bill Torrence	599 Canal Street Lawrence, MA 01840 508-975-5177	0	No	All
NAACP-Brockton Branch	Mr. David WRIGHT	P.O. Box 1535 Brockton, MA 02303-1535 508-587-0502	0	No	All
Berkshire Community College	Mr. Geoffrey Tabor	1350 West Street Pittsfield, MA 01201 413-499-4660 x209	0	No	All
Hiatt Career Center Brandeis University		415 South Street Waltham, MA 02454-9110 781-736-3614	0	No	All
Career Services Bristol Community College		777 Elsbree Street Fall River, MA 02720 508-678-2811 x2234	0	No	All
Cambridge College	Ms. Shauna Williams	570 Cottage Street Springfield, MA 01104 413-747-0204	0	No	All
Career Planning and Placement Cape Cod Comm. College		2240 Iyanough Road West Barnstable, MA 02668 508-362-2131	0	No	All
Career Resource Library Boston University King Center	Mr. David McDonough	19 Deerfield Street Boston, MA 02215 617-353-2650	0	No	All
Career Services Clark University	Mr. Mark Pellegrino	950 Main Street Worcester, MA 01610 508-793-7711	0	No	All
Urban League of Rhode Island	Mr. Louie King Associate Director	246 Prairie Avenue Providence, RI 02905 401-351-5000	0	No	All
CT School of Broadcasting	Mr. H. M. Tenney, III	Media Park, 130 Birdseye Road Farmington, CT 06032 860-232-9988	0	No	All
CT School of Broadcasting	Ms. Annie Taylor	80 Ferry Boulevard Stratford, CT 06497 203-744-5015	0	No	All
Endicott College	Ms. Liz Atilano	376 Hale Street Beverly, MA 01915 978-927-0585	0	No	All
Fisher College	Mr. Dennis Paquette	777 Church Street New Bedford, MA 02745 508-998-3254	0	No	All
Mass. Communication College	Ms. Tracy Mattiford	10 Brookline Pl. W Brookline, MA 02445-7295 617-267-1332	0	No	All

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Al New England Institute of Art & Comm.	Ms. Ayser Candeger	10 Brookline Pl. W Brookline, MA 02445-7295 617-532-4484	0	No	All
Career Services Center Mass. College of Liberal Arts		375 Church Street North Adams, MA 01247-4100 413-664-4511	0	No	All
New England School of Comm.	Placement Office	One College Circle Bangor, ME 04401 207-947-6083	0	No	All
New School of Radio	Job Placement Officer	50 Colvin Avenue Albany, NY 12206 518-438-7682	0	No	All
Columbia Graduate School of Journalism	Ms. Julie Hartenstein- Room 101 Deputy Director of Career Services	West 116 th & Broadway New York, NY 10027	0	No	All
Penn State University	Mr. Joseph M. Selden, Dir. College of Communications	University Park, PA 16802 814-865-2377	0	No	All
Career Services Dept. Roxbury Comm. College		1234 Columbus Avenue, Roxbury, MA 02120	0	No	All
Career Services Office Salem State College		352 Lafayette Street Salem, MA 01970-5353 978-542-6000	0	No	All
African American Association Salem State College	EEC Room 203	352 Lafayette Street Salem, MA 01970-5353 978-542-6000	0	No	All
SUNY-Communication	Dr. Jin Kim	101 Broad Street Yokum Hall Plattsburgh, PA 12901 518-564-2285	0	No	All
Career Advising H.A.B. 705	Ms. Tonda Highley Director	75 South Manheim Blvd. Ste. 9 New Paltz, NY 12561-2443 914-257-3165	0	No	All
Affirmative Action Office Temple University	Ms. Sandra Foehl, Director	1601 North Broad Street Room 109 USB Philadelphia, PA 19122 215-204-7303/7335	0	No	All
Williams College	Job Placement Director	Stetson Hall Williamstown, MA 01267 413-597-2311	0	No	All
Urban League of Rhode Island	Mr. Louie King Associate Director	246 Prairie Avenue Providence, RI 02905 401-351-5000	0	No	All
Career Services Connecticut College	Ms. Cheryl Banker	270 Mohegan Avenue New London, CT 06320 860-439-2770	0	No	All

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Career Services Advisor New England Institute of Technology	Ms. Susan Trombly	2500 Post Road Warwick, RI 02886-2266 401-467- 7744	0	No	All
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				No	All
Website: WWLP		N/A	16		
Website: Mass. Broadcasters Association	N/A	N/A	0	No	All
Website: Broadcast Executive Directors Association	N/A	N/A	0	No	All
Website: Mass. College of Liberal Arts	N/A	N/A	0	No	All
Website: Mount Holyoke College	N/A	N/A	0	No	All
Website: Western New England College	N/A	N/A	0	No	All
Website: National Academy of Television Arts & Sciences (NATAS)	N/A	N/A	0	No	All
Website: Rhode Island College	N/A	N/A	0	No	All
Website: Emerson College	N/A	N/A	0	No	All
Website: Westfield State College	N/A	N/A	0	No	All
Website: Bunker Hill Community College	N/A	N/A	0	No	All

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
WWLP On Air Promos	Anna Giza	One Broadcast Center Chicopee, MA 01013	7	No	All
Employee Referrals		One Broadcast Center Chicopee, MA 01013	9		N/A
Current Employee		One Broadcast Center Chicopee, MA 01013	1	No	N/A
Chamber After Five Event		Greater Springfield Affiliated Chamber of Commerce	1	No	N/A
Blind submissions (email, regular mail)			6	No	N/A
The Republican Newspaper - Ad		Main Street Springfield, MA	2	No	1
Internal Bulletin Board	Kathy Stewart	WWLP-One Broadcast Ctr Chicopee, MA 01013	2	No	All

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(6) Total # of Interviewees Referred: For the period from November 22, 2007 to November 21, 2008, WWLP interviewed 44 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives – see below

(a) Initiative: AP/RTNDA Job Fair – April 4, 2008

On April 4, 2008, Michael Garreffi, WWLP's News Director (who has substantial responsibility in the making of hiring decisions), participated in the AP/RTNDA Job Fair and interviewed approximately 38 students from Boston University, Emerson College, UMass-Amherst, University of Rhode Island, etc.

(b) Initiative: NABEF Career Day - April 16, 2008 (NAB Conference)

On April 16, 2008, Michael Garreffi, WWLP's News Director (who has substantial responsibility in the making of hiring decisions), participated in the NABEF Career Day held in conjunction with the NAB Conference in Las Vegas.

(c) Initiative: West Springfield Middle School Career Day - April 18, 2008

On April 18, 2008, our chief Meteorologist, Brian Lapis, participated in and hosted a WWLP booth at the West Springfield Middle School Career Day in West Springfield, MA.

(d) Initiative: Various Other Outreach Activities

Various tours were conducted by station personnel such as John Baran, Station Manager; Anna Giza, Promotion Director; Bob McCormick, Director of MIS to local schools, colleges and organizations to discuss careers in broadcasting including Western New England College, Suffield High School, Westfield State College, etc.

(e) Initiative: Scholarship – Massachusetts Broadcasters Association

In 2008, WWLP participated as an active member of the Massachusetts Broadcasters Association Scholarship program. The scholarships are awarded annually in the amount of \$2,000 to students pursuing a career in broadcasting and are enrolled in a broadcast program in a two year or four year accredited school. WWLP contributed financial assistance, promotional support, and participated in the selection process.

(f) Initiative: Scholarship – 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 \$1,000 scholarships. This year, as well as in the past number of years, WWLP has given financial support and has participated as an active member of the Valley Press Club's scholarship program including promotional support, as well as participation in the selection process.

(g) Initiative: Internship Program

WWLP maintains an ongoing internship program with area colleges and universities including UMass Amherst, Westfield State College, Western New England College, 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.

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(h) Initiative: Job Postings

Commencing in April 2007, WWLP notified Massachusetts Broadcasters Association, National Association of Broadcasters, National Academy of Television Arts & Sciences, as well as the National Alliance of State Broadcast Assoc., whose membership includes substantial participation of women and minorities, of each upper level category job opening.