

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2019 - November 20, 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
Morning Executive Producer #8227	1-7, 9-10, 12-16, 19-24, 27-32	27
Integrated Account Executive	1-7, 9-16, 19-24, 27-32, 34	11
Reporter #8349	1-7, 9-10, 12-16, 19-24, 27-32, 34	3
Producer 8846	1-7, 9-10, 12-16, 19-24, 29-34	3
Producer 8846	1-7, 9-10, 12-16, 19-24, 29-34	33
Digital Sales Manager	1-10, 12-16, 18-26, 29-32, 34	3
IT Specialist - 009170	1-7, 9-10, 12-16, 19-24, 29-32, 34	3
Assignment Editor - 009236	1-7, 9-15, 17, 19-24, 29-32, 34	11
Producer - 009365	1-7, 9-10, 12-16, 19-24, 29-32, 34	16
Editor - 009366	1-7, 9-10, 12-24, 29-32, 34	3

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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 St New Haven, Connecticut 06511 Phone : 1-800-578-9160 Email : careercenter@albertus.edu Karen Stokes	N	0
2	Capital Workforce 1 Union Place Hartford, Connecticut 06103 Phone : 1-860-522-1111 Email : sgood@capitalworkforce.org Stephen Good	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	24
4	Collective Talent 1723 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Email : Bille@michaelsmedia.com Bille Michael	N	0
5	Collegiate Broadcasters 90 South Park Street Willimantic, Connecticut 06226 Phone : 1-860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
6	Community Technical College 61 Woodland Street Hartford, Connecticut 06101 Phone : 1-860-906--5266 Email : lknowlton@capitalcc.edu Lisa Knowlton	N	0
7	Connecticut School of Broadcasting Media Park 130 Birdseye Rd Farmington, Connecticut 06032 Phone : 800-887-2346 Email : bmartines@gocsb.com Rebecca Martines	N	0

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8	Corporate Office	N	4
9	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
10	Emma Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212.664.3486 Email : sandra.rice@nbcuni.com Sandra Rice	N	0
11	Employee Referral	N	3
12	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 06601 Phone : 1-800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
13	Greater New Haven Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-865-3867 Email : JAllen@newhaven.edu Jerry Allen	N	0
14	Highschool Adult Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	N	0
15	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0

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16	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	9
17	Internal Candidate	N	2
18	Linked In	N	16
19	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, Connecticut 06371 Phone : 860-434-5232 Email : klockwood@lymefs.newhaven.edu Karen Lockwood	N	0
20	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
21	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
22	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
23	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	2

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24	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0
25	Recruiter	N	1
26	Station Website	N	1
27	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	1
28	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	1
29	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-773-1504 Email : kjames@tunxis.edu Kim James	N	0
30	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Email : Admin@tvjobs.com Mark Holloway	N	0
31	University of Connecticut Stamford Campus Stamford, Connecticut 06901 Phone : 860-486-4900 Email : recruiting@uconn.edu Job Postings	N	0

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32	Urban League of Greater Hartford P.O. Box 320500 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : ymatthews@ulgh.org Yvonne Matthews	N	0
33	Walk In/Self-Referral	N	1
34	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			65

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/23/2019	Participation in events sponsored by community groups	Anchor emceed the Amy's Angels evening gala benefit. This organization provides comprehensive short and long term assistance to individuals and their families dealing with the debilitating effects of serious illness or injury. Anchor discussed career paths into the broadcast industry with other attendees and sponsors at this event.	1	Anchor
2	12/11/2019	Establishment of training programs for station personnel	Innovation Summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Executive Producer Assistant Chief Photographer Photographer
3	Ongoing Event	Establishment of training programs for station personnel	Weekly Sales training led by the station Sales Managers to discuss and learn about how to perfect a written presentation, performing a sales pitch, audience market place training, TVB, how to increase share and prospecting.	19	Sales Department
4	1/16/2020	Establishment of training programs for station personnel	TEGNA Launch of Q1 Sales Play - How to Win in the Home Improvement Category Training and best practices for stimulating business in the Home Improvement Category with category information, case studies and examples of successes in other markets.	19	Sales Department

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5	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. All of us must be vigilant and savvy when it comes to identifying attempts to gain access to our network or confidential information. To help, TENGGA launched in annual Byte Back Security Awareness Campaign in January to help them understand TEGNA's IT standards and procedures, employee's role in keeping us safe from attacks, and how to incorporate security practices into their daily work routine. Every employee was required to take the Byte Back Challenge to test their knowledge on how they can prevent cyberattacks. The challenge is a seven question online simulation based on the topics featured throughout the campaign.	150	All Station
6	2/17/2020	Participation in events or programs sponsored by educational institutions	MSJ emceed the Arch Street Tavern Camp Courant Fundraiser. This non-profit celebrated its 126th year of serving over 1,000 children each year with meals and activities at its free summer camp in Farmington, CT. The MSJ had multiple conversations with attendees about pursuing a career in Broadcast Journalism.	1	MSJ
7	2/27/2020	Participation in events or programs sponsored by educational institutions	MSJ was a guest speaker at The University of Hartford. The MSJ spoke to students about pursuing a career in Broadcast Journalism. This event allowed for numerous conversations and direct exchanges with students regarding information on how to post for a job opportunity and pursue a career in Broadcast Journalism.	1	MSJ

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8	3/11/2020	Participation in events or programs sponsored by educational institutions	MSJ was a guest speaker as well as a participant in a classroom discussion and presentation with students in the school of Communications at Central Connecticut University. The MSJ had numerous one on one conversations with students in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.	1	MSJ
9	3/19/2020	Establishment of training programs for station personnel	TEGNA Training Webinar "Facts, Not Fear: Helping Your clients". Amanda Straus held video conference training for the team to help our clients through the current business conditions.	19	Sales Department
10	Ongoing Event	Establishment of training programs for station personnel	Jay Donovan from Local.com holds bi-weekly sessions to discuss owned and operated digital training. Topics have included: transitioning our digital clients and offering to TEGNA from Tribune, TENGNA Targeted Email, TEGNA Search Marketing, TEGNA's Digital products for Social Ad and Premion.	19	Sales Department
11	4/24/2020	Establishment of training programs for station personnel	Google Trends: Big Data in Local Markets. TEGNA hosted meetings to teach what trends and competitive opportunities exist in your local market. Topics included: opportunities hidden in the data, how to demonstrate the need for a change in strategy in light of the markets current conditions.	19	Sales Department
12	5/13/2020	Establishment of training programs for station personnel	Managing Stress & Social Isolation in Times of Crisis. Becca Mikolashek hosted a training to discuss the signs of stress and social isolation, identify positive ways to cope with stress that works for you and shared resources TEGNA is providing in case you want to leverage them.	19	Sales Department
13	6/18/2020	Establishment of training programs for station personnel	TEGNA's Vice President of Digital content provided a digital writing course on important and simple things that digital employees can do to strengthen web articles.	4	Digital Content Producer Digital Content Producer Digital Content Producer Content Producer

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14	7/8/2020	Provision of training to management	Dr. Lorenzo Boyd, VP of Diversity and Inclusion at University of New Haven spoke with our station to discuss developing diversity and inclusion within our company. He shared how people and companies can create stronger values during these uncertain times.	150	All Station
15	9/1/2020	Establishment of training programs for station personnel	Innovation & Industry - Where has the industry been forced to change in and out of the newsrooms this year? What are the challenges that have come out of 2020 that we will be facing moving forward? Join us for a town hall look at innovation in broadcast and digital journalism, from new tools to coverage areas to engagement with communities. What do journalists and news leaders need to know about the future of broadcast?	1	Executive Producer
16	9/5/2020	Participation in events or programs sponsored by educational institutions	MSJ made an appearance and volunteered at the Physically Challenged Can Do Camp. The MSJ worked with disabled kids for the day as well as had conversations with other attendees and volunteers about pursuing a career in Broadcast Journalism.	1	MSJ
17	9/8/2020	Establishment of training programs for station personnel	Diversity & Ethics - Anyone can be a better ally to their marginalized colleagues, starting right now. Hear the best ways to provide support from simple daily efforts to advocating for much bigger change, proven from real life examples in newsrooms just like yours.	1	Executive Producer
18	9/10/2020	Establishment of training programs for station personnel	TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time.	3	News Director Executive Producer Producer

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19	9/15/2020	Establishment of training programs for station personnel	Tools & Skills - Join these tech trainers to discuss tools you need now and where tech will take us in the future: What's new and next in tech, tools for data and research, innovative broadcasting tools, all the tech you need for MMJ, and the new and best tech for productivity and time management.	1	Executive Producer
20	9/17/2020	Establishment of training programs for station personnel	<p>All TEGNA employees completed the Respect & Integrity Employee Training. As part of a culture of professionalism and integrity, each of us has a personal responsibility to treat our colleagues with respect and uphold our high ethical standards.</p> <p>This responsibility includes completing annual training on these very important topics:</p> <ul style="list-style-type: none"> • “Sexual Harassment: A Matter of Respect” training that reviews our long-standing policies and values surrounding harassment and discrimination. • “Responsible Use of Social Media” training that covers using social media respectfully and protecting sensitive or private company information. <p>In addition, all employees must complete a brief annual Conflicts of Interest survey to disclose any issues that may conflict with TEGNA's interests.</p>	150	All Station
21	9/18/2020	Participation in events sponsored by community groups	MSJ was the MC and Host of Camp Courant Buddy Bash at Dunkin' Donuts Park, alongside Senator Blumenthal and Mayor Bronin to help raise money for Hartford Kids Camp. The MSJ spoke to other attendees at this event about a career in Broadcast Journalism.	1	MSJ

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22	9/22/2020	Establishment of training programs for station personnel	Leadership & Management - As a News Director, you're tasked with building - and keeping - the best team possible. Hear about effective recruiting tools to bring more creativity and diversity to your team. Plus learn how to get the best employees to stick with you including ways to support your team with mental health and wellness resources like alternative staffing and scheduling to support overall wellness.	1	Executive Producer
23	9/29/2020	Establishment of training programs for station personnel	Elections & Safety - This training from Trollbusters provides an orientation to online abuse and digital security, the legal boundaries of online speech and ways in which journalists are exposed to online harassment. Participants will also generate their personal threat model and explore tools for protecting their digital reputation online and off.	1	Executive Producer
24	10/1/2020	Establishment of training programs for station personnel	Research Analyst attended the TVB Annual Conference on 10/1/2020. It was a full day virtual conference discussing the latest going on in the industry. Some of the topics were the future of measurement, wide orbit, matrix, political forecast and automated TV demo/impressions.	1	Research Analyst
25	10/9/2020	Participation in events or programs sponsored by educational institutions	FOX61 held our Student News Workshop on October 9th. Teachers from across CT joined via zoom to discuss our Student News Program. Topics included: Planning your story, news reporting and writing, shooting and editing.	3	Assistant Chief Photographer Community Relations Manager Digital Content Producer

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26	10/14/2020	Provision of training to management	<p>This training educated leaders how to recruit diverse candidates. More specifically, it took a deep dive into resources to leverage in order to build a more diverse talent pipeline as well as educational resources to better understand Diversity, Equity and Inclusion in the workplace. Below is a list of topics that were covered.</p> <ul style="list-style-type: none"> • Learn about DEI • Leverage colleges/universities • Diversity job boards/local organizations • Data and Diversity • Candidates w/transferrable skills • Bias and recruiting • Best practices 	15	News Dir/Assist News Director/Executive Producer Managing Editor/Executive Producer/Producer IT Director, DOS/Marketing Director/Marketing Manager/LSM/LSM Production Supervisor/Production Manager
27	10/22/2020	Participation in events or programs sponsored by educational institutions	Anchor gave a virtual speech for Leo Clubs across the tri state area (primarily kids in CT). Spoke about my current journalism career and how it plays a role in the community service type stories we do.	1	Anchor
28	11/11/2020	Establishment of training programs for station personnel	Poynter "Will Work For Impact: Fundamentals of Investigative Journalism". Session for reporters and editors of any level who want to spend time reading, thinking about and talking about successful investigative journalism, and learn from real-world scenarios to give their own work an edge.	1	Executive Producer