

WWLP/WFXQ-CD
EEO PUBLIC FILE REPORT
November 21, 2015 - November 23, 2016

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
Production Assistant Camera-WEB	1-11, 13-18, 20-21, 23-26, 29-32, 34, 37-39, 42-49, 51-58, 60-67	26
Production Assistant Camera-WEB	1-11, 13-18, 20-21, 23-26, 29-32, 34, 37-39, 42-49, 51-58, 60-67	66
Production Assistant Camera-WEB	1-11, 13-18, 20-21, 23-26, 29-32, 34, 37-39, 42-49, 51-58, 60-67	66
Local Sales Manager	1-11, 13-18, 20-21, 23-25, 28-32, 34, 37-39, 42-49, 51-67	28
Producer - Mass Appeal	1-11, 13-18, 20-25, 27-32, 34-35, 37-39, 42-49, 51-58, 60-63, 65-67	28
Multi-Media Journalist	1-11, 13, 15-18, 20-21, 23-25, 28-35, 37-39, 42-49, 51-58, 60-67	28
Multi-Media Journalist/Anchor	1-13, 15-18, 20-21, 23-25, 28-35, 37-39, 42-49, 51-58, 60-67	28
Receptionist/Office Assistant	1-11, 13, 15-18, 20-21, 23-25, 28-32, 34-35, 37-39, 42-49, 51-58, 60-67	28
News Producer	1-11, 13, 15-21, 23-25, 29-35, 37-39, 42-49, 51-57, 60-67	19
Master Control Operator	1-11, 13, 15-18, 20-21, 23-25, 28-32, 34-35, 37-39, 42-57, 60-67	28
News Producer	1-11, 13-21, 23-25, 29-35, 37-40, 42-49, 51-57, 60, 62-67	40
Master Control Operator -- Full-Time	1-11, 13-18, 20-21, 23-26, 29-32, 34-35, 37-39, 42-57, 60-67	26
Master Control Operator	1-11, 13-18, 20-21, 23-26, 29-32, 34-39, 42-57, 60-67	26
Digital Sales Manager	1-11, 13-18, 20-21, 23-25, 29-32, 34-39, 42-49, 51-57, 60-67	66
Account Executive	1-11, 13-18, 20-21, 23-26, 29-32, 34-39, 42-49, 51-57, 60-67	26
Multi-Media Journalist	1-18, 20-21, 23-25, 28-39, 42-49, 51-57, 60-67	28
Mass Appeal Host/Assoc. Producer	1-21, 23-26, 29-32, 34-39, 42-49, 51-57, 60-67	56
Photo/Editor/Live Truck Operator	1-13, 15-18, 20-21, 23-25, 29-57, 60-67	40
Master Control Operator -- Full-Time	1-11, 13, 15-18, 20-21, 23-26, 29-32, 34-39, 42-57, 60-67	26
Multi-Media Journalist	1-18, 20-21, 23-25, 29-49, 51-57, 60-67	41
Newscast Director	1-11, 13, 15-18, 20-21, 23, 25, 28-39, 42-57, 60-67	28

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Master Control Operator -- Full-Time	1-11, 13-18, 20-21, 23-26, 29-32, 34-39, 42-57, 60-67	26
Production Assistant-WEB	1-11, 13-18, 20-21, 23-26, 29-32, 34-39, 42-57, 60-67	26
Photo/Editor/Live Truck Operator	1-18, 20-21, 23-25, 28-39, 42-57, 60-67	28
Multi-Media Journalist	1-18, 20-21, 23-25, 28-39, 42-49, 51-57, 60-67	28
Multi-Media Journalist	1-18, 20-21, 23-25, 29-39, 42-49, 51-57, 60-67	56
Production Assistant-WEB	1-11, 13, 15-18, 20-21, 23-25, 28-32, 34-39, 42-49, 51-57, 60-67	28
Photo/Editor/Live Truck Operator	1-18, 20-21, 23-25, 29-39, 42-57, 60-67	66

WWLP/WFXQ-CD**EEO PUBLIC FILE REPORT****November 21, 2015 - November 23, 2016****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	N	0
2	AIC 1000 State Street Box 7A Springfield, Massachusetts 01109 Phone : 413-205-3237 Url : www.aic.edu Email : saremicenter@aic.edu Tricia Love-Walsh	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 Center Manual Posting	N	0

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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	N	0
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	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Michael Bille Manual Posting	N	0

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13	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
14	Craigslist NA San Francisco, California Url : www.craigslist.com Jim Buckmaster Manual Posting	N	0
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	0
16	CT School of Broadcasting 80 Ferry Boulevard Stratford, Connecticut 06497 Phone : 203-378-5155 Email : DBarnes@gocsb.com Fax : 1-203-378-4330 Dan Barnes	Y	0
17	Emerson College 100 Beacon Street Boston, Massachusetts 02116 Phone : 617-824-8730 Kara Jessup Manual Posting	Y	0
18	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
19	Employee Referral	N	3

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20	Endicott College 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-927-0585 Liz Atilano Manual Posting	Y	0
21	Fisher College 118 Beacon Street Boston, Massachusetts 02116 Phone : 617-236-8838 Url : www.fisher.edu Career Services Manual Posting	Y	0
22	Former Employee Referral	N	1
23	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
24	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
25	Holyoke Community College 322 Kittredge Business Center 303 Homestead Avenue Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : www.hcc.edu Richard Powers Manual Posting	Y	0
26	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 203-328-2691 Paul Forster Manual Posting	N	16
27	Internal Posting	N	2
28	Internal Transfer/Promotion	N	11

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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 : 413-662-5333 Email : Career@mcla.edu Manat Wooten	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 1209 Wood Valley Road Augusta, California 30909 Phone : 706-364-7564 Rich Everitt 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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	NAMIC (ADDED 11/20/15) 50 Broad Street Suite 1801 New York, New York 10004 Phone : 212-594-5985 Url : www.namic.com Susan Waldman Manual Posting	N	0
36	National Alliance of State Broadcasters (ADDED 3/1/16) 2333 Wisconsin Street NE Albuquerque, New Mexico 87110 Phone : 505-881-4444 Suzan Strong Manual Posting	N	0
37	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
38	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
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	Other Source	N	2
42	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
43	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
44	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
45	Radio & Television Business Report P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 April McLynn Manual Posting	N	0
46	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
47	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Career Services Manual Posting	Y	0
48	Rutgers University 249 University Avenue Newark, New Jersey 07102 Phone : 848-445-7287 Url : www.rutgers.edu Mary Beth Kimberlin Manual Posting	Y	0
49	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	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
51	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
52	Spfld. Partners for Comm. Action 619 State Street Springfield, Massachusetts 01109 Phone : 413-263-6500 Fax : 1-413-263-6511 Career Services	N	0
53	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
54	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
55	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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56	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	3
57	University of Massachusetts 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-2224 Sharon Jefferson Manual Posting	Y	0
58	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	0
59	Unknown Referral Source	N	1
60	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 06105 Phone : 860-527-0147x263 Email : tclarke@ulgh.org Thomas Clarke, II	Y	0
61	Urban League of Springfield, Inc. 756 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Fax : 1-413-732-9364 Andrew Cade	Y	0
62	Western New England University 1215 Wilbraham Road Springfield, Massachusetts 01119 Phone : 413-782-3111 Deborah Pace Manual Posting	Y	0

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63	Westfield State University Western Avenue Westfield, Massachusetts 01085 Phone : 413-572-5300 Maureen McCartney Manual Posting	Y	1
64	Williams College Stetson Hall Williamstown, Massachusetts 01267 Phone : 413-597-3019 Email : wcc@williams.edu Kristen McCormack	N	0
65	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
66	WWLP.com One Broadcast Center Chicopee, Massachusetts 01013 Phone : 413-37-2235 Url : www.wwlp.com Kathy Stewart Manual Posting	Y	17
67	YMCA of Greater Springfield 275 Chestnut Street Springfield, Massachusetts 01104 Phone : 413-206-5500 Email : rlynch@springfieldy.org Rafae Lynch	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/27/2016	Provision of training to management	Media General Assoc. General Counsel, Henry Gola, gave a webinar that explained the FCC's Equal Employment Opportunity rules and policies. It was attended by our Business Administrator, Sue Frenette.	1	Business Administrator
2	11/21/2016	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
3	11/21/2016	Participation in Job Fairs	College Career Centers of Western Mass. (CCCWM) - On March 31, 2016, CCCWM held a job fair that took place this year at Springfield Technical Community College. WWLP participated in this fair and it was attended by the News Director and one of our Reporters. At the time, we had open positions in News, Sales and Production.	2	News Director Reporter
4	11/21/2016	Participation in scholarship programs	Mass. Broadcasters Assoc. - In 2016 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
5	11/21/2016	Participation in events or programs sponsored by educational institutions	On April 11, 2016 - 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

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	11/21/2016	Participation in Job Fairs	Mass. Broadcasters Assoc. (MBA) - This year MBA held 3 virtual job fairs with the first one being held in the 1st quarter, in which WWLP participated and was a sponsor. This first virtual job fair was held the week of March 7th.	3	President/GM News Director Station Manager
7	11/21/2016	Participation in events or programs sponsored by educational institutions	On June 15, 2016 - Sarah Koetsch, a production employee at the station, went to White Oak School to speak at the school's job fair/career day. Sarah spoke about her job at the station, including what she does, the education she completed and achieved to work in a TV station, as well as the different careers available in the station.	1	Production Asst.
8	11/21/2016	Participation in Job Fairs	Western New England University (WNEU) - On Oct. 6, 2016, WNEU held a Fall Internship and Career Fair in which WWLP participated. It was attended by our News Director and one of our Reporters.	2	News Director Reporter
9	11/21/2016	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 ideas in journalism.	1	President/GM
10	11/21/2016	Participation in Job Fairs	Westfield State University Job/Internship Fair - Westfield State Univ. held a job fair this year on March 10, 2016 in which WWLP participated. In addition to having a booth at the fair, we also placed an ad in their program booklet. There were over 300 students that came and approx. 80 employers that participated.	2	News Director Anchor/Reporter
11	11/23/2016	Participation in Job Fairs	Mass. Broadcasters Assoc. (MBA) - This was the 2nd of 3 virtual job fairs held by the MBA. This second one was held in the 2nd quarter, in which WWLP participated and was a sponsor. This first virtual job fair was held the week of June 27th.	3	President/GM Station Manager News Director

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12	11/23/2016	Participation in Job Fairs	Mass. Broadcasters Assoc. (MBA) - This was the 3rd of 3 virtual job fairs held by the MBA. This third one was held in the 3rd quarter, in which WWLP participated and was a sponsor. This third virtual job fair was held the week of Sept. 12th.	3	President/GM Station Manager News Director