

**WCCT-TV, WTIC-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2016 - November 30, 2017**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WCCT-TV, WTIC-TV, Hartford, Connecticut.

WCCT-TV, WTIC-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 860-723-2180.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**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
VP/Director of Brand and Digital Development	2, 4-15, 17-22, 26-32, 34-44	38
MMJ/Reporter	2, 4-11, 13-14, 17-22, 26-32, 34-44	38
FT Producer	2, 4-11, 13-15, 17-22, 26-31, 34-44	38
Account Executive	2, 4-11, 13-15, 17-22, 26-31, 33-44	33
Web Producer	2, 4-11, 13-14, 17-24, 26-31, 34-44	23
Dir, News	2, 4-11, 13-14, 17-22, 26-31, 34-44	38
Reporter/MMJ	2, 4-11, 13-15, 17-22, 26-31, 34-44	38
Reporter/MMJ	2, 4-11, 13-14, 17-22, 26-31, 34-44	38
Producer	2, 4-11, 13-15, 17-22, 26-31, 34-44	38
Executive Producer	2, 4-11, 13-15, 17-22, 26-31, 34-44	38
Account Executive	2, 4, 6-8, 10-11, 13-15, 17-22, 26-31, 34-44	15
Account Executive	2, 4, 6-8, 10-11, 13-15, 17-22, 26-31, 34-44	15
Reporter/MMJ	1-4, 6-11, 13-14, 17-22, 25-31, 34-44	41
Producer	2, 4, 6-8, 10-11, 13-15, 17-22, 26-31, 34-44	38
Photographer/ Live Truck Operator	2, 4, 6-8, 10-11, 13-14, 17-22, 26-29, 31, 34-41, 43-44	38
Photographer/ Live Truck Operator	2, 4, 6-8, 10-11, 13-14, 17-22, 26-29, 31, 34-41, 43-44	38

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Producer	2, 4, 6-8, 10-11, 13-15, 17-22, 26-29, 31, 34-41, 43-44	27
Producer	2, 4, 6-8, 10-11, 13-15, 17-22, 26-29, 31, 34-41, 43-44	27
Producer	2, 4, 6-8, 10-11, 13-15, 17-22, 26-29, 31, 34-41, 43-44	38
Producer	2, 4, 6-8, 10-11, 13-15, 17-22, 26-29, 31, 34-41, 43-44	38
Promotions Producer	2, 4, 6-8, 10-11, 13-14, 17-22, 26-29, 31, 34-41, 43-44	38
Reporter/MMJ	2, 4, 6-8, 11, 13-14, 16-22, 26-29, 31, 34-41, 43-44	22
Assistant News Director	2, 4, 6-8, 11, 13-15, 17-22, 26-29, 31, 34, 36-41, 43-44	38

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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	Agency Referral	N	1
2	Albertus Magnus College 700 Prospect St New Haven, Connecticut 06511 Phone : 1-800-578-9160 Email : careercenter@albertus.edu Karen Stokes	N	2
3	Call In	N	1
4	Capital Workforce 1 Union Place Hartford, Connecticut 06103 Phone : 1-860-522-1111 Email : sgood@capitalworkforce.org Stephen Good	N	0
5	Career Builder 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Luke Scanlon Manual Posting	N	0
6	Collective Talent 1723 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Email : Bille@michaelsmedia.com Bille Michael	N	0
7	Collegiate Broadcasters 90 South Park Street Willimantic, Connecticut 06226 Phone : 1-860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
8	Community Technical College 61 Woodland Street Hartford, Connecticut 06101 Phone : 1-860-244-7600 Email : ldomenitz@ccc.commnet.edu Linda Domenitz	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Connecticut College 270 Mohegan Avenue New London, Connecticut 06320 Phone : 860-447-1911 Email : bbremner@conncoll.edu Beth Bremner	N	0
10	Connecticut School of Broadcasters 130 Birdseye Road Farmington, Connecticut 06032 Phone : 1-860-677-5777 Email : ahoops@gocsb.com Andrew Hoops	N	1
11	Connecticut School of Broadcasting Media Park 130 Birdseye Rd Farmington, Connecticut 06032 Phone : 800-887-2346 Email : bmartines@gocsb.com Rebecca Martines	N	0
12	Current Employee	N	1
13	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
14	Emma Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212.664.3486 Email : sandra.rice@nbcuni.com Sandra Rice	N	0
15	Employee Referral	N	13
16	Former Employee	N	1
17	Gateway Community College 20 Church Street New Haven, Connecticut 06510 Phone : 203-285-2094 Email : kdanso@gatewayct.edu Kelly Danso	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
18	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 06601 Phone : 1-800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
19	Greater New Haven Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-865-3867 Email : JAllen@newhaven.edu Jerry Allen	N	0
20	Highschool Adult Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	N	0
21	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0
22	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	16
23	Indeed.com	N	1
24	Job posting on internet	N	6
25	Linked In	N	2
26	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, Connecticut 06371 Phone : 860-434-5232 Email : klockwood@lymefcs.newhaven.edu Karen Lockwood	N	0

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**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
27	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : Medialine@medialine.com Mark Shilstone	N	4
28	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
29	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
30	NAACP- Hartford Branch P.O. Box 1012 Hartford, Connecticut 06143 Phone : (860) -922-1160 Email : abdul-shahid@sbcglobal.net Abdul Shahid	N	0
31	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
32	National Organization for Women 56 Arbor Street Suite 417 Hartford, Connecticut 06106 Phone : (202) 628-8669 Email : vpmember@now.org Job Postings	N	0
33	Non-Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0
35	San Juan Center 1283 Main Street Hartford, Connecticut 06103 Phone : 860-522-2205 Email : lennyc@sanjuancenter.org Lenny Colon	N	0
36	Springfield Collge 263 Alden Street Springfield, Connecticut 01109 Phone : 413-748-3000 Email : cleger@springfieldcollege.edu Carol Leger	N	0
37	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	5
38	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	80
39	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-773-1504 Email : kjames@tunxis.edu Kim James	N	0
40	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Email : Admin@tvjobs.com Mark Holloway	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
41	University of Connecticut Stamford Campus Stamford, Connecticut 06901 Phone : 860-486-4900 Email : recruiting@uconn.edu Job Postings	N	2
42	University of New Haven 300 Boston Post Road Maxcy 214 West Haven, Connecticut 06516 Phone : 203-932-7491 Email : brodden@newhaven.edu Brian Rodden	N	0
43	Urban League of Greater Hartford P.O. Box 320500 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : ymatthews@ulgh.org Yvonne Matthews	N	0
44	Wesleyan University 25 Lawn Avenue Middletown, Connecticut 06459 Phone : (860) 685-2000 Email : shopkins01@wesleyan.edu Sarah Hopkins	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>137</b>

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**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	1/26/2017	Participation in events sponsored by community groups	Attended Career Fair held at Western Connecticut State University located in Danbury CT	1	Meteorologist
2	2/26/2017	Listing of each upper-level category opening in a job bank or newsletter	V/P Director of Brand & Digital and Director of News posting to various job banks and community job boards	1	HR Manager
3	4/3/2017	Participation in events or programs sponsored by educational institutions	On 4/3/17 Attended University of Connecticut We participated in helping college students with public speaking skills. Judged a public speaking competition at the end of the day	3	Anchor MMJ MMJ
4	4/4/2017	Participation in Job Fairs	Attended a career fair held at Albertus Magnus College located in New Haven CT.	1	HR Manager
5	5/22/2017	Establishment of an intern program designed to assist members of the community	WTIC/WCCT Hosted 2 Interns this summer. They attended Amherst College located in Massachusetts and UCONN located in Connecticut. The internship began in May 2016 for a period of 3 months. The interns had hands on experience working the news room, going out on stories, and working with our producers.	3	Media Manager News Director HR Director

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6	9/12/2017	Participation in scholarship programs	<p>Student News is professional guidance by The Fox 61 News professionals, students receive hands-on experience to produce their own stories for broadcast on Fox 61 and digital inclusion on fox61.com.</p> <p>Fox 61 Student News provides schools with the software and platform needed to produce and distribute stories and events that showcase the excellence in our schools.</p> <p>Highschool Students receive interdisciplinary exposure to technology, English, journalism, civics, and history when they produce their news stories.</p> <p>Each year, Fox 61 Student News will host an awards ceremony to spotlight outstanding student achievement in the production of Student News stories.</p> <p>Every spring, students will compete for college scholarships and journalistic excellence and be recognized for their accomplishments.</p>	12	VP/GM News Director Promotions Manager Chief Editor
7	9/20/2017	Participation in events or programs sponsored by educational institutions	Attended Sacred Heart University Career Fair	1	Reporter
8	10/18/2017	Provision of training to management	Attended Pillsbury webinar sponsored by the Broadcasters Association " The changing face of FCC's EEO rule in 2017."	1	HR Manager