

AMENDED

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Producer	1, 3, 7-10, 12-13, 17	12
Producer	1, 3, 7-10, 12-13, 17	10
Producer	1, 3, 7-10, 12-13, 17	9
Producer	1, 3, 7-10, 12-13, 17	13
Producer	1, 3, 7-10, 12-13, 17	9
Producer	1, 3, 7-10, 12-13, 17	3
Producer	1, 3, 7-10, 12-13, 17	3
Graphic Artist	1-2, 12, 16-17	2
Reporter	1, 7, 12, 14-17	16
Anchor/Reporter	1, 7, 11-12, 16-17	11
Executive News Producer	1, 11-12, 16-17	11
Technical Assistant	1, 4-6, 12, 14, 16-17	12

AMENDED

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
1	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Career Builders.com 200 N. LaSalle St Suite1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://careerbuilders.com Job Board Manual Posting	N	1
3	Career Fair	N	2
4	Central Connecticut State University 1615 Stanley Street Carroll Hall - Rm 2400 New Britain, Connecticut 06050 Phone : 8608321617 Url : http://ccsu.edu Email : rossitop@ccsu.edu PJ Rossitto	N	0
5	CT Broadcast Association 90 South Park Street Willimantic, Connecticut 6226 Phone : 860-456-0443 Url : http://www.ctba.org/jobs.com Email : mcrice@prodigy.net Michael Rice	N	0
6	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut 6032 Phone : 860-677-7577 Email : lgaray@gocsb.com Lorena Garay	N	0
7	Current Employee	N	5
8	Employee Referral	N	2
9	Former Intern	N	2

AMENDED

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
10	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 646-459-9074 Url : http://www.indeed.com Job Board Manual Posting	N	3
11	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-6300 Url : http://linkedin.com Administrator Administrator Manual Posting	N	3
12	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 860-244-1690 Url : http://meredith.com Email : leslie.burleson@wfsb.com Leslie Burleson	N	2
13	Non-Employee Referral	N	1
14	TVjobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Board Manual Posting	N	1
15	Unknown (source not adequately identified upon inquiry by SEU)	N	1
16	WFSB 333 Capital Blvd Rocky Hill, Connecticut 6067 Phone : 860-244-1690 Url : http://www.wfsb.com Email : leslie.burleson@wfsb.com Leslie Burleson	N	1

AMENDED

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
17	WGGB 1300 Liberty ST Springfield, Massachusetts 1104 Phone : 860-244-1690 Url : http://www.westermassnews.com Email : leslie.burleson@wfsb.com Leslie Burleson	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

AMENDED

**WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT**

December 1, 2019 - November 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	Developed local training and mentorship program for station selected emerging leader participant.	2	Content Manager HR Director
2	Ongoing Event	Participation in events or programs sponsored by educational institutions	Awareness of Broadcasting opportunities for students attending Clark University utilizing ClarkCONNECT job board..	1	Assistant News Director
3	1/13/2020	Participation in events or programs sponsored by educational institutions	Westbrook Middle School, Scot Haney guest speaker regarding career in broadcasting/meteorology.	1	Anchor/Meteorologist
4	1/22/2020	Participation in events or programs sponsored by educational institutions	Environmental Science Magnet School at Mary Hooker, Scot Haney guest speaker regarding career in broadcasting/meteorology.	1	Anchor/Meteorologist
5	1/27/2020	Sponsorship of events in the community designed to increase public awareness	Scot Haney, Guest Speaker with Boy Scout Troop, Manchester CT about career in Meteorology.	1	Anchor/Meteorologist
6	1/31/2020	Participation in events or programs sponsored by educational institutions	Kara Sundlun, guest speaker promoting women in broadcasting/communication careers, at Watkinson School, "The Future is Female".	1	Anchor
7	Ongoing Event	Participation in scholarship programs	Partnership with Easterseals Capital Region and Eastern Connecticut Veterans Rally Point that offers paid/reimbursed internship program in Communications and Video Editing.	3	Executive News Director Content Manager Executie Producer
8	Ongoing Event	Participation in scholarship programs	Internship program for Digital Content Producers. Partnership with Middlesex Community College.	2	Executive News Director Content Manager
9	5/5/2020	Participation in events sponsored by community groups	Partnered with Food Bank of Western Massachusetts to launch virtual food drive, "Millions of Meals". Provided 788,000 meals for Western Massachusetts community.	2	Web Content Manager MMJ
10	5/21/2020	Participation in events or programs sponsored by educational institutions	Attendance in virtual career fair.	1	Anchor
11	7/30/2020	Participation in other activities designed by the station employment unit	Cheddar media interview being a Muslim minority in broadcast television. Interview was part of a larger segment on minority issues and topics of race/diversity/stereotypes.	1	MMJ

AMENDED

WFSB, WGGB, WSHM
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	10/6/2020	Participation in events or programs sponsored by educational institutions	Virtual WxTalk with Seymour School students regarding career in broadcasting/meteorology.	1	Anchor/Meteorologist
13	10/16/2020	Participation in events sponsored by community groups	Western Mass News partnered with 94.7 WMAS radio to host a Zombie Zoom Pumpkin party. Hosted by Janna Brown, Western Mass News Meteorologist to promote broadcasting within the community	2	Creative Services Director Meteorologist
14	Ongoing Event	Participation in other activities designed by the station employment unit	Developed relationship with Asnuntuck Community College, Enfield CT to promote job opportunities at Western Mass News.	3	General Sales Manager Regional Accounting Manager Human Resources Director
15	11/16/2020	Participation in events or programs sponsored by educational institutions	Speaker at Central Connecticut State University Journalism Class - Q&A session.	1	MMJ
16	11/25/2020	Participation in events sponsored by community groups	Collected hundreds of pounds of non-perishable food. Donated to Salvation Army.	3	Director, Creative Services News Director
17	Ongoing Event	Provision of training to management	Unconscious Bias Training	14	