

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

ANNUAL EEO PUBLIC FILE REPORT

Date: December 1, 2011

\*\*\*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 12/01/10 - 11/30/11**

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Account Executive	1 - 49, 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	10
			Employee Referral - #57, Tribune Internal (Tribune.com) - #51, Careerbuilder.com (2)- #50, Unsolicited Applicant - #58, WTIC-TV & WCCT-TV Web-sites (2)- #54	64
2	Captioning Assistant (7 positions)	1 - 49, 51 - 58	Tribune Internal (Tribune.com) - #51	6
3	News Photographer/Truck Operator	1 - 49, 51, 53 - 57	Internal Promotion - #55	6
4	Producer/News Writer (A.M.)	1 - 49, 51, 53 - 57	WTIC- TV & WCCT - TV Web-sites - #54	7
5	Producer/News Writer (A.M.)	1 - 49, 51, 53 - 58	Employee Referral - #57	5
6	Weekend Meteorologist/Weather Producer	1 - 49, 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	9
7	Account Executive	1 - 49, 51, 53 - 58	Employee Referral - #57	7
8	Multimedia Journalist (2 positions)	1 - 49, 51, 53 - 58	Employee Referral - #57	6
9	Preditor	1 - 49, 51, 53 - 58	Employee Referral - #57	6
10	Supervising Producer	1 - 49, 51, 53 - 57	Employee Referral - #57	6
11	Maintenance Engineer	1 - 49, 51, 53 - 56, 58	Internal Promotion - #55	5
12	Senior Preditor	1 - 49, 51, 53 - 58	Employee Referral - #57	9
13	Assignment Editor/Web Producer	1 - 49, 51, 53 - 57	Employee Referral - #57	5
14	Post Production Editor	1 - 49, 51, 53 - 56	Internal Promotion - #55	5
15	Digital Product Manager	1 - 49, 51, 53 - 57	Careerbuilder.com - #50	6
16	Master Control Operator	1 - 51, 53 - 57	Internal Promotion - #55	5
17	Captioning Assistant (2 positions)	1 - 51, 53 - 57	Internal Promotion - #55	8
18	Sales Associate	1 - 51, 53 - 58	Employee Referral - #57	6
19	Weekend Meteorologist/Weather Producer	1 - 51, 53 - 57	Employee Referral - #57	5
20	Captioning Assistant	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	6
21	Captioning Assistant	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	8
22	Captioning Supervisor	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	8
23	Senior Captioning Assistant	1 - 25, 27 - 51, 53 - 56	Internal Promotion - #55	5
24	Assignment Editor/Web Producer	1 - 25, 27 - 51, 53 - 56	Internal Promotion - #55	5

25	Broadcast Maintenance Engineer	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	5
26	Producer/News Writer (A.M.)	1 - 25, 27 - 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	6
27	Accountant	1 - 25, 27 - 51, 53 - 56	Careerbuilder.com - #50	5
28	Associate Producer	1 - 25, 27 - 51, 53 - 58	Internal Promotion - #55	6
29	Account Executive	1 - 25, 27 - 60	WTIC- TV & WCCT - TV Web-sites - #54	7
30	Associate Promotion Producer	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	5
31	Master Control Operator	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	6
32	Assignment Editor/Web Producer	1 - 25, 27 - 57	Careerbuilder.com - #50	5
33	Sales Associate	1 - 25, 27 - 58	WTIC- TV & WCCT - TV Web-sites - #54	11
34	Production Technician	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	5
35	Account Executive	1 - 25, 27 - 57, 59, 60	Employee Referral - #57	6
36	Morning News Editor	50, 51, 53 - 57	Internal Promotion - #55	6
37	Multimedia Journalist	1 - 25, 27 - 51, 53 - 58	Employee Referral - #57	5
38	Producer/News Writer (P.M.)	1 - 25, 27 - 58	Unsolicited Applicant - #58	5
39	Captioning Assistant	1 - 25, 27 - 51, 53 - 58	Internal Promotion - #55	8
40	Editor, Assignment/Web Producer	1 - 25, 27 - 51, 53 - 56	WTIC- TV & WCCT - TV Web-sites - #54	5

Total number of persons interviewed during applicable period: **308**

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

	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/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 Specialist, along with various Department Personnel	WTIC/WCCT-TV
2	<b>Central Connecticut State University:</b> HR Director, HR Generalist and HR Specialist attended a job fair to discuss career opportunities and Internship positions with students and accepted resumes for employment.	March 3, 2011	HR Director, HR Generalist and HR Admin	Central Connecticut State University
3	<b>University of Connecticut:</b> News Director and HR Specialist attended a panel discussion about interning in the TV/Radio industry. Spoke to students one-on-one about internship opportunities within WTIC/WCCT-TV.	March 16, 2011	HR Specialist and News Director	University of Connecticut
4	<b>Tribune Virtual Career Fair:</b> Recruiter and various Sales Managers participated in an online career fair through Careerbuilder.com to discuss career opportunities and accept resumes for employment.	July 20, 2011	Recruiter, Direct Mktg and E-Commerce Manager, and Automotive Sales Manager	Shaker
5	<b>University of Connecticut:</b> Recruiter, HR Specialist, and various Sales Managers attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	September 28, 2011	Recruiter, HR Specialist, Broadcast Sales Director, Digital Manager, Online Manager, Broadcast Manager	University of Connecticut
6	<b>Quinnipiac University:</b> Recruiter attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	October 26, 2011	Recruiter	Quinnipiac University
7	<b>Internal Training Program:</b> 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
8	<b>Fox CT Student News:</b> Over 250 high schools and middle schools from across Connecticut have participated in the FOX CT Student News since its inception. Students submit video 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. Much of the submitted content is posted to the station website CTnow.com.	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.

	<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 - 35, 37 - 40
*2	Northwestern CT Community College 56 Park Place Winstead, CT 06098 jcrothers@nwcc.commnet.edu Contact: Jeff Crothers	0	1 - 35, 37 - 40
*3	Housatonic Community College 900 Lafayette Blvd. Bridgeport, CT 06604 nkrohley@hcc.commnet.edu Contact: Nadine Krohley	0	1 - 35, 37 - 40
*4	Manchester Community College P.O. Box 1046 Manchester, CT 06040 cochnio@mcc.commnet.edu Contact: Carl Ochnio	0	1 - 35, 37 - 40
*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 - 35, 37 - 40
*6	Connecticut College, Career Office 270 Mohegan Avenue New London, CT 06320 cheryl.banker@conncoll.edu Contact: Cheryl Banker	0	1 - 35, 37 - 40
*7	Central Connecticut State University sylvestercab@ccsu.edu Contact: Sylvester Cab	2	1 - 35, 37 - 40
*8	University of Hartford, Career Services 200 Bloomfield Avenue West Hartford, CT 06117 career@hartford.edu	0	1 - 35, 37 - 40
*9	University of Connecticut Stamford Campus Stamford, CT 06901-2315 halina.hollyway@uconn.edu Contact: Halina Hollyway	0	1 - 35, 37 - 40
*10	Springfield College - Career Center 263 Alden St. Springfield, CT 01109 dianne_lyons@spfldcol.edu Contact: Dianne Lyons	0	1 - 35, 37 - 40

*11	Post University 800 Country Club Road Waterbury, CT 06723 cszpryngel@post.edu Contact: Christopher Szpryngel	0	1 - 35, 37 - 40
*12	Howard University School of Communication 525 Bryant Street, NW Room C-107 Washington, DC 20059 cdudley@howard.edu Contact: Carol Y. Dudley	0	1 - 35, 37 - 40
*13	Rensselaer Polytechnic Institute 275 Windsor Street Hartford, CT 06120 robsheftel@gmail.com Contact: Rob Sheftel	0	1 - 35, 37 - 40
*14	Middlesex Community College 100 Training Hill Road Middletown, CT 06457 rlenoce@mxcc.commnet.edu Contact: Richard Lenoce	0	1 - 35, 37 - 40
*15	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, CT 06371 Contact: Sharon Koch	0	1 - 35, 37 - 40
*16	Albertus Magnus College Career Center 700 Prospect Street New Haven, CT 06511-1189 careercenter@albertus.edu	0	1 - 35, 37 - 40
*17	Gateway Community College Career Services Department 60 Sargent Drive New Haven, CT 06511 Contact: Wanda Edwards	0	1 - 35, 37 - 40
*18	Naugatuck Valley Community College K520 Cooperative Education 750 Chase Parkway Waterbury, CT 06708 FAX: 203-576-8794 Contact: Allison Terry	0	1 - 35, 37 - 40
*19	Wesleyan University Career Resource Center 25 Lawn Avenue Middletown, CT 06459 FAX: (860) 685-2181 Contact: Aileen Foster	0	1 - 35, 37 - 40
*20	University of New Haven 300 Boston Post Road Maxcy 214 West Haven, CT 06516 postings@newhaven.edu Contact: Kathy Forkin	0	1 - 35, 37 - 40
*21	Broadcast Employment Services (TVJobs.com) P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com Contact: Mark C. Holloway	8	1 - 35, 37 - 40
*22	UConn - Storrs/WHUS minorityaffairsdirector@whus.org Contact: Lisa Rose-Rodriguez	0	1 - 35, 37 - 40

*23	Collective Talent (a service of Michaels Media) 1721 Richardson Place Tampa, FL 33606 bille@michaelsmedia.com Contact: Michael Billie	0	1 - 35, 37 - 40
*24	Connecticut School of Broadcasting Media Park 130 Birdseye Road Farmington, CT 06032 tmartelon@gocsb.com Contact: Tim Martelon	4	1 - 35, 37 - 40
*25	Media Line www.medialine.com medialine@medialine.com Contact: Mark	0	1 - 35, 37 - 40
*26	Senior's Job Bank 50 S. Main Street West Hartford, CT 06107 Contact: Bill Stachelik	0	1 - 35, 37 - 40
27	National Association for Broadcasters 1771 N. Street N.W. Washington, DC 20036-2891 Contact: Karen Hunter	0	1 - 35, 37 - 40
28	National Assoc. of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742 Contact: John Graham	0	1 - 35, 37 - 40
29	La Casa De Puerto Rico 48 Main Street Hartford, CT 06106 Contact: Carmen Rodrigues	0	1 - 35, 37 - 40
30	San Juan Center 1283 Main Street Hartford, CT 06103 Contact: Aura Rivera	0	1 - 35, 37 - 40
31	National Organization for Women 56 Arbor Street, Suite 417 Hartford, CT 06106-1226	0	1 - 35, 37 - 40
32	National Council for Negro Women 80 Dickerman St. New Haven, CT 06511 Contact: Charlotte Brown	0	1 - 35, 37 - 40
33	NAACP - Hartford Branch P.O. Box 1012 Hartford, CT 06143 Contact: Ben Andrews	0	1 - 35, 37 - 40
34	Central CT Chambers of Commerce Bristol Chamber of Commerce 200 Main Street Bristol, CT 06010 Contact: Mike Nicastro	0	1 - 35, 37 - 40
35	The Five Point Media Center 370 17th Street, Suite 5300 Denver, CO 80202-5653	0	1 - 35, 37 - 40
36	Hispanic Link News Service 1420 N St. NW Washington, DC 20005	0	1 - 35, 37 - 40
37	Lincoln College of New England FAX: (860) 276-8838 Contact: Chris Fryer	0	1 - 35, 37 - 40

38	University of CT - Avery Point 1084 Shennecosett Road Groton, CT 06340 Contact: Maggie	0	1 - 35, 37 - 40
39	Eileen Phinney Multicultural Center 521 Maple St. Manchester, NH 03104 mmontes@snhs.org Contact: Margarita Montes	0	1 - 35, 37 - 40
40	Nat'l. Association of Hispanic Journalists 1193 National Press Building Washington, DC 20045-2100	0	1 - 35, 37 - 40
41	Tunxis Community College 271 Scott Swamp Road Farmington, CT 06032 Attn: Human Resources	0	1 - 35, 37 - 40
42	Emma Bowen Foundation 524 W 57th Street New York, NY 10019 Contact: Sandra Rice	0	1 - 35, 37 - 40
43	Asnuntuck Community College 170 Elm Street Enfield, CT 06082 FAX: (860) 253-3063 Contact: Stacy Lanigan	0	1 - 35, 37 - 40
44	Quinebaug Valley Community College 742 Upper Maple St. Danielson, CT 06231 FAX: (860) 774-2327 Contact: Lisa Loveday	0	1 - 35, 37 - 40
45	CT. Association of Black Communicators FAX: (860) 241-3865 Contact: Stan Simpson	0	1 - 35, 37 - 40
46	Urban League of Greater Hartford P.O. Box 320500 Hartford, CT 06132 0590 FAX: (860) 293-2621 Contact: George Sutherland/ Mary Judkins	0	1 - 35, 37 - 40
47	Southern CT State University 501 Crescent St. New Haven, CT 06515 FAX: (203) 392-6541 Contact: William Caliendo	0	1 - 35, 37 - 40
48	University of Hartford (Part-time positions) lasmith@hartford.edu Contact: L. A. Smith	0	1 - 35, 37 - 40
49	Capital Community College ldomenitz@ccc.commnet.edu Contact: Linda Domenitz	0	1 - 35, 37 - 40
50	Career Builder www.careerbuilder.com	53	16 - 40

51	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: resumes@ctnow.com Contact: Hillary Patz, HR Director/ Diane Holznagel, Recruiter	6	1 - 40
52	The Hartford Courant: Classified Advertisements/ Virtual Career Fair Phone: 860-241-6200 Contact: Diane Holznagel, Recruiter	4	2, 29, 32, 33, 35, 38
53	WTIC - TV and WCCT - TV Television spots for open positions Phone: 860-527-6161 Contact: Diane Holznagel, Recruiter	1	1 - 40
54	WTIC web-site (ctnow.com) & WCCT web-site (ct.com) Phone: 860-527-6161 resumes@ctnow.com E-mail: gbowen@ctnow.com Contact: Greg Bowen - Associate Web Producer	62	1 - 40
55	WTIC/WCCT - TV Internal Posting Phone: 860-527-6161 E-mail: resumes@ctnow.com Contact: Hillary Patz, HR Director/ Diane Holznagel, Recruiter	52	1 - 40
56	Facebook.com (CT1HR/CT1Jobs)/ Twitter.com (CT1Jobs)	2	1 - 40
57	Employee Referral	59	1 - 10, 12, 13, 15 - 21, 26, 28, 29, 31 - 39
58	Unsolicited Applicant	55	1, 2, 5 - 9, 11, 12, 18, 22, 25, 26, 28 - 30, 33, 37 - 39
59	Spots-n-Dots SellTV@aol.com/ www.spotsndots.com Phone: 1-888-884-2630 Fax: 607-729-7331	0	29, 35
60	Cynthia Turner's Synopsis E-mail: Cynopsis@optonline.net	0	29, 35