

WCTX, WTNH
EEO PUBLIC FILE REPORT
November 22, 2010 - November 21, 2011

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
Meteorologist	1-4, 6-8, 11-12, 16-18, 20-21, 23-24, 27-35	34
Executive Producer	1-4, 6-8, 11-12, 15-18, 20-21, 23-24, 27-35	34
News Director	1-4, 6-8, 11-12, 16-18, 20-24, 27-35	34
Sales Account Executive-CT SType	1-4, 6-12, 14, 16-18, 20-21, 23-24, 26-35	26
Director of Technical Operations	1-3, 5-8, 12, 17-18, 20, 22-23, 25, 29, 32, 34-35	34
Reporter	1-3, 5-8, 12, 17-18, 20, 22-23, 25, 29, 32-35	33
Photographer/Editor	1-3, 5-8, 12, 15, 17-18, 20, 22-23, 25, 29, 33-35	15
Assignment Desk Manager	1-3, 5-8, 12, 17-20, 22-23, 25, 29, 32-35	19
Producer	1-3, 5-8, 12, 17-20, 22-23, 25, 29, 32, 34-35	19
Assignment Editor	1-3, 5-8, 12-13, 17-20, 22-23, 25, 29, 32-35	19
Reporter	1-3, 5-8, 12, 15, 17-18, 20, 22-23, 25, 29, 32-35	33
Executive Producer	1-3, 5-8, 12-13, 15, 17-18, 20, 22-23, 25, 29, 32-35	15

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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
1	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6510 Phone : 800-578-8160 Email : awilson@cc.albertus.edu Fax : 1--- Amy Wilson	N	0
2	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6510 Phone : 800-578-8160 Email : yurkowall@albertus.edu Fax : 1--- Suzanne Wall	N	0
3	Central Connecticut State University 1615 Stanley St New Britain, Connecticut 6050 Phone : 860-832-2078 Email : Ritzenhoffk@ccsu.edu Fax : 1--- Dr. Karen Ritzenhokk	N	0
4	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : info@michaelsmedia.com Fax : 1--- Michael Bille	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : info@michaelsmedia.com Fax : 1--- Michael Bille	N	0
6	Collegiate Broadcasters 90 South Park St Willimantic, Connecticut 6226 Phone : 860-633-5031 Email : cbjob@mailman.rice.edu Fax : 1--- Mike Rice	N	0

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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
7	Community Technical Colleges of Connecticut 61 Woodland Street Hartford, Connecticut 6101 Phone : 860-244-7600 Email : ldomenitz@ccc.commnet.edu Fax : 1--- Linda Domenitz	N	0
8	Connecticut College 370 Mohegan Ave New London, Connecticut 6320 Phone : 860-447-1911 Email : jrtin@conncoll.edu Fax : 1--- Jack Tinker	N	0
9	Connecticut School of Broadcasting Radio Park Birdseye Rd. Farmington, Connecticut 06063 Phone : 860-232-9988 Email : Fax : 1-860-677-1141 Renee Falcone	N	0
10	Connecticut School of Broadcasting 80 Ferry Blvd. Stratford, Connecticut 06497 Phone : 203-378-5155 Email : Fax : 1-203-378-4330 Tim Clark	N	0
11	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 408-988-6395 Email : Fax : Manual posting Jim Buckmaster	N	0
12	Eastern Connecticut State University 830 Windham Street Willimantic, Connecticut 6226 Phone : 860-465-5000 Email : careers@easternct.edu Fax : 1--- Job Bank	N	0

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13	Employee Referral	N	2
14	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Email : Fax : 1-203-254-4107 Judy OShea	N	0
15	Former Employee	N	4
16	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0
17	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 6601 Phone : 800-392-3582 Email : Yanmin@bridgeport.edu Fax : 1--- Yanmin Yu	N	0
18	Greater New Haven Education 580 Ella Grasso Blvd New Haven, Connecticut 6510 Phone : 203-865-3867 Email : JLAllen@Newhaven.edu Fax : 1--- Jerry Allen	N	0
19	Internal Promotion	N	3
20	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Email : WTNH_WCTX_TV@linmedia.com Fax : 1--- Claudia Balcewicz	N	3

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21	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	4
23	National Association for Advanced Color People 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 410-580-5777 Email : Doris.Dumas@yale.edu Fax : 1--- Dorris Dumas	N	0
24	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
25	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
26	Network with Market Contacts Makiaris Media	N	1

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27	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6514 Phone : 203-582-8200 Email : Fax : Manual posting Grace Lavine	N	0
28	Society Of Professional Journalists Eugene S.Pulliam National Journalist center 3909 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-927-8000 Email : jgrimes@spj.org Fax : 1-317-920-4789 Julie Grimes	N	0
29	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 6515 Phone : 1-800-448-0661 Email : dunkleej1@southernct.edu Fax : 1--- Professor Jerry Dunklee	N	0
30	Springfield College 263 Alden Street Springfield, Massachusetts 21250 Phone : 413-748-3000 Email : Dianne_B_Lyons@spfdcol.edu Fax : 1--- Dianne Lyons	N	0
31	Syracuse University Syracuse, New York Syracuse, Connecticut 13201 Phone : 315-443-1870 Email : Fax : Manual posting Bridget Lichtinger	N	0
32	Television Bureau od Advertising tvb.org website Connecticut Phone : Email : tiphany@tvb.org Fax : 1--- Tiphany Jones	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	17
34	WTNH-TV 8 Elm Street New Haven, Connecticut 6510 Phone : 203-784-8888 Email : Jeff.Bailey@wtnh.com Fax : 1--- Jeff Bailey	N	54
35	WTNH-TV 8 Elm Street Phone Line 203-784-8880 New Haven, Connecticut 6510 Phone : 203-784-8888 Email : Karen.Blank@wtnh.com Fax : 1--- Karen Blank	N	9
TOTAL INTERVIEWS OVER REPORTING PERIOD:			101

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/3/2011	Establishment of an intern program designed to assist members of the community	WTNH-TV and WCTX-TV ran an internship program in the This program provides college students interested in mass communications, additional educational experience. Colleges participating included, Middlesex Community College, Quinnipiac University, Southern Connecticut University, Fairfield University, and University of Connecticut in the State of Connecticut. Also University of Missouri located in the state of Missouri. This "hands-on" experience allows students to get an in depth look into the field of broadcasting. All 10 Intern's were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 2 in Marketing/Community Affairs, 2 in Production, 1 in Sports, and 5 in the News Department. Staff involved included Mary lee Weber, Marketing/Community Affairs Director, Janet Lopes, News Executive Producer, and Dwight Mayhew Chief Engineer.	3	Janet Lopes News Executive Producer Marylee Weber Marketing/Community Affairs Director Dwight Mayhew Chief Engineer	1.00
2	1/26/2011	Listing of each upper-level category opening in a job bank or newsletter	News director an upper Level department Head position was posted in additional resources for a greater outreaches to our community. Additional recruiting resources was the following: New Haven Register- Local Newspaper located at 40 Sargent Drive oin New Haven, CT, Rick Gevers and Associates Web site Rick.Gevers.com and the Connecticut Job Central National Labor Exchange web site JobCentral.org	1	Karen Blank BA	1.00

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3	3/3/2011	Participation in events or programs sponsored by educational institutions	Jocelyn Maminta, a reporter for WTNH/WCTX-TV spoke at Albertus Magnus College located in Connecticut. Jocelyn talked to college students on the topics of community involvement with the Television station as well as her career in the industry.	1	Jocelyn Maminta Reporter	0.25
4	4/30/2011	Participation in events sponsored by community groups	Jocelyn Doyens, A reporter for WTNH/WCTX-TV was on a panel of mothers who spoke about handling careers with motherhood. The event named "Moms the Word" was held at the Connecticut Convention Center located on Hartford, CT.	1	Jocelyn Doyens	0.25
5	5/17/2011	Establishment of a mentoring program	LIN Media BA Summit During May 2011, LIN's Business Administrators convened in Providence, Rhode Island to receive training on financial systems, employment relations, tax and finance issues, and other matters. This training will enable the Business Administrators to attain higher level positions in the company and/or broadcast industry. Karen Blank attended this training on behalf of LIN Media WTNH/WCTX-TV New Haven, CT.	1	Karen Blank BA	1.00
6	6/1/2011	Participation in events or programs sponsored by educational institutions	Keith Kountz, a senior Anchor here at WTNH and WCTX-TV Spoke to students on Career day at the North Haven High School located in North Haven Connecticut. Keith talked to the high school students about various aspects of his career in the television industry.	1	Keith Kountz Anchor	0.25

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7	6/1/2011	Establishment of an intern program designed to assist members of the community	<p>WTNH-TV and WCTX-TV ran an internship program in the summer. This program provides college students interested in mass communications, additional educational experience. Colleges participating included, Middlesex Community College, Housatonic Community College, Quinnipiac University, Southern Connecticut University, Fairfield University, Eastern Connecticut State University, Central Connecticut State University located in the state of Connecticut. Also Lyndon State College located in the state of Vermont, Utah University located in the state of Utah, Merrimack College, Assumption College, and Northeastern University located in the state of Massachusetts. Bryant University located in Rhode Island, Syracuse University located in the state of New York and University of Arizona located in the state of Arizona. This "hands-on" experience allows students to get an in depth look into the field of broadcasting. All 19 Intern's were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 2 in Marketing/Community Affairs, 2 in Production, 5 in Sports, 1 in Weather, and 9 in the News Department. Staff involved included Mary lee Weber, Marketing/Community Affairs Director, Janet Lopes, News Executive Producer, and Dwight Mayhew Chief Engineer.</p>	3	<p>Janet Lopes News Executive Producer Marylee Weber Marketing/Community Affairs Director Dwight Mayhew Chief Engineer</p>	1.00
8	6/11/2011	Participation in events or programs sponsored by educational institutions	<p>Dr Mel Goldstein a Meteorologist for WTNH/WCTX-TV attended and judged a Science fair. The Science fair was located at Manchester High school in Manchester CT. Dr. Mel spoke about the sciences related to weather forecasting and his career as a meteorologist here at WTNH/WCTX-TV</p>	1	<p>dr. Mel Goldstein meteorologist</p>	0.25

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TOTAL POINTS OVER REPORTING PERIOD:						5.00