

WFSB/WSHM EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WFSB/WSHM submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WFSB & WSHM websites and in the WFSB WSHM/Public File and consists of of three (3) parts as follows:

1. A form for each job vacancy filled by the station from December 1, 2012 through November 30, 2013 entitled the "**Recruitment Sources Report**" which includes the following information:

- *A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

- *The Recruitment Sources used to fill those job vacancies, identified by name.

- *The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

- *Each Recruitment Source listed by name, contact name, address and phone number.

- *The total number of persons interviewed for job vacancies between December 1, 2012 through November 30, 2013.

3. A brief description of Recruitment Initiatives.

WFSB/WSHM INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2012, through November 30, 2013

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
.	Albertus Magnus College	Amy Wilson	(203) 773-6989/ 773-8984	awilson@cc.albertus.edu	700 Prospect Street		New Haven	CT.	06511
.	Capital Workforce		(860) 522-1111		One Union Place		Hartford	CT.	06103
7	Career Builders.com	Corporate HR					DesMoines	IA	
1	Central Connecticut State University	Kenneth Poppe-Director	(860) 832-1645	poppe@ccsu.edu	Ctr Advising & Career Adv	1615 Stanley St	New Britain	CT.	06050
.	Connecticut Latino & Puerto Rican Affairs Commission		(860) 240- 8330		18-20 Trinity Street		Hartford	CT	06106
.	Connecticut Puerto Rican Forum, Inc		(860) 247- 3277	cpfr@dmcteam.com	95 Park Street 2nd Floor		Hartford	CT	06106
.	CT Broadcast Association	Marvin Abraham	(860) 677-7577	Marvlo@GoCsb.com			Farmington	CT	06032
.	CT Department of Labor	John Tirinzonie	(860) 263-6262	John.Tirinzonie@ct.gov	200 Folly Brook Drive		Wethersfield	CT	06109
1	Eastern Connecticut State University	Clifford Marrott	(860) 465-4691/465-2811	marrettc@easternct.edu	Office of Student Employment	83 Windham St	Willimantic	CT.	06226
4	Entertainment Career.com								
14	Indeed.com (website pulls from other websites n/c)								
20	Industry/Employee Referral								
12	Internal Hire Intern current and former								
.	Job Fairs/Conference	Howard University		info@unityjournalist.org	2400 Sixth StNW		Washington	DC	20059
.	Job4You			Job4You.com					
.	Manchester Community Tech College	Carl Ochnio	(860) 512-3372/512-3371	cochnio@mcc.commnet.edu	Great Path	P.O. Box 1046	Manchester	CT.	06045
5	Media Bistro			mediabistro.com					
16	Meredith (WFSB & WSHM)			meredith.com					
3	Middlesex Community Tech College	Rich Lenoce	(860) 343-5796/343-6735	rlenoce@mcc.commnet.edu	100 Training Hill Road		Middletown	CT.	06457
2	MyJobHunter			myjobhunter.com					
.	Naugatuck Valley Community College	Mary Ann Fontaine	(203) 596-2153	MFontaine@nvcc.commnet.edu	750 Chase Avenue		Waterbury	CT.	06708
.	Post University	Dr. Mary Rigali, PMP	203-596-4618	careerdev@post.edu	PO BOX 2540	Country Club Road	Waterbury	CT.	06723
.	Quinnipiac College	Cynthia Vroom	203-582-3648	Cynthia.Vroom@quinnipiac.edu	275 Mt. Carmel Avenue	Career Services	Hamden	CT.	06518
.	SimplyHired			simplyhired.com					
.	Southern Connecticut State University	Jerry Dunklee, Journalism Dept.	(203) 392-6536	dunkleej1@southernct.edu	501 Crescent Street MO202		New Haven	CT.	06515
.	Springfield Technical Community College	Career Center	413-748-2222	career@springfieldcollege.edu	263 Alden Street		Springfield	MA	01109
33	TVjobs			tvjobs.com					
1	University of Bridgeport	Career Center	203-576-4466	careercenter@bridgeport.edu	126 Park Avenue 6th floor		Bridgeport	CT.	06001
1	University of Connecticut	Maureen Croteau	(860) 768-4287/768-5141	croteau@uconn.edu	181 Auditorium Road		Storrs	CT.	6269
.	University of Hartford	Linda A. Schultz	860-768-4169	schultz@hartford.edu	Career Center	200 Bloomfield Av	West Hartford	CT.	06117
.	Urban League of Greater Hartford	LaCreasha Satahoo	(860) 527-0147	lsatahoo@ulgh.com	140 Woodland Street		Hartford	CT	06105
.	Walk-ins / Blind Resume/Email								
.	Western Connecticut State University	Maureen Gernert	(203) 837-8200	gernertm@wcsu.edu	181 White Street		Danbury	CT.	06810
.	Western New England University	Jeanne Hart-Steffes	(413) 782-1282	jsteffes@wne.edu	1215 Wilbraham Road		Springfield	MA	01119
TOTAL	120								

*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information by the FCC. additional new sources and contacts as indicated

WFSB/WSHM

Recruitment Sources Report

For the period of December 1, 2012, through November 30, 2013 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	MultiMedia Journalist 12/05/12	Producer Digital 01/03/13	Producer 01/07/13	HR Director 01/28/13	Account Executive 02/04/13	Producer 02/04/13	Tech Prod 02/18/13	Account Executive 03/04/13	Account Executive 04/01/13	Assignment Editor 04/01/13	Producer 05/06/13
Recruitment Sources	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS
Capital Workforce	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Central Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Eastern Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Middlesex Community Tech College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Naugatuck Valley Community College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Post University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Quinnipiac College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Southern Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Springfield Technical Community College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Connecticut	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Hartford	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Western Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Meredith.com includes WFSB & WSHM	x	x	x	x	x	x HS	x	x	x	x	x
Tvjobs.com	x	x	x	x	x	x	x	x	x	x	x
Career Builders.com	x	x HS	x	x HS	x	x	x	x	x	x	x
Entertainment Career.com	x	x	x	x	x	x	x	x	x	x	x
Job4You.com	x	x	x	x	x	x	x	x	x	x	x
Media Bistro.com	x	x	x	x	x	x	x	x	x	x	x
MyJobHunter.com	x	x	x	x	x	x	x	x	x	x	x
SimplyHired.com	x	x	x	x	x	x	x	x	x	x	x
Indeed.com	x	x	x	x	x	x	x	x	x	x	x
Walk-ins / Blind Resume	x	x	x	x	x	x	x	x	x	x	x
Job Fairs/Conferences											
Industry/Employee Referral	x	x	x	x	x HS	x	x	x	x	x	x
Internal Hire	x IP	x	x IP	x	x	x	x IP	x IP	x IP	x IP	x IP
Rehire											
Intern											
CT Department of Labor	x	x	x	x	x	x	x	x	x	x	x
Urban League of Greater Hartford	x	x	x	x	x	x	x	x	x	x	x
CT Latino & Puerto Rican Affairs Comm.	x	x	x	x	x	x	x	x	x	x	x
CT Puerto Rican Forum, Inc	x	x	x	x	x	x	x	x	x	x	x
CT Broadcast Association											
Unspecified											

Key:

RS/O =Requesting Sources/Organizations that requested and received the job vacancy notice.

X=Represents All Recruiting Sources that received the job vacancy notice.

HS=Source referring Hiree. Choose from one of the following:

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WFSB/WSHM

Recruitment Sources Report

For the period of December 1, 2012, through November 30, 2013 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Ntl Sales Assistant			Reporter			Tech Producer			Assoc Producer			Eng Specialist			Account Executive			Producer			Assoc Producer			Assoc Producer			Account Executive								
	5/20/203			5/30/203			06/03/13			06/03/13			06/04/13			06/17/13			06/24/13			06/24/13			7/1/20013			08/05/13								
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS						
Capital Workforce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Central Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Eastern Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Middlesex Community Tech College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Naugatuck Valley Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Post University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Quinnipiac College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Southern Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Springfield Technical Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
University of Connecticut	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
University of Hartford	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Western Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Meredith.com includes WFSB & WSHM		X			X			X			X			X			X			X			X	HS		X			X			X				
Tvjobs.com		X			X			X			X			X			X			X			X			X			X			X				
Career Builders.com		X			X			X			X			X			X			X			X			X			X			X				
Entertainment Career.com		X			X			X			X			X			X			X			X			X			X			X				
Job4You.com		X			X			X			X			X			X			X			X			X			X			X				
Media Bistro.com		X			X			X			X			X			X			X			X			X			X			X				
MyJobHunter.com		X			X			X			X			X			X			X			X			X			X			X				
SimplyHired.com		X			X			X			X			X			X			X			X			X			X			X				
Indeed.com		X			X			X	HS		X	HS		X	HS		X			X			X			X			X			X				
Walk-ins / Blind Resume	Email	X		X		X		X		X		X		X		X		X		X		X		X		X		X		X						
Job Fairs/Conferences		X		X		X		X		X		X		X		X		X		X		X		X		X		X		X						
Industry/Employee Referral		X	HS	X		X		X		X		X		X		X		X		X		X		X		X		X		X						
Internal Hire	Rehire	X		X	IP	X	IP	X		X		X		X		X		X	IP	X		X		X		X	IP	X		X	HS					
CT Department of Labor																																				
Urban League of Greater Hartford		X		X		X		X		X		X		X		X		X		X		X		X		X		X		X						
CT Latino & Puerto Rican Affairs Comm.		X		X		X		X		X		X		X		X		X		X		X		X		X		X		X						
CT Puerto Rican Forum, Inc		X		X		X		X		X		X		X		X		X		X		X		X		X		X		X						
CT Broadcast Association																																				
Unspecified																																				

Key:

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WFSB/WSHM

Recruitment Sources Report

For the period of December 1, 2012, through November 30, 2013 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Promotion Mgr			Local Sales Manager			Acct Executive			Ntl Sales Assist			Reporter			Graphic Artist			Editor/Photog			Reporter			
	08/12/13			08/12/13			09/03/13			10/14/13			10/29/13			11/11/13			11/25/13			11/25/13			
<u>Recruitment Sources</u>	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	
Capital Workforce	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Central Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Eastern Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Middlesex Community Tech College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Naugatuck Valley Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Post University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Quinnipiac College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Southern Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Springfield Technical Community College	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
University of Connecticut	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
University of Hartford	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Western Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		
Meredith.com includes WFSB & WSHM		x			x			x			x			x			x			x			x		
Tvjobs.com		x			x			x			x			x HS			x						x		HS
Career Builders.com		x			x			x			x			x			x						x		
Entertainment Career.com		x			x			x			x			x			x						x		
Job4You.com		x			x			x			x			x			x						x		
Media Bistro.com		x			x			x			x			x			x						x		
MyJobHunter.com		x			x			x			x			x			x						x		
SimplyHired.com		x			x			x			x			x			x						x		
Indeed.com		x			x			x			x			x			x						x		
Walk-ins / Blind Resume		x			x			x			x			x			x						x		
Job Fairs/Conferences																									
Industry/Employee Referral		x			x			x HS			x HS			x			x HS						x		
Internal Hire		x	IP		x	HS		x			x			x			x						x		
CT Department of Labor																									
Urban League of Greater Hartford		x			x			x			x			x			x						x		
CT Latino & Puerto Rican Affairs Comm.		x			x			x			x			x			x						x		
CT Puerto Rican Forum, Inc		x			x			x			x			x			x						x		
CT Broadcast Association																									
Unspecified																									

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Educational-Related Appearances
WFSB EEO Public File Report Recruitment Initiatives

Date	Talent	Event	Location
1/8/2013	Robert Goulston	Professional Day	Wallingford Middle School Wallingford
1/12/2013	Courtney Zieller	Kindergarten Readiness Fair	Forbes Elementary School Torrington
1/17/2013	Olessa Stepanova	Read to students	Waterbury Elementary School Waterbury
1/19/2013	Robert Goulston	Career Day	Weymouth High School Weymouth, MA
1/25/2013	Scot Haney	Weather talk	Thomaston Elementary School Thomaston
1/25/2013	Kevin Hogan	Trivia Bee	Old Lyme Middle School Old Lyme
1/30/2013	Dennis House	Career Night	Middletown Schools Middletown
2/1/2013	Irene O'Connor	Talent Show	Chase Collegiate School Waterbury
2/1/2013	Mark Dixon	CT Youth Forum	Lincoln Culinary Institute Hartford
2/1/2013	Hena Daniels	CT Youth Forum	Lincoln Culinary Institute Hartford
2/14/2013	Kevin Hogan	Media Session	Eastern CT Chamber of Comm New London
2/21/2013	Mark Dixon	Weather talk	Griswold Middle School Rocky Hill
2/21/2013	Denise D'Ascenzo	Read to students	Plantsville Elementary School Southington
2/25/2013	Mark Dixon	Weather talk	Goodwin School Old Saybrook
2/27/2013	Mike Cameron	Weather talk	Stafford Elementary School Stafford
3/1/2013	Mark Dixon	Read Across America day	
3/1/2013	Dennis House	Read Across America day	Parkman School Enfield
3/1/2013	Eric Parker	Read Across America day	Strong School Plantsville
3/1/2013	Scot Haney	Read Across America day	Simpson-Waverly Elementary School Hartford
3/1/2013	Matt McFarland	Read Across America day	Greene-Hills School Bristol
4/9/2013	Jill Konopka	FOI Panelist	Quinnipiac University Hamden
4/10/2013	Olessa Stepanova	Guest reader	Derynoski Elementary School Southington
4/10/2013	Scot Haney	Guest reader	Derynoski Elementary School Southington
4/12/2013	Eric Parker	Career Day	Irving Robbins Middle School Farmington
4/13/2013	Tina Martin	Bulkeley Gives Back	Bulkeley High School Hartford
4/19/2013	Mark Dixon	Read to students	Noah Webster MicroSociety Meeting Hartford
4/19/2013	Dennis House	Read to students	Noah Webster MicroSociety Meeting Hartford
4/19/2013	Kara Sundlun	Read to students	Noah Webster MicroSociety Meeting Hartford
4/19/2013	Irene O'Connor	Read to students	Noah Webster MicroSociety Meeting Hartford
4/22/2013	Mike Cameron	Career Fair	EO Smith High School Storrs
4/23/2013	Mark Dixon	Corporate Mentoring Honor Roll Breakfast	Governor's Prevention Partners Rocky Hill
4/24/2013	Scot Haney	Read to students	Slocum Waterbury
4/26/2013	Courtney Zieller	Talent Show	Highcrest Elementary School Wethersfield
4/27/2013	Matt Campbell	Auction	Concordia Nursery School Manchester
5/2/2013	Mark Dixon	Weather talk	Norwich
5/2/2013	Dennis House	Career Day	Hartford
5/2/2013	Courtney Zieller	Career Night	Keigwin Middle School Middletown

5/7/2013	Mike Cameron	Weather talk	Andover Elementary School	Andover
5/9/2013	Mike Cameron	Weather talk	Eastconn Vocational Center	Columbia
5/12/2013	Denise D'Ascenzo	Commencement Speaker	Quinnipiac University	Hamden
5/16/2013	Mark Dixon	Governor's Scholars Program	Glastonbury High School	Glastonbury
5/17/2013	Olessa Stepanova	I Promise presentation	Windsor High School	Windsor
5/17/2013	Kevin Hogan	Commencement Speaker	Lincoln College of New England	New London
5/22/2013	Len Bestoff	Career Day	Bolton Center School	Bolton
5/22/2013	Mike Cameron	Weather talk	West Stafford Elementary Schc	West Stafford
5/24/2013	Olessa Stepanova	Career Day	Toffolon Elementary School	Plainville
5/29/2013	Scot Haney	Guest Speaker	Rockville High School	Vernon
6/5/2013	Eric Parker	Reiger Conference	CCSU	New Britain
6/6/2013	Matt Campbell	Career Day		East Granby
6/11/2013	Mark Dixon	EESmarts Student Contest Awards	State Capitol	Harto
6/11/2013	Mark Dixon	Read to students	Mackrille School	West Haven
6/21/2013	Hena Daniels	Commencement Speaker	Kaynor Technical High School	Waterbury
7/26/2013	Hena Daniels	Guest reader	Summer reading program	Willimantic
8/7/2013	Scot Haney	Weather talk	John M. Moriarty Elementary S	Norwich
10/9/2013	Olessa Stepanova	Guest Speaker	New Britain YWCA After Schoo	New Britain
10/18/2013	Mark Dixon	Guest Speaker	Israel Putnam Elementary Schc	Meriden
10/29/2013	Courtney Zieller	Career Day	Pathways Academy of Technol	Windsor
11/8/2013	Mark Dixon	Weather talk	Lincoln Middle School	Meriden
11/14/2013	Patience Hettrick/D	Media and the Arts Panel	Middlesex Community College	Middletown
11/19/2013	Hena Daniels	Recognition of Exceelent in Educati	CT Association of Schools	Southington
Semester L	Patience Hettrick	Broadcast Journalism Workshop	Middlesex Community College	Middletown

OTHER

Date	Talent	Event	Location	
All 2013	HR Director	Internships	WFSBWSHM	Rocky Hill CT/Springfield Ma 12 Students
These interns performed duties such as floor direction, operating studio camera/prompter, system editing/writing news stories, transcribing scripts, assisting photographers with equipment and lighting, weather graphics, making sales calls, researching log discrepancies and network desktop administration				
All 2013	Mark Dixon	CT Science Center	Hartford	Hartford
Children of all ages and young adults; primarily Middle School, High School and early College students learn about the weather with Mark and an interactive education				
May-13	Klarn DePalma	NABEF Seminar	Howard University	Washington DC
General Managers teaches a seminar each year at the University				
Jun-13	Pam Taylor	Career Fair	Howard University	Washington DC
Sales Manager participated in the open career fair at the University				

Jun-13 HR Director Virtual Career Fair Lee Hecht on WEB on WEB (ESPN candidates
Participated in a virtual job fairs with 50+ candidates mostly from competitor ESPN who had recent layoffs

Nov-13 John Hesslein Job Fair MBA Mass Broadcasters Assoc Boston MA
Station Manager WSHM participated in annual Job Fair at the MA Broadcasters Association

ial tool that allows them to create their own weather forecast.