

**WTIC - TV, Hartford, CT and WCCT - TV, Waterbury, CT
ANNUAL EEO PUBLIC FILE REPORT
Date: December 1, 2014**

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 hire 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 12/01/13 - 11/30/14

| | Full-Time Position | Recruitment Sources Used | Recruitment Source for Successful Applicant | Interviewed (from all Referral Sources) |
|----|----------------------------------|---------------------------------|--|--|
| 1 | Producer, News | 1-49, 51-54, 60 | Tribune Company Posting - #49 | 5 |
| 2 | Director, Newscast | 1-49, 51-54, 60 | WTIC/WCCT TV Internal Site - #53 | 5 |
| 3 | Manager, Local Interactive Sales | 1-49, 51-54, 60 | Career Builder www.careerbuilder.com - #48 | 8 |
| 4 | Producer/Writer | 1-49, 51-54, 60 | Career Builder www.careerbuilder.com - #48 | 5 |
| 5 | Engineer, Maintenance | 1-49, 51-54, 60 | CT School of Broadcasting - #11 | 8 |
| 6 | Producer/Writer | 1-49, 51-54, 60 | WTIC/WCCT TV Website - #52 | 5 |
| 7 | Manager, Social Media | 1-49, 51-54, 60 | Tribune Company Posting - #49 | 10 |
| 8 | Multi Media Journalist | 1-49, 51-54, 60 | Broadcast Employment Services (TVJobs.com) - #9 | 5 |
| 9 | Multi Media Journalist | 1-49, 51-54, 60 | Tribune Company Posting - #49 | 11 |
| 10 | Editor, Assignment/Web Producer | 1-49, 51-54, 60 | WTIC/WCCT TV Internal Site - #53 | 6 |
| 11 | VP/GM, WTIC-TV / WCCT-TV | 1-49, 51-54, 60 | Employee Referral - #55 | 4 |
| 12 | Photographer | 1-49, 51-54, 60 | WTIC/WCCT TV Website - #52 | 8 |
| 13 | Associate, Sales | 1-49, 51-54, 57, 60 | Employee Referral - #55 | 5 |
| 14 | Editor, Assignment/Web Producer | 1-49, 51-54, 60 | Broadcast Employment Services (TVJobs.com) - #9 | 6 |
| 15 | Manager, Digital Sales | 1-49, 51-54, 60, 61 | MeidaRecruiter.com - #61 | 6 |
| 16 | Producer, Web | 1-49, 51-54, 60 | Tribune Company Posting - #49 | 5 |
| 17 | Photographer | 1-49, 51-54, 60 | WTIC/WCCT TV Website - #52 | 8 |
| 18 | Multi Media Journalist | 1-49, 51-54, 60 | Employee Referral - #55 | 10 |
| 19 | Multi Media Journalist | 1-49, 51-54, 60 | Employee Referral - #55 | 5 |
| 20 | Asst, Executive | 1-49, 51-54, 60 | Career Builder www.careerbuilder.com #48 | 8 |
| 21 | Producer/Writer | 1-49, 51-54, 60 | WTIC/WCCT TV Website - #52 | 7 |
| 22 | Anchor, Reporter | 1-19, 48,49,52,53,55,60 | Employee Referral - #55 | 12 |
| 23 | Executive Producer/Digital | 1-19, 48,49,52,53,55,60 | Employee Referral - #55 | 5 |
| 24 | Producer/Writer | 1-49, 51-54, 55, 60 | Employee Referral - #55 | 5 |
| 25 | Account Executive | 1-19, 48,49,52,53,55,57,60 | Employee Referral - #55 | 9 |
| 26 | Account Executive | 1-19, 48,49,52,53,55,57,60 | Employee Referral - #55 | 9 |

Total number of persons interviewed during applicable period: 180

Supplemental Recruiting Measures 12/1/13 - 11/30/14

| | Activity/Description | Date | Staff Participant | Sponsor |
|---|---|-----------------|--|-------------------------|
| 1 | <p>Internship Program: Program provided unpaid internships (for academic credit) for college students interested in broadcasting. WTIC/WCCT typically hosted approximately 10-20 students/year. Intern positions were part-time (10-20 hours/week in either spring, summer or fall.</p> | 12/1/13-6/31/14 | HR Director, HR Recruiter, along with various Department Personnel | WTIC/WCCT-TV |
| 2 | <p>RTDNA Career Fair: Talent Acquisition attended the RTDNA, Nashville TN Career Fair in September, 2014, with specific recruitment for WTIC/WCCT.</p> | 9/2/14 -9/5/14 | Talent Acquisition with various Department Personnel | All 42 Tribune Stations |
| 3 | <p>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/year.</p> | On-going | Production and Master Control Departments | WTIC/WCCT-TV |
| 4 | <p>Fox CT Student News: More than 250 high schools and middle schools from across Connecticut have participated in the FOX CT Student News since its inception. Students submit news stories with video, text and still pictures to the station which are then evaluated by FOX CT professionals. The finished stories are posted to the station website, foxct.com/student news. Upon request, FOX CT News personnel make on-site visits to schools to help guide students as they prepare stories for air. Fox CT Student News program solicits video and text news stories from high schools and middle schools in the state and critiques them and posts them on our station web site. On site visits are part of the program as well.</p> | On-going | Creative Services & News Department | WTIC/WCCT-TV |
| 5 | <p>Station Tours: Numerous Cub Scout groups from Hartford (Media merit badge requirement). - American School for the Deaf : 5/12 - Hartford Public High School : 5/15 - McGee Middle School, Berlin : 5/30 - Canterbury Middle School : 6/1 - Noah Wallace School Farmington : 6/6 - NINA group (revitalization group in Asylum Hill area): 6/11 Newington Summer School Program: 7/3 Klingberg School, New Britain: 8/1 Connecticut Public Broadcasting Network Institute for Advanced Media: 9/18; 10/1; 10/14 RHAM High School: 10/24 South Windsor High School: 11/13 Morgan School, Clinton: 11/14 Manchester High School: 11/17</p> | On-going | Community Outreach Coordinator & News Department | WTIC/WCCT-TV |
| 6 | <p>Community Speaking Engagements: - East Windsor Middle School Journalism class: 5/1 - CT Public Broadcasting Network for Advanced Media: 10/29 - Norwich Free Academy Career Fair: 11/26</p> | On-going | Community Outreach & News Department | WTIC/WCCT-TV |
| 7 | <p>Educational Seminars & Programs Fox Student News Teacher session, in partnership with Newspapers in Education: Teaching the teachers how to shoot and edit video news stories: March & October 2014. Fox CT Student News Program: Solicits video and text news stories from high schools and middle schools in the state and critiques them and posts them on our station web site. On site visits are part of the program as well.</p> | On-going | Community Outreach Coordinator & News Department | WTIC/WCCT-TV |