

**WTIC - TV, Hartford, CT and WTXS(TV), Waterbury, CT  
ANNUAL EEO PUBLIC FILE REPORT  
Date: December 1, 2008**

**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 WTXS.

WTIC/WTXS - 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 Manager at (860) 527-6161.

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 12/01/07 - 11/30/08**

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Master Control Operator	1 - 62	Careerbuilder.com - # 57	5
2	Local Sales Assistant	1 - 62	WTIC- TV & WTXS - TV Websites - # 59	6
3	Promotion Coordinator	1 - 62	WTIC- TV & WTXS - TV Websites - # 59	5
4	Anchor/Reporter (2 positions)	1 - 62	Internal Candidate - # 60 Employee Referral - # 61	8
5	Producer/News Writer	1 - 62	Tvjobs.com - # 25	6
6	Executive Producer	1 - 62	Employee Referral - # 61	6
7	Technical Director	1 - 62	Unsolicited Applicant - # 62	5
8	Editor	1 - 62 & 65	Employee Referral - # 61	12
9	Photographer/Truck Operator (2 positions)	1 - 62 & 65	Careerbuilder.com - # 57 Internal Candidate - # 60	14
10	SNG/ENG Truck Operator/Photographer	1 - 62 & 65	Employee Referral - # 61	13
11	Newscast Director	1 - 62	Tribune.com - # 58	5
12	Account Executive (3 positions)	1 - 62, 63, 64 & 66	Employee Referral - # 61 Careerbuilder.com Job Fair - # 57 Careerbuilder.com - # 57	27
13	Assignment Editor	1 - 62	Careerbuilder.com - # 57	5
14	Reporter	1 - 62	Unsolicited Applicant - # 62	10
15	Producer/News Writer (4 positions)	1 - 62	Unsolicited Applicant - # 62 Quinnipiac University - # 56 Employee Referral (2 positions) - # 61	8
16	Anchor/Producer/Reporter	1 - 62 & 66	WTIC- TV & WTXS - TV Web-sites - # 59	5
17	Production Technician (7 positions)	1 - 62 & 66	Internal Promotion - # 60 (all 7 positions)	9
18	Photographer/Truck Operator	1 - 62, 65 & 66	Internal Promotion - # 60	1
19	Editor	1 - 62, 65 & 66	Internal Promotion - # 60	1
20	Reporter/Host	1 - 62 & 66	Tvjobs.com - # 25	7
21	Booking Producer	1 - 62 & 66	Employee Referral - # 61	5
22	Reporter	1 - 62 & 66	Employee Referral - # 61	5
23	Maintenance Engineer	1 - 62 & 66	Employee Referral - # 61	6
24	Interactive Content Manager	1 - 62, 66 & 67	Tribune Company - Intercompany Promotion - # 67	1

25	News Promotion Producer/Writer/Editor	1 - 62 & 66	Employee Referral - # 61	5
26	Graphic Artist	1 - 62 & 66	Internal Promotion - # 60	1
27	SNG/ENG Truck Operator/Photographer	1 - 62, 65 & 66	Employee Referral - # 61	9
28	Anchor/Reporter	1 - 62 & 66	WTIC- TV & WTX - TV Websites - # 59	7
29	Interactive Sales Manager	1 - 62, 63, 64 & 66	WTIC- TV & WTX - TV Websites - # 59	6
30	Weekend Weather Anchor/Reporter	1 - 62 & 66	Unsolicited Applicant - # 62	6
31	Assistant Newscast Director	1 - 62 & 66	Tvjobs.com - # 25	6
32	Associate Web Producer	1 - 62	Internal Promotion - # 60	1
33	Weekend Anchor/Reporter	1 - 62 & 66	Medialine.com - # 29	5
34	Director of Creative Services	1 - 62 & 66	Unsolicited Applicant - # 62	6

Total number of persons interviewed during applicable period: 227

Supplemental Recruiting Measures 12/1/07 - 11/30/08

	Activity/Description	Date	Staff Participant	Sponsor
1	<b>Internship Program:</b> Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing broadcasting careers. WTIC/WTXX hosts approximately 20 students each year. Intern positions are part-time, usually 10 hours per week beginning in either spring, summer or fall.	Ongoing	HR Manager, Executive Assistant, along with various Department Personnel	WTIC/WTXX-TV
2	<b>University of Connecticut, Storrs, Career Fair:</b> WTIC Local Sales Manager, WTXX Local Sales Manager, WTIC Local Sales Assistant and HR Assistant attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	March 5, 2008	WTIC Local Sales Manager, WTXX Local Sales Manager, WTIC Local Sales Assistant and HR Assistant	University of Connecticut, Storrs
3	<b>Manchester Community College Career Fair:</b> WTIC Local Sales Manager, WTXX Local Sales Manager and WTIC Local Sales Assistant attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	April 12, 2008	WTIC Local Sales Manager, WTXX Local Sales Manager and WTIC Local Sales Assistant	Manchester Community College
4	<b>Careerbuilder.com Career Fair:</b> HR Manager, HR Assistant, WTIC Local Sales Manager and WTXX Local Sales Manager attended a job fair to discuss career opportunities and internship positions with attendees and accepted resumes for employment.	April 8, 2008	HR Manager, HR Assistant, WTIC Local Sales Manager and WTXX Local Sales Manager	The Hartford Courant and Careerbuilder.com
5	<b>Emma Bowen Foundation Internship Scholarship Program:</b> A scholarship is awarded once every four years to a minority high school senior who is interested in pursuing a career in broadcasting and communications. The student works as an intern during summers and school breaks in various departments learning skills required to work in the broadcasting field. WTIC/WTXX - TV hosts one participant who is currently in his junior year of high-school.	On-going	HR Manager, Executive Assistant, along with various Department Personnel	Emma Bowen Foundation and WTIC/WTXX-TV/Tribune Company
6	<b>Internal Training Program:</b> Fox 61 and CW 20 Production and Operations Department employees are encouraged to participate in our cross training program enabling them to acquire skills in various disciplines within the Production and Operations departments. Approximately 7 employees participate in the program each year.	On-going	Production and Master Control Departments	WTIC/WTXX-TV
7	<b>Educational Events and Programs:</b> <b>Fall Teachers Workshop:</b> Fox 61 staff teach a workshop for approximately 75 teachers who will then implement Student News in their schools as part of the curriculum or after-school program. The teachers who participated in the workshop have a direct affect on the outcome and quality of the news stories; the stories are better written and demonstrate a thorough understanding of the video production and journalism process. The teachers who attend the workshop receive 0.5 Continuing Education Units for their participation. <b>Fox 61 Student News:</b> Approximately 250 high schools and middle schools from across Connecticut have participated in the Fox 61 Student News. Students submit news stories that are 50 seconds in length to the station. Every news story that is submitted is critiqued by Fox 61 professionals. Upon request, Fox 61 News at Ten personnel make on-site visits to every participating school to help prepare student news stories for broadcast. Many stories are broadcast on-air and the best ones are nominated for the scholarships and equipment grants that are given out at the annual Award Ceremony every year in the spring.	On-going	Creative Services & News Department	WTIC/WTXX - TV

<p>8 <b>UNITY: Journalist of Color, Convention – Chicago, IL:</b> This event occurs every four years and is the largest Media Showcase and Career Expo in the Industry. The Asian American Journalist Association (AAJA), National Association of Hispanic Journalists (NAHJ), National Association of Black Journalists (NABJ) and the Native American Journalist Association (NAJA) come together for professional development workshops and a career fair. Tribune Broadcasting Company's VP of Human Resources attended the conference, collected resumes, reviewed and critiqued participant demo reels, and soft-screened candidates interested in broadcast journalism careers with Tribune.</p>	<p>July 23, 2008 - July 27, 2008</p>	<p>Myrna Ramirez, VP Human Resources, Tribune Broadcasting Company</p>	<p>AAJA, NAHJ, NABJ &amp; NAJA</p>
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## Recruitment Sources

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.

	<b>Recruitment Source &amp; Contact Information</b>	<b>Total Number of Interviewees Referred by Source during Reporting Period</b>	<b>Full-time Positions for which Source was Utilized</b>
*1	Eastern Connecticut State University 83 Windham Street Willimantic, CT 06226 careers@easternct.edu Contact: Walter Diaz	0	1 - 34
*2	Northwestern CT Community College 56 Park Place Winstead, CT 06098 jcrothers@nwcc.commnet.edu Contact: Jeff Crothers	0	1 - 34
*3	Housatonic Community College 900 Lafayette Blvd. Bridgeport, CT 06604 mwehr@hcc.commnet.edu Contact: Marilyn Wehr	0	1 - 34
*4	Manchester Community College P.O. Box 1046 Manchester, CT 06040 cochnio@mcc.commnet.edu Contact: Carl Ochnio	0	1 - 34
*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 - 34
*6	Connecticut College, Career Office 270 Mohegan Avenue New London, CT 06320 dtbir@conncoll.edu Contact: Diane Birmingham	0	1 - 34
*7	Central Connecticut State University sershen@ccsu.edu Contact: Linda Sershen	0	1 - 34
*8	University of Hartford, Career Services 200 Bloomfield Avenue West Hartford, CT 06117 kschermer@hartford.edu Contact: Karen Schermerhorn	0	1 - 34
*9	University of Connecticut Stamford Campus Stamford, CT 06901-2315 halina.hollyway@uconn.edu Contact: Halina Hollyway	0	1 - 34
*10	Senior's Job Bank info@seniorsjobbank.com Contact: Pat Newton	0	1 - 34

*11	Trinity College Career Services 300 Summit Street Hartford, CT 06106 lanna_hagge@trincoll.edu Contact: Lanna Hagge	0	1 - 34
*12	Springfield College - Career Center 263 Alden St. Springfield, CT 01109 dianne_lyons@spfldcol.edu Contact: Dianne Lyons	0	1 - 34
*13	Post University 800 Country Club Road Waterbury, CT 06723 cpelliccio@post.edu Contact: C. Pelliccio	0	1 - 34
*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 - 34
*15	Rensselaer Hartford 275 Windsor Street Hartford, CT 06120 shefter@rh.edu Contact: Rob Shefter	0	1 - 34
*16	Middlesex Community College 100 Training Hill Road Middletown, CT 06457 rlenoc@mxcc.commnet.edu Contact: Richard Lenoce	0	1 - 34
*17	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, CT 06371 Contact: Sharon Koch	0	1 - 34
*18	Albertus Magnus College Career Center 700 Prospect Street New Haven, CT 06511-1189 cmskowronek@cc.albertus.edu Contact: Carolyn Skowronek	0	1 - 34
*19	Gateway Community College Career Services Department 60 Sargent Drive New Haven, CT 06511 Contact: Wanda Edwards	0	1 - 34
*20	Briarwood College 2279 Mt. Vernon Rd. Southington, CT 06489 FAX: (860) 276-8838 Contact: Geraldine Lombard	0	1 - 34
*21	Naugatuck Valley Community College K520 Cooperarive Education 750 Chase Parkway Waterbury, CT 06708 FAX: 203-575-8003 Contact: Allison Terry	0	1 - 34

*22	Wesleyan University Career Resource Center 25 Lawn Avenue Middletown, CT 06459 FAX: (860) 685-2181 Contact: Aileen Foster	0	1 - 34
*23	University of New Haven 300 Boston Post Road Maxcy 214 West Haven, CT 06516 postings@newhaven.edu Contact: Kathy Forkin	0	1 - 34
*24	Bloomfield Board of Education Bloomfield High School 5 Huckleberry Lane Bloomfield, CT 06002 jbroaden@blmfld.org Contact: Joseph Broaden	0	1 - 34
*25	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Contact: Mark C. Holloway	22	1 - 34
*26	UCONN - Storrs/WHUS minorityaffairsdirector@whus.org Contact: Lisa Rose-Rodriguez	1	1 - 34
*27	Collective Talent 1721 Richardson Place Tampa, FL 33606 Contact: Michael Billie	0	1 - 34
*28	Connecticut School of Broadcasting Media Park 130 Birdseye Road Farmington, CT 06032 kdub@gocsb.com                      Contact: Kevin Weiss	0	1 - 34
*29	Media Line www.medialine.com	4	1 - 34
*30	info@tvnewsgigs.com	0	1 - 34
31	National Association for Broadcasters 1771 N. Street N.W. Washington, DC 20036-2891 Contact: Karen Hunter	0	1 - 34
32	National Assoc. of Black Journalists 8701 Adelphi Road Adelphi, MD 20783 Contact: John Graham	0	1 - 34
33	La Casa De Puerto Rico 48 Main Street Hartford, CT 06106 Contact: Carmen Rodrigues	0	1 - 34
34	San Juan Center 1297 Main Street Hartford, CT 06103 Contact: Ada Lefebre	0	1 - 34
35	National Organization for Women 135 Broad Street Hartford, CT 06105	0	1 - 34

36	National Council for Negro Women 80 Dickerman St. New Haven, CT 06511 Contact: Charlotte Brown	0	1 - 34
37	NAACP - Hartford Branch P.O. Box 1012 Hartford, CT 06143	0	1 - 34
38	Greater Bristol Chamber of Commerce 10 Main St. 1st Floor Bristol, CT 06010 Contact: Pat Goulet	0	1 - 34
39	Five Points Media Center 370 17th Street, Suite 5300 Denver, CO 80202-5653	0	1 - 34
40	Hispanic Link News Service 1420 N St. NW Washington, DC 20005	0	1 - 34
41	St. Joseph College 1678 Asylum Avenue West Hartford, CT 06117 Contact: Nancy DeCrescenzo	0	1 - 34
42	Mitchell College 438 Pequot Ave. New London, CT 06320 erik-soussi_c@mitchell.edu Contact: Dr. Catherine Erik-Soussi	0	1 - 34
43	University of CT - Avery Point 1084 Shennecosett Road Groton, CT 06340 Contact: Maggie	0	1 - 34
44	Latin American Center 521 Maple St. Manchester, NH 03104 Contact: Eileen Phinney	0	1 - 34
45	Nat'l. Association of Hispanic Journalists 1193 National Press Building Washington, DC 20045-2100	0	1 - 34
46	Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 Attn: Human Resources	0	1 - 34
47	Emma L. Bowen Foundation 524 W 57th Street New York, NY 10019 Contact: Sandra Rice	0	1 - 34
48	Asnuntuck Community College 170 Elm Street Enfield, CT 06082 FAX: (860) 253-3029 Contact: Stacy Tweedie	0	1 - 34
49	Quinebaug Valley Community College 742 Upper Maple St. Danielson, CT 06231 FAX: (860) 774-2327 Contact: Lisa Loveday	0	1 - 34



50	CT. Association of Black Communicators FAX: (860) 241-3865 Contact: Stan Simpson	0	1 - 34
51	Urban League of Greater Hartford P.O. Box 320500 Hartford, CT 06132 FAX: (860) 293-2621 Contact: George Sutherland/ Mary Judkins	0	1 - 34
52	Southern CT State University 501 Crescent St. New Haven, CT 06515 FAX: (203) 392-6541 Contact: William Caliendo	0	1 - 34
53	Conn. Puerto Rican Forum, Inc. Anthony_Jack@ctpuertoricanforum.org Contact: Anthony Jack	0	1 - 34
54	University of Hartford (Part-time positions) lasmith@hartford.edu Contact: L. A. Smith	0	1 - 34
55	Capital Community College ldomenitz@ccc.commnet.edu Contact: Linda Domenitz	0	1 - 34
56	Quinnipiac University patricia.nielsen@quinnipiac.edu Contact: Patricia Nielsen After December 2006... School of Business: jill.ferrall@quinnipiac.edu School of Communications: jennifer.burns@quinnipiac.edu School of Health Sciences & College of Liberal Arts: edward.kavanagh@quinnipiac.edu	5	1 - 34
57	Career Builder www.careerbuilder.com (including career fair applicants)	39	1 - 34
58	Tribune Company Posting Inside Track - Tribjobs.com & Tribune.com Internal jobs are posted on BrassRing Recruiting system and careerbuilder.com by local HR Manager. Phone: 860-527-6161 E-mail: hpatz@tribune.com Contact: Hillary Patz - HR Manager	5	1 - 34
59	WTIC web-site (fox61.trb.com) & WTXX web-site (cw20.trb.com) Phone: 860-527-6161 resumes@fox61.com E-mail: lfongemy@tribune.com Contact: Linda Fongemy - Website Producer	26	1 - 34

60	WTIC/WTXX - TV Internal Posting Phone: 860-571-6161 E-mail: hpatz@tribune.com Contact: Hillary Patz - HR Manager	38	1 - 34
61	Employee Referral	49	1 - 34
62	Unsolicited Applicant	30	1 - 34
63	Spots-n-Dots SellITV@aol.com/ www.spotsndots.com Phone: 1-888-884-2630 Fax: 607-729-7331	0	12 & 29
64	Cynthia Turner's Synopsis E-mail: Cynopsis@optonline.net	0	12 & 29
65	B-Roll www.b-roll.net	6	8 - 10, 18, 19 & 27
66	Unity: Journalist of Color Convention Attended by Myrna Ramirez VP Human Resources Tribune Broadcasting Company AAJA, NAHJ, NABJ & NAJA	1	12, 16 - 31, 33 & 34
67	Tribune Company - Intercompany Transfers & Promotions	1	24