

WTIC - TV, Hartford, CT and WCCT - TV, Waterbury, CT

ANNUAL EEO PUBLIC FILE REPORT

Date: December 1, 2010

Corrected

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations WTIC and WCCT.

WTIC/WCCT - 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 the Human Resources Department at (860) 241-6292.

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, in some cases, a drug test. 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.

Full-Time Vacancies Filled During Reporting Period 12/01/09 - 11/30/10

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Sales Associate	1-28, 30-42, 44-55, 58-60, 65	WTIC- TV & WCCT - TV Web-sites - # 58	11
2	Producer/News Writer	1-42, 44-55, 58-60	Employee Referral - # 60	5
3	Associate Producer/News Writer	1-42, 44-55, 58-60	Employee Referral - # 60	5
4	Account Executive	1-28, 30-42, 44-55, 58-60	Employee Referral - # 60	5
5	Editor	1-42, 44-55, 57-59	Internal Promotion - # 59	1
6	Assignment Editor	1-42, 44-55, 57-60	Careerbuilder.com - # 56	6
7	Photographer/Truck Operator	1-42, 44-55, 58-60	Employee Referral - # 60	5
8	Sales Associate	1-28, 30-42, 44-55, 57-60	Employee Referral - # 60	10
9	News Director	1-42, 44-55, 57-61, 65	Employee Referral - # 60	10
10	Associate Producer/News Writer	1-42, 44-55, 57-59	WTIC- TV & WCCT - TV Web-sites - # 58	6
11	Video Journalist	1-42, 44-55, 57-59	Tvjobs.com - # 25	5
12	Account Executive	1-42, 44-55, 58-60	Tribune Internal (iCIMS) - # 57	7
13	Production Technician	1-19, 21-55, 57-59	Internal Promotion - # 59	5
14	Producer/News Writer	1-55, 58-60	Employee Referral - # 60	7
15	Photographer/Truck Operator	1-19, 22-41, 43-55, 57-60	Employee Referral - # 60	5
16	Graphic Artist	59 - 61	Employee Referral - # 60	12
17	Account Executive	1-28, 30-55, 58-60, 62-64	Internal Promotion - # 59	5
18	Reporter	1-19, 22-41, 43-55, 57-61	Tvjobs.com - # 25	10
19	Production Technician	1-19, 22-41, 43-55, 57-59	Internal Promotion - # 59	1
20	Reporter	1-19, 22-41, 43-55, 57-61	WTIC- TV & WCCT - TV Web-sites - # 58	10
21	Weekend Anchor/News Reporter	1-19, 22-41, 43-55, 57-61	Employee Referral - # 60	9
22	Executive Producer	1-10,12-19,22-29,31-41,43-55,57-59	Employee Referral - # 60	5
23	Video Journalist	1-10,12-19,22-29,31-41,43-55,57-59	WTIC- TV & WCCT - TV Web-sites - # 58	7
24	Closed Captioning Manager	1-19, 22-28, 31-41, 43-55, 58-60	Employee Referral - # 60	6
25	Associate Producer/News Writer	1-29, 31-55, 57-60	Employee Referral - # 60	7
26	Account Executive	1-19,22-28,31-41,43-55,58-60,62,63	WTIC- TV & WCCT - TV Web-sites - # 58	7

27	Producer/News Writer	1-19, 22-29, 31-40, 43-55, 57-60	Employee Referral - # 60	6
28	Lead Captioning Assistant	1-19,22-28,31-41,43-55,58,59,61	WTIC- TV & WCCT - TV Web-sites - # 58	5

Total number of persons interviewed during applicable period: 183

Supplemental Recruiting Measures 12/1/09 - 11/30/10

	Activity/Description	Date	Staff Participant	Sponsor
1	Internship Program: Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing broadcasting careers. WTIC/WCCT hosts approximately 10 - 20 students each year. Intern positions are part-time, usually 10 - 20 hours per week beginning in either spring, summer or fall.	Ongoing	HR Director, HR Generalist, HR Administrator, along with various Department Personnel	WTIC/WCCT-TV
2	Southern Connecticut State University: Advertising Training Manger, HR Generalist and HR Admin attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	April 13, 2010	Advertising Training Manger, HR Generalist and HR Admin	Southern Connecticut State University
3	Urban League of Greater Hartford: Regional Sales Manager, Integrated Sales Manager, Online Sales Manager, HR Generalist and HR Admin attended a job fair to discuss career opportunities and internship positions with attendees and accepted resumes for employment.	April 29, 2010	Regional Sales Manager, Integrated Sales Manager, Online Sales Manager, HR Generalist and HR Admin	Urban League of Greater Hartford
4	Sawyer School: Human Resources Director, HR Generalist and HR Admin attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	June 10, 2010	Human Resources Director, HR Generalist and HR Admin	Sawyer School
5	Internal Training Program: WTIC/WCCT - TV Production, Operations and News Department employees are encouraged to participate in our cross training program enabling them to acquire skills in various disciplines within the Production, Operations and News departments. Approximately 5 employees participate in the program each year.	On-going	Production and Master Control Departments	WTIC/WCCT-TV
6	Fox CT Student News: Approximately 250 high schools and middle schools from across Connecticut have participated in the FOX CT Student News since its inception. Students submit 50 second news stories to the station, which are then evaluated by FOX CT professionals. Upon request, FOX CT News personnel make on-site visits to schools to help guide students as they prepare stories for air. Many of the submitted stories are broadcast on air.	On-going	Creative Services & News Department	WTIC/WCCT-TV

Recruitment Sources

Corrected

An asterisk ("*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
*1	Eastern Connecticut State University 83 Windham Street Willimantic, CT 06226 careers@easternct.edu Contact: Walter Diaz	0	1 - 15, 17 - 28
*2	Northwestern CT Community College 56 Park Place Winstead, CT 06098 jcrothers@nwcc.commnet.edu Contact: Jeff Crothers	0	1 - 15, 17 - 28
*3	Housatonic Community College 900 Lafayette Blvd. Bridgeport, CT 06604 nkrohley@hcc.commnet.edu Contact: Nadine Krohley	0	1 - 15, 17 - 28
*4	Manchester Community College P.O. Box 1046 Manchester, CT 06040 cochnio@mcc.commnet.edu Contact: Carl Ochnio	0	1 - 15, 17 - 28
*5	State of Connecticut Bureau of Rehabilitation Services 3580 Main Street Hartford, CT 06120 kathryn.rieman@po.state.ct.us Contact: Kay Rieman	0	1 - 15, 17 - 28
*6	Connecticut College, Career Office 270 Mohegan Avenue New London, CT 06320 jack.tinker@conncoll.edu Contact: Jack Tinker	0	1 - 15, 17 - 28
*7	Central Connecticut State University sershen@ccsu.edu Contact: Linda Sershen	0	1 - 15, 17 - 28
*8	University of Hartford, Career Services 200 Bloomfield Avenue West Hartford, CT 06117 career@hartford.edu	0	1 - 15, 17 - 28
*9	University of Connecticut Stamford Campus Stamford, CT 06901-2315 halina.hollyway@uconn.edu Contact: Halina Hollyway	0	1 - 15, 17 - 28
*10	Senior's Job Bank 50 S. Main Street West Hartford, CT 06107 Contact: Bill Stachelik	0	1 - 15, 17 - 28
*11	Trinity College Career Services 300 Summit Street Hartford, CT 06106 lanna_hagge@trincoll.edu Contact: Lanna Hagge	0	1 - 15, 17 - 21, 24 - 28

*12	Springfield College - Career Center 263 Alden St. Springfield, CT 01109 dianne_lyons@spfldcol.edu Contact: Dianne Lyons	0	1 - 15, 17 - 28
*13	Post University 800 Country Club Road Waterbury, CT 06723 cszpryngel@post.edu Contact: Christopher Szpryngel	0	1 - 15, 17 - 28
*14	Howard University School of Communication 525 Bryant Street, NW Room C-107 Washington, DC 20059 cdudley@howard.edu Contact: Carol Y. Dudley	0	1 - 15, 17 - 28
*15	Rensselaer Hartford 275 Windsor Street Hartford, CT 06120 shefter@rh.edu Contact: Rob Shefter	0	1 - 15, 17 - 28
*16	Middlesex Community College 100 Training Hill Road Middletown, CT 06457 rlenoc@mxc.comnet.edu Contact: Richard Lenoce	0	1 - 15, 17 - 28
*17	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, CT 06371 Contact: Sharon Koch	0	1 - 15, 17 - 28
*18	Albertus Magnus College Career Center 700 Prospect Street New Haven, CT 06511-1189 careercenter@albertus.edu	0	1 - 15, 17 - 28
*19	Gateway Community College Career Services Department 60 Sargent Drive New Haven, CT 06511 Contact: Wanda Edwards	0	1 - 15, 17 - 28
*20	Briarwood College 2279 Mt. Vernon Rd. Southington, CT 06489 FAX: (860) 276-8838 Contact: Geraldine Lombard	0	1 - 7
*21	Bloomfield Board of Education Bloomfield High School Huckleberry Lane Bloomfield, CT 06002 jbroaden@blmfld.org Contact: Joseph Broaden	0	1 - 8
*22	Naugatuck Valley Community College K520 Cooperarive Education 750 Chase Parkway Waterbury, CT 06708 FAX: 203-575-8003 Contact: Allison Terry	0	1 - 15, 17 - 28

*23	Wesleyan University Career Resource Center 25 Lawn Avenue Middletown, CT 06459 FAX: (860) 685-2181 Contact: Aileen Foster	0	1 - 15, 17 - 28
*24	University of New Haven 300 Boston Post Road Maxcy 214 West Haven, CT 06516 postings@newhaven.edu Contact: Kathy Forkin	0	1 - 15, 17 - 28
*25	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Contact: Mark C. Holloway	13	1 - 15, 17 - 28
*26	UConn - Storrs/WHUS minorityaffairsdirector@whus.org Contact: Lisa Rose-Rodriguez	0	1 - 15, 17 - 28
*27	Collective Talent 1721 Richardson Place Tampa, FL 33606 Contact: Michael Billie	0	1 - 15, 17 - 28
*28	Connecticut School of Broadcasting Media Park 130 Birdseye Road Farmington, CT 06032 tmartelon@gocsb.com Contact: Tim Martelon	0	1 - 15, 17 - 28
*29	Media Line www.medialine.com medialine@medialine.com Contact: Mark	0	1 - 15, 17 - 28
*30	info@tvnewsgigs.com	0	1 - 15, 17 - 21
31	National Association for Broadcasters 1771 N. Street N.W. Washington, DC 20036-2891 Contact: Karen Hunter	0	1 - 15, 17 - 28
32	National Assoc. of Black Journalists 8701 Adelphi Road Adelphi, MD 20783 Contact: John Graham	0	1 - 15, 17 - 28
33	La Casa De Puerto Rico 48 Main Street Hartford, CT 06106 Contact: Carmen Rodrigues	0	1 - 15, 17 - 28
34	San Juan Center 1283 Main Street Hartford, CT 06103 Contact: Aura Rivera	0	1 - 15, 17 - 28
35	National Organization for Women 56 Arbor Street, Suite 417 Hartford, CT 06106-1226	0	1 - 15, 17 - 28
36	National Council for Negro Women 80 Dickerman St. New Haven, CT 06511 Contact: Charlotte Brown	0	1 - 15, 17 - 28
37	NAACP - Hartford Branch P.O. Box 1012 Hartford, CT 06143 Contact: Ben Andrews	0	1 - 15, 17 - 28

38	Greater Bristol Chamber of Commerce 10 Main St. 1st Floor Bristol, CT 06010	0	1 - 15, 17 - 28
39	Five Points Media Center 370 17th Street, Suite 5300 Denver, CO 80202-5653	0	1 - 15, 17 - 28
40	Hispanic Link News Service 1420 N St. NW Washington, DC 20005	0	1 - 15, 17 - 28
41	St. Joseph College 1678 Asylum Avenue West Hartford, CT 06117 Contact: Nancy DeCrescenzo	0	1 - 15, 17 - 28
42	Conn. Puerto Rican Forum, Inc. Anthony_Jack@ctpuertoricanforum.org Contact: Anthony Jack	0	1 - 8
43	Lincoln College of New England FAX: (860) 276-8838 Contact: Chris Fryer	0	12 - 15, 17 - 28
44	University of CT - Avery Point 1084 Shennecosett Road Groton, CT 06340 Contact: Maggie	0	1 - 15, 17 - 28
45	Latin American Center 521 Maple St. Manchester, NH 03104 Contact: Eileen Phinney	0	1 - 15, 17 - 28
46	Nat'l. Association of Hispanic Journalists 1193 National Press Building Washington, DC 20045-2100	0	1 - 15, 17 - 28
47	Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 Attn: Human Resources	0	1 - 15, 17 - 28
48	Emma Bowen Foundation 524 W 57th Street New York, NY 10019 Contact: Sandra Rice	0	1 - 15, 17 - 28
49	Asnuntuck Community College 170 Elm Street Enfield, CT 06082 FAX: (860) 253-3029 Contact: Stacy Tweedie	0	1 - 15, 17 - 28
50	Quinebaug Valley Community College 742 Upper Maple St. Danielson, CT 06231 FAX: (860) 774-2327 Contact: Lisa Loveday	0	1 - 15, 17 - 28
51	CT. Association of Black Communicators FAX: (860) 241-3865 Contact: Stan Simpson	0	1 - 15, 17 - 28
52	Urban League of Greater Hartford P.O. Box 320500 Hartford, CT 06132 0590 FAX: (860) 293-2621 Contact: George Sutherland/ Mary Judkins	0	1 - 15, 17 - 28

53	Southern CT State University 501 Crescent St. New Haven, CT 06515 FAX: (203) 392-6541 Contact: William Caliendo	0	1 - 15, 17 - 28
54	University of Hartford (Part-time positions) lasmith@hartford.edu Contact: L. A. Smith	0	1 - 15, 17 - 28
55	Capital Community College ldomenitz@ccc.commnet.edu Contact: Linda Domenitz	0	1 - 15, 17 - 28
56	Career Builder www.careerbuilder.com	35	0
57	Tribune Company Posting Tribjobs.com, Tribune.com and iCIMS (internal posting) Recruiting system and careerbuilder.com by local HR Generalist/HR Director. Phone: 860-527-6161 E-mail: hpatz@tribune.com Contact: Hillary Patz - HR Director	2	5, 6, 8-11, 13, 15, 18-23, 25, 27
58	WTIC web-site (ctnow.com) & WCCT web-site (ct.com) Phone: 860-527-6161 resurnes@ctnow.com E-mail: gbowen@tribune.com Contact: Greg Bowen - Associate Web Producer	40	1 - 15, 17 - 28
59	WTIC/WCCT - TV Internal Posting Phone: 860-571-6161 E-mail: hpatz@tribune.com Contact: Hillary Patz - HR Director	33	1 - 28
60	Employee Referral	40	1 - 4, 6 - 9, 12, 14 - 18, 20 - 27
61	Unsolicited Applicant	18	6, 9, 12, 16, 18, 20, 21, 23, 26, 28
62	Spots-n-Dots SellTV@aol.com/ www.spotsndots.com Phone: 1-888-884-2630 Fax: 607-729-7331	1	17
63	Cynthia Turner's Cynopsis E-mail: Cynopsis@optonline.net	0	17
64	Craig's List www.craigslist.com	0	0
65	Rick Gevers & Associates rickgevers.com	1	9