

Amended 4/23/2021

**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

	<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	Producer	1-2, 13-14, 18-19	2
2	Producer	1-2, 13-14, 18-19	2
3	Photographer/Editor	1, 7, 10, 13, 17-18	10
4	Technical Assistant	1, 11, 13, 17-18, 20	11
5	Producer - WFSB	1, 7, 9, 13, 14, 17	9
6	Multimedia Journalist	1, 6, 11, 13, 15	11
7	Graphic Artist	1, 10, 13, 17-18, 21	21
8	News Producer - WGGB	1, 10, 13	13
9	Reporter	1, 6, 13, 15-18	17
10	Executive Producer - WFSB	1, 6, 13	6
11	Content Producer - WGGB	1, 7, 13, 16	7
12	News Producer - WGGB	1, 10-11, 13-14	14
13	News Producer - WGGB	1, 10-11, 13-14	10
14	Anchor/Reporter	1, 6, 11, 13, 15, 17-18	11
15	Producer	1, 6-8, 13-14, 17-18	8
16	Executive News Producer	1, 11, 13, 17-18	11
17	Technical Assistant	1, 3-5, 7, 10-11, 13, 15, 17-18, 21	21
18	Sales Support Coordinator - WGGB WSHM	1, 10-11, 13, 19	13
19	Sales Support Coordinator - WGGB WSHM	1, 10-11, 13, 19	10
20	Content Producer - WGGB	1, 7, 10, 13, 14	14
21	Account Executive - WGGB	1, 7, 10, 13	7

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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 Fair	N	2
3	Central Connecticut State University 1615 Stanley Street Carroll Hall - Rm 2400 New Britain, Connecticut 06050 Phone : 8608321617 Url : <a href="http://ccsu.edu">http://ccsu.edu</a> Email : <a href="mailto:rossittop@ccsu.edu">rossittop@ccsu.edu</a> PJ Rossitto	N	0
4	CT Broadcast Association 90 South Park Street Willimantic, Connecticut 6226 Phone : 860-456-0443 Url : <a href="http://www.ctba.org/jobs.com">http://www.ctba.org/jobs.com</a> Email : <a href="mailto:mcrice@prodigy.net">mcrice@prodigy.net</a> Michael Rice	N	0
5	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut 6032 Phone : 860-677-7577 Email : <a href="mailto:lgaray@gocsb.com">lgaray@gocsb.com</a> Lorena Garay	N	0
6	Current Employee	N	7
7	Employee Referral	N	8
8	Former Employee	N	1
9	Former Intern	N	1
10	Indeed.com - Not Directly Contacted by SEU	N	16
11	LinkedIn - not directly contacted by SEU	N	15
12	Massachusetts Broadcasters Association PO Box 857 Clark, New Jersey 07066 Phone : 800-471-1875 Url : <a href="https://www.massbroadcasters.org/jobs/employer-pan">https://www.massbroadcasters.org/jobs/employer-pan</a> Email : <a href="mailto:jordan@massbroadcasters.org">jordan@massbroadcasters.org</a> Jordan Walton	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 515-284-3707 Url : <a href="http://meredith.com">http://meredith.com</a> Email : <a href="mailto:amy.mazurowski@meredith.com">amy.mazurowski@meredith.com</a> Amy Mazurowski	N	7
14	Non-Employee Referral	N	5
15	TVjobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Job Board Manual Posting	N	3
16	Unknown (source not adequately identified upon inquiry by SEU)	N	2
17	WFSB 333 Capital Blvd Rocky Hill, Connecticut 6067 Phone : 515-284-3707 Url : <a href="http://www.wfsb.com">http://www.wfsb.com</a> Email : <a href="mailto:amy.mazurowski@meredith.com">amy.mazurowski@meredith.com</a> Amy Mazurowski	N	3
18	WGGB 1300 Liberty ST Springfield, Massachusetts 1104 Phone : 515-284-3707 Url : <a href="http://www.westermassnews.com">http://www.westermassnews.com</a> Email : <a href="mailto:amy.mazurowski@meredith.com">amy.mazurowski@meredith.com</a> Amy Mazurowski	N	0
19	Word of Mouth Referral	N	2
20	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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21	CareerBuilder.com 200 N. LaSalle St Suite1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://careerbuilder.com">http://careerbuilder.com</a>	N	2
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>74</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
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	Internship program for Digital Content Producers. Partnership with Middlesex Community College.	2	Executive News Director Content Manager
8	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
9	5/21/2020	Participation in Job Fairs	Attendance at Tufts University virtual alumni career fair.	1	Anchor
10	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

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11	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
12	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
13	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
14	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
15	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