

**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

**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, 17, 28, 33, 35, 46-47	17
Producer	1, 14, 17-18, 33, 35, 46-47	46
Technical Assistant	1, 6, 11-12, 17, 23, 28, 33, 39, 42, 46-47	42
Account Executive/Account Development Consultant	1, 23, 28, 33, 47	28
Accounting Clerk	1, 23, 33, 46-47	23
Anchor/Reporter	1, 10, 33, 46-48	48
Multimedia Journalist	1, 33, 35, 46-47	35
Multimedia Journalist	1, 33, 35, 46-47	35
Multimedia Journalist	1, 14, 33, 46-48	48
Meteorologist/MMJ - WFSB	1, 46	46
HR Director - WFSB/WGGB/WSHM	1, 6-7, 23, 28, 33, 37, 46-47, 49	28
Meteorologist/MMJ	1-3, 5-7, 10-11, 14, 16, 18-20, 26, 30-34, 37, 43, 46-47, 49-50	14
Account Development Consultant	1-7, 16, 19-22, 26, 28-34, 37, 43, 46-47, 49-50	28
Sales Support Coordinator	1-2, 6-7, 16, 19, 21-22, 28-33, 37, 43, 46-47, 49-50	28
Anchor/Reporter/MMJ Western Mass News	1-3, 5-7, 16-17, 19-21, 26, 28-34, 37, 43, 46-47, 49-50	17
Content Producer	1-7, 16-17, 19-22, 26, 29-34, 37, 43, 46-47, 49-50	17
Technical Assistant	1-7, 9, 16, 19-20, 22-23, 26, 28-34, 37, 43, 46-47, 49-50	28
Multimedia Journalist	1-8, 15-17, 19-20, 22, 26, 29-34, 37, 43, 46-47, 49-50	33
Content Producer - WFSB	1-9, 13, 16, 19-20, 22, 25-38, 40-41, 43-47, 49-50	28
Photographer/Editor	1-7, 11, 14, 16, 19-20, 23, 26, 28, 30-34, 37, 43, 46-47, 49-50	33
Bilingual Spanish Account Executive	2-7, 11, 14, 16, 19-20, 26, 28, 30-34, 37, 43, 46-47, 49-50	14
Multimedia Journalist/Producer	1-7, 9, 11, 14, 16, 19-20, 26, 28, 30-34, 37, 43, 46-47, 49-50	14
Meteorologist/MMJ - WGGB	1-7, 9, 11, 16-17, 19-20, 24, 26, 30-35, 37, 39, 43, 46-47, 49-50	35

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Sales Support Coordinator - WGGB WSHM	2-7, 11, 16, 19-20, 26, 28, 30-34, 37, 43, 46-47, 49-50	28
Photographer/Editor	2-7, 11, 16-17, 19-20, 26, 28, 30-34, 37, 43, 46-47, 49-50	17
News Operations Manager	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
Chief Investigative Reporter - WFSB	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
Multimedia Journalist/Reporter	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
News Producer - WGGB	2-7, 11, 16, 19-20, 26, 30-35, 37, 42- 43, 46-47, 49-50	33
Multimedia Journalist/Photographer-Editor	2-3, 5-7, 11, 14, 16, 19-20, 26, 28, 30- 35, 37, 43, 46-47, 49-50	14
Sales Support Coordinator	2-7, 11, 16, 19-20, 24, 26, 30-34, 37, 43, 46-47, 49-50	24
Content Producer/MMJ - WGGB	2-7, 11, 16, 19-20, 26, 28, 30-35, 37, 43, 46-47, 49-50	28
Executive Technical Producer	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
Content Producer - WGGB	2-7, 11, 14, 16, 19-20, 26, 30-35, 37, 43, 46-47, 49-50	14
Newsroom Assistant - WFSB	2-7, 11, 16-17, 19-20, 23, 26, 30-34, 37, 43, 46-47, 49-50	23
Executive Producer - WFSB Morning News	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
Multimedia Journalist	2-3, 5-7, 11, 14, 16, 19-20, 26, 30-35, 37, 43, 46-47, 49-50	14
Producer - WFSB	2-7, 11, 14, 16, 19-20, 26, 30-34, 37, 43, 46-47, 49-50	14
News Producer - WGGB	2-7, 11, 16, 19-20, 23, 26, 30-35, 37, 43, 46-47, 49-50	35
Program Coordinator/Digital Sales Assistant	2-7, 11, 16, 19-20, 26, 28, 30-34, 37, 43, 46-47, 49-50	28
Part-Time Photographer/Editor	2-7, 11, 16, 19-20, 23, 26, 30-34, 37, 43, 46-47, 49-50	23

**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

**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	Asian American Civic Associations 87 Tyler Street Boston, Massachusetts Phone : 617-426-9492 Url : <a href="http://aaca-boston.org">http://aaca-boston.org</a> Email : <a href="mailto:employment@aaca-boston.org">employment@aaca-boston.org</a> Christopher Stevens	N	0
3	Bay State College 122 Commonwealth Ave Boston, Massachusetts Phone : 617-217-9216 Url : <a href="http://baystate.edu">http://baystate.edu</a> Email : <a href="mailto:careers@baystate.edu">careers@baystate.edu</a> Linh Nguyen	N	0
4	BHcare 435 East Main Street Ansonia, Connecticut 6401 Phone : 203-415-8952 Url : <a href="http://bhcare.org">http://bhcare.org</a> Email : <a href="mailto:tcafasso@bhcare.org">tcafasso@bhcare.org</a> Tracy Cafasso	N	0
5	Black Ministerial Alliance of Greater Boston 2010 Columbus Ave Lower Level 1st floor Roxbury, Massachusetts 02119 Phone : 617-445-2737 Url : <a href="http://bmaboston.org">http://bmaboston.org</a> Email : <a href="mailto:info@bmaboston.org">info@bmaboston.org</a> Anette Campbell	N	0
6	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:rossitop@ccsu.edu">rossitop@ccsu.edu</a> PJ Rossitto	N	0

**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	ClarkCONNECT 950 Main Street Worcester, Massachusetts Phone : 508-793-7168 Email : dcurry@clarku.edu Donna Curry	N	0
8	Columbia University 74 Morningside Drive Center for Career Education New York, New York 10027 Phone : (212) 854-9167 Url : <a href="https://cce.columbia.edu/">https://cce.columbia.edu/</a> Niamh O'Brien Manual Posting	N	0
9	Connecticut Department of Labor 1320 Main Street Tyler Square Willimantic, Connecticut 6226 Phone : 860-263-6600 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Michelle Caffè Manual Posting	N	1
10	Consultant Referral	N	6
11	CT Broadcast Association 90 South Park Street Avon, Connecticut 06001 Phone : 860-456-0443 Url : <a href="http://www.ctba.org/jobs.com">http://www.ctba.org/jobs.com</a> Email : mryan@ctba.org Michael Rice	N	0
12	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut 6032 Phone : 860-677-7577 Email : lgaray@gocsb.com Lorena Garay	N	0
13	CTHires 3580 Main Street Hartford, Connecticut 06120 Phone : (860) 256-3700 Url : <a href="https://cthires.com/">https://cthires.com/</a> Hartford AJC Manual Posting	N	0
14	Current Employee	N	19

**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

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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>
15	E-mail Inquiry	N	1
16	Eastern Connecticut State University Center for Career Development 83 Windham St Willimantic, Connecticut 6226 Phone : 860-465-4436 Url : <a href="http://easternct.edu">http://easternct.edu</a> Email : <a href="mailto:occonnorla@easternct.edu">occonnorla@easternct.edu</a> Lana O'Connor	N	0
17	Employee Referral	N	15
18	Former Employee	N	2
19	Hartford Veteran Center 25 Elm Street Suite A Rocky Hill, Connecticut 6067 Phone : 860-563-8800 Url : <a href="http://va.gov">http://va.gov</a> Email : <a href="mailto:Craig.Hall2@va.gov">Craig.Hall2@va.gov</a> Craig Hall	N	0
20	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : <a href="http://hcc.edu">http://hcc.edu</a> Email : <a href="mailto:rpowers@hcc.edu">rpowers@hcc.edu</a> Richard Powers	N	0
21	Homes for the Brave 655 Park Ave Bridgeport, Connecticut 6604 Phone : 203-338-0669 ext 142 Email : <a href="mailto:ebellows@homesforthebrave.org">ebellows@homesforthebrave.org</a> Ed Bellows	N	0
22	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 646-459-9074 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Board Manual Posting	N	0
23	Indeed.com - Not Directly Contacted by SEU	N	15
24	Internet Ad-not directly contacted by SEU	N	2

**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Keene State College 229 Main Street Keene, New Hampshire 03435 Phone : 603-358-2500 Url : <a href="https://www.keene.edu/">https://www.keene.edu/</a> Heath Bailey Manual Posting	N	0
26	Las Centro Americas 11 Sycamore Street Worcester, Massachusetts 1608 Phone : 508-798-1900 ext 261 Email : <a href="mailto:avelazquez@centroinc.org">avelazquez@centroinc.org</a> Tina Velasquez	N	0
27	Lesley University 29 Everett St Cambridge, Massachusetts 02138 Phone : 617-868-9600 Career Center Manual Posting	N	0
28	Linked In - not directly contacted by SEU	N	24
29	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-6300 Url : <a href="http://linkedin.com">http://linkedin.com</a> Administrator Administrator Manual Posting	N	0
30	Manchester Community Tech College Great Path MS #8 P.O. Box 1046 Manchester, Connecticut 6045 Phone : 860-690-3325 Email : <a href="mailto:jgreene@manchestercc.edu">jgreene@manchestercc.edu</a> Julie Greene	N	0
31	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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**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

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32	MassHire Springfield Career Center 95 Liberty Street 3rd Floor Springfield, Massachusetts 01103 Phone : 413-858-2800 ext 2853 Email : admin@masshirespringfield.org Marcy Desmarais	N	0
33	Meredith Corporation 1716 Locust Street Des Moines, Iowa 50309 Phone : 515-284-3707 Url : http://meredith.com Email : amy.mazurowski@meredith.com Amy Mazurowski	N	14
34	Montachusett Veterans Outreach Center, Inc 268 Central Street Gardner, Massachusetts 1440 Phone : 978-868-0301 Email : jastor@veterans-outreach.org Justin Astor	N	0
35	Non-Employee Referral	N	14
36	Southern Connecticut State University 501 Crescent Street MO202 Wintergreen Blvd New Haven, Connecticut 06515 Phone : 203-392-6536 J Dunklee Manual Posting	N	0
37	Spots.Dots 12808 Gran Bay Parkway Jacksonville, Florida 32258 Phone : 888-884-2630 Email : ads@spotsndots.com Administrator Administrator	N	0
38	TUFTS University 419 Boston Ave Medford, Massachusetts 02155 Phone : 617-628-5000 Url : http://tufts.edu Career Center Manual Posting	N	0

**WFSB, WGGB, WSHM**  
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39	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	1
40	UMASS 300 Massachusetts Ave 511 Goodell Bldg Amherst, Massachusetts 01003 Phone : 413-545-0111 Url : <a href="http://umass.edu">http://umass.edu</a> Candice Serafino Manual Posting	N	0
41	University of Connecticut 181 Auditorium Road Storrs, Connecticut 6269 Phone : 860-675-4648 Url : <a href="http://unconn.edu">http://unconn.edu</a> Career Center Manual Posting	N	0
42	Unknown (source not adequately identified upon inquiry by SEU)	N	2
43	VetSuccess.org (US Dept of Veteran Affairs) JFK Building rm 1675 Boston, Massachusetts 02203 Phone : 860-666-7379 Url : <a href="http://va.org">http://va.org</a> Email : <a href="mailto:Heather.Sandler@va.gov">Heather.Sandler@va.gov</a> Heather Sandler	N	0
44	Western New England University 1215 Wilbraham Road SPRINGFIELD, Massachusetts 01119 Phone : 413-782-1297 Url : <a href="https://www.wne.edu/">https://www.wne.edu/</a> Tina Robertson Manual Posting	N	0



**WFSB, WGGB, WSHM**  
**EEO PUBLIC FILE REPORT**  
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Westfield State University 577 Western Avenue Westfield, Massachusetts 01086 Phone : 413.572.5206 Url : <a href="https://www.westfield.ma.edu/">https://www.westfield.ma.edu/</a> Sharon King Manual Posting	N	0
46	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 : amy.mazurowski@meredith.com Amy Mazurowski	N	10
47	WGGB 1300 Liberty ST Springfield, Massachusetts 1104 Phone : 515-284-3707 Url : <a href="http://www.westermassnews.com">http://www.westermassnews.com</a> Email : amy.mazurowski@meredith.com Amy Mazurowski	N	1
48	Word of Mouth Referral	N	2
49	<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 : customerservice@mediagignow.com MediaGigNow.com	N	0
50	YWCA New Britain 322 Slater Road New Britain, Connecticut 6051 Phone : 860-225-4681 ext 204 Url : <a href="http://ywcanewbritain.org">http://ywcanewbritain.org</a> Email : pgraves@ywcanewbritain.org Pam Graves	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>129</b>

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**EEO PUBLIC FILE REPORT**  
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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	2/24/2021	Participation in other activities designed by the station employment unit	Shawnte Passmore, Moderator, Breaking the Color Barrier, Wadsworth Athenium, Hartford	1	mmj
2	Ongoing Event	Provision of training to management	Inclusive Culture: Unconscious Bias Training - Objectivity, Belonging, Voice, and Growth	10	Executive News Director Sr. Director Engineering Dir of Marketing & Commercial Production Director of Sales
3	8/18/2021	Participation in Job Fairs	Patience Hettrick, News Director, Western Mass News, Participation in NABJ Career Fair	1	News Director
4	8/19/2021	Participation in Job Fairs	Patience Hettrick, News Director, Western Mass News, Participation in NABJ Career Fair	1	News Director
5	8/20/2021	Participation in Job Fairs	Patience Hettrick, News Director, Western Mass News, Participation in NABJ Career Fair	1	News Director
6	8/21/2021	Participation in events sponsored by organizations representing the community	Volunteer and participate in the Springfield Pancake Breakfast uniting local commerce, community leaders, and media with the community.	8	Meteorologist GM Dir of Creative Services Anchor
7	Ongoing Event	Participation in other activities designed by the station employment unit	Western Mass News Hiring PSA's.	1	Dir Creative Services
8	10/28/2021	Participation in events sponsored by organizations representing the community	Eric Budney, Instructor, Charter Oak Cultural Center, iPhone Photography, Hartford, CT.	1	Budney