

ANNUAL PUBLIC FILE EEO REPORT 2019

Call Sign of Station(s): **WVIT & WRDM**

1. List all full-time job vacancies filled by any station covered by this report during the past year.

WVIT

Account Executive 2
Assistant News Director
Assignment Editor & Web Editor
Community and Special Events Producer
Lifestyle Commercial Producer
Digital and Broadcast Editor
Director
Executive Producer, Specials
Finance and Human Resources Analyst
Multi-Media Journalist, Sports
Photographer
President & General Manager
Producer 4
Production Assistant
Reporter 3
Sales Assistant

WRDM

Account Executive
Marketing Coordinator

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form.

Please see Appendix A - NBC Connecticut WVIT RECRUITMENT SOURCE LIST

3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

147 interviews conducted for WVIT and 15 interviews conducted for WRDM since December 1, 2018

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During the Year
NBCUniversal HR Outreach	4
Online Advertising (Indeed, TVJobs.com, Media Bistro)	23
Referral	26
NBCUniversal Careers	58
Former Employee	6
Current Comcast Employee	3
Current NBCUniversal Employee	16
Search Firm	1
NBC Freelancer	8
Social Media Site	7
Current/Former intern	7
Campus Job Board	1
DreamWorks Employee	1
NBC Universal Affinity Group	1

5. Please summarize the station's (or station group's) broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

The following conventions host career fairs. A representative from NBC Universal's talent acquisition team participates on behalf of the NBC Owned Stations. Additionally, leaders from our local station may participate for the purpose of recruiting talent.

National Association of Black Journalists

Career Fair

August 7-11, 2019

Aventura, FL

NBCUniversal Talent Acquisition Team Members: Nicole Goolsby, Thomas Tibai, Sarah Hodd, Erin Morton Tara Morgan, Ed Asuncion, Scott Williams, Jess Martin, Kelsy Kershaw, Scarlett Mascarenas, Isabel Lampton Allie Barclay, Sean Mulryan, James Arroyave Janet Hundley, NBC Connecticut VP of News

National Association of Hispanic Journalists, Excellence in Journalism Convention

September 5-7, 2019

San Antonio, TX

NBCUniversal Talent Acquisition Team Members: Sarah Hodd, James Arroyave, Wil Ocasio, Karen Mendez, Nicole Goolsby, Stephanie Magana, Zack Rogg-Meltzer, Scarlett Mascarenas, Allie Barclay, Haley Leigh

Asian-American Journalists Association National Convention

July 31-August 3, 2019

Atlanta, GA

NBCUniversal Talent Acquisition Team Members: Candice Burgess, Scott Williams, Sarah Yurinich, Samantha Tata Mathias Kook

Online News Association's Conference

September 13-15, 2018

Austin, TX

NBCUniversal Talent Acquisition Team Member: Mathias Kook

ADCOLOR Conference

September 6-8, 2019

Los Angeles, CA

NBCUniversal Talent Acquisition Team Member Lilly Zhang

Investigative Reporters & Editors Conference

June 13-16, 2019

Houston, TX

NBCUniversal Talent Acquisition Team Member Jessica Martin

National Lesbian and Gay Journalists' Association Conference

August 29-September 1, 2019

New Orleans, LA

NBCUniversal Talent Acquisition Team Members: Isabel Lampton, Martha Lopez

WVIT/WRDM Internship Program. NBCUniversal has developed a robust Campus 2 Careers paid internship program. The Director of Human Resources, Mary Anderson, manages the program locally. The paid internship affords students the opportunity to participate in more than one intern experience. The Station has worked to build an active and healthy internship program to provide students a learning experience while contributing to the work performed at our station. The enhanced program has resulted in students who are well-prepared to become employees at our station upon graduation. During the current Annual Report year approximately 26 interns have participated in the station's internship program. There were seven interns who were qualified to interview for open positions, and three former interns were hired this year.

NBCU Owned Television Stations' Reporter Associate Program. The Reporter Associate program is an opportunity for news-gathering professionals to hone their on-air reporting skills. Participants in the program work in a fast-paced newsroom within an NBC Owned Station. Associates undergo an intense week-long orientation filled with workshops, lunches with guest speakers and training. The program lasts an average of one year where it concludes with successful associates accept full-time reporting positions within the Owned Stations group. NBC Connecticut hosted an associate in 2019 who will "roll off" program in January to begin a Digital Reporter position with our team in New York, NY.

Equal Employment Opportunity Training. All Station employees are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation. Starting in 2006 and offered annually, all hiring managers received coaching on new regulations set by the Office of Federal Contract Compliance Programs (OFCCP) regarding the definition of an internet applicant and the necessary recordkeeping for such applicants.

Internal Skills Enhancement Programs. Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: JUMP, PIVOT, LEAD; all leadership development courses facilitated by NBCU's training team. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

Outreach to Community/Recruiting Organizations. The Station places a classified ad on an annual basis to organizations asking them to confirm their interest in receiving job notices.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM**

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
<p align="center">SEE APPENDIX A (ATTACHED) FOR A COMPLETE LIST OF NBC Connecticut WVIT/Telemundo Connecticut WRDM RECRUITMENT SOURCES</p> <p align="center">NBC Connecticut/Telemundo Connecticut ADDS AGENCIES TO THIS LIST UPON WRITTEN REQUEST.</p>				
Job Title		Date Filled	Recruitment Source That Referred Ultimate Hire	
Assignment Editor & Web Editor - NBC CT		11/4/19	Current NBCUniversal Contractor / Freelancer	
Account Executive (NBC/TLMD CT)		2/25/19	Employee Referral	
Account Executive (NBC/TLMD CT)		6/3/19	NBCUnicareers.com	
APC Director - NBC CT		5/13/19	Current NBCUniversal Employee	
Assistant News Director - NBC CT		8/14/19	Contacted by NBCUniversal HR	
Commercial Producer for CTLive!		10/28/19	Current NBCUniversal Contractor / Freelancer	
Community and Special Events Producer - NBC CT		3/25/19	NBCUnicareers.com	
Digital Video and Broadcast Editor - NBC CT		12/8/18	NBCUnicareers.com	
Executive Producer, Investigations & Special Projects - NBC CT		2/23/19	Current NBCUniversal Employee	
Finance and Human Resources Analyst - NBC CT		2/18/19	NBCUnicareers.com	
Photographer - NBC CT		9/30/19	Current NBCUniversal Contractor / Freelancer	
President & General Manager, NBCU Owned Stations, CT		5/13/19	Current NBCUniversal Employee	
Producer - NBC CT		10/28/19	NBCUnicareers.com	
Producer - NBC CT		6/3/19	NBCUnicareers.com	

Producer, 11 p.m. News - NBC CT	8/7/19	Contacted by NBCUniversal HR
Producer, 5 p.m. News - NBC CT	3/25/19	Employee Referral
Production Assistant - NBC CT	1/7/19	NBCUnicareers.com
Production Assistant - NBC CT	10/21/19	NBCUnicareers.com
Reporter, NBC CT - NBC CT	6/17/19	Contacted by NBCUniversal HR
Reporter, NBC CT- NBC CT	4/8/19	NBCUnicareers.com
Reporter, NBC CT - NBC CT	2/18/19	Current NBCUniversal Contractor / Freelancer
Sales Assistant - NBC CT	9/30/19	Current/Former NBCUniversal Intern
Sports MMJ and Anchor - NBC CT	4/8/19	NBCUnicareers.com
Account Executive (NBC/TLMD CT) - WRDM	5/21/2019	Current NBCUniversal Employee
Marketing Coordinator WRDM	7/29/2019	Current NBCUniversal Employee

APPENDIX A

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone / e-mail	Has this source requested notices?
nbcunicareers.com	www.nbcunicareers.com	Sarah Hodd	Sarah.hodd@nbcuni.com 212-664-2276	No
Linkedin	www.linkedin.com	Sarah Hodd	Sarah.hodd@nbcuni.com 212-664-2276	No
Indeed.com	www.indeed.com	Sarah Hodd	Sarah.hodd@nbcuni.com 212-664-2276	No
Spots N Dots (when applicable)	www.spotsndots.com	Sarah Hodd	Sarah.hodd@nbcuni.com 212-664-2276	No
Broadcasting and Cable (when applicable)	www.broadcastingcable.com	Sarah Hodd	Sarah.hodd@nbcuni.com 212-664-2276	No