

## 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 website 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, 2005, through November 30, 2006 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, 2005, through November 30, 2006.

3. A brief description of Recruitment Initiatives.







**WFSB/WSHM**

**Recruitment Sources Report**

For the period of December 1, 2005, through November 30, 2006 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	<u>Account</u>														
	<u>Internet AE</u>			<u>Executive</u>			<u>Reporter</u>			<u>Reporter</u>			<u>Anchor</u>		
	10/11/2006			10/9/2006			8/10/2006			11/13/2006			9/30/2006		
<u>Recruitment Sources</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>
Albertus Magnus College	X	X		X	X		X	X		X	X		X	X	
Adult Vocational Services	X	X		X	X		X	X		X	X		X	X	
Asnuntuck Community Tech College	X	X		X	X		X	X		X	X		X	X	
Baran Institute of Technology	X	X		X	X		X	X		X	X		X	X	
Capital Workforce	X	X		X	X		X	X		X	X		X	X	
Career Transition Services	X	X		X	X		X	X		X	X		X	X	
Central Connecticut State University	X	X		X	X		X	X		X	X		X	X	
Columbia University	X	X		X	X		X	X		X	X		X	X	
Connecticut Association of Black Communicators	X	X		X	X		X	X		X	X		X	X	
Connecticut Commission on Human Rights & Opportunity	X	X		X	X		X	X		X	X		X	X	
Connecticut Latino & Puerto Rican Affairs Commission	X	X		X	X		X	X		X	X		X	X	
Connecticut School of Broadcasting	X	X		X	X		X	X		X	X		X	X	
Eastern Connecticut State University	X	X		X	X		X	X		X	X		X	X	
Hartford Neighborhood Centers	X	X		X	X		X	X		X	X		X	X	
Howard University School of Communication	X	X		X	X		X	X		X	X		X	X	
Jewish Family Service	X	X		X	X		X	X		X	X		X	X	
Manchester Community Tech College	X	X		X	X		X	X		X	X		X	X	
Middlesex Community Tech College	X	X		X	X		X	X		X	X		X	X	
NAACP	X	X		X	X		X	X		X	X		X	X	
Naugatuck Valley Community College	X	X		X	X		X	X		X	X		X	X	
New York University	X	X		X	X		X	X		X	X		X	X	
Porter & Chester Institute	X	X		X	X		X	X		X	X		X	X	
Quinnipiac College	X	X		X	X		X	X		X	X		X	X	
Rensselaer Polytechnic Institute	X	X		X	X		X	X		X	X		X	X	
Southern Connecticut State University	X	X		X	X		X	X		X	X		X	X	
Springfield Technical Community College	X	X		X	X		X	X		X	X		X	X	
St. Joseph College	X	X		X	X		X	X		X	X		X	X	
Teikyo Post University	X	X		X	X		X	X		X	X		X	X	
Trinity College	X	X		X	X		X	X		X	X		X	X	
University of Bridgeport	X	X		X	X		X	X		X	X		X	X	
University of Connecticut	X	X		X	X		X	X		X	X		X	X	
University of Hartford	X	X		X	X		X	X		X	X		X	X	
USC School of Journalism	X	X		X	X		X	X		X	X		X	X	
Western Connecticut State University	X	X		X	X		X	X		X	X		X	X	
Willimantic Job Center	X	X		X	X		X	X		X	X		X	X	
YWCA Operations	X	X		X	X		X	X		X	X		X	X	
<b>BCFM</b>		X													
<b>602 Communications</b>															
<b>Broadcasting &amp; Cable</b>															
<b>Electronic Media</b>															
<b>Hartford Courant/Career Builders.com</b>		X		X											
<b>WFSB.com Website</b>															
<b>SHRM Website</b>				X			X			X			X		
<b>WSHM.com Website</b>							X	HS		X			X	HS	
<b>Tvjobs.com</b>		X		X			X	HS		X			X	HS	
<b>Medialine.com</b>															
<b>Monster.com</b>															
<b>Television Week.com</b>															
<b>Spots n Dots Publication</b>				X						X	HS		X		
<b>Walk-ins / Blind Resume</b>		X		X	HS		X			X	HS		X		
<b>Job Fairs/Conferences</b>				X			X			X			X		
<b>Talent Dynamics/Talent Agents</b>							X			X			X		
<b>Audience Research &amp; Development</b>															
<b>Industry/Employee Referral</b>		X	HS	X			X			X			X		
<b>Internal Hire</b>		X		X			X			X			X		
<b>ProducerSolutions.com</b>															

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 INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2005, through November 30, 2006.

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

## # Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
.	Albertus Magnus College	Susan Wall	(203) 773-6989/ 773-8984		700 Prospect Street		New Haven	CT.	06511
.	Adult Vocational Services	Adele Wise	No Listing		ASD Eastern Region	107 Route 32	North Franklin	CT.	06254
.	Asnuntuck Community Tech College	Program Coordinator	(860) 253-3019/253-3059		170 Elm Street		Enfield	CT.	06082
.	Baran Institute of Technology	Rickie Jarry	(860) 688-8351/298-7030		611 Day Hill Road		Windsor	CT.	06095
.	Capital Workforce	Corrine Baldinger	No Listing		3580 Main Street 1st floor		Hartford	CT.	06120
.	Career Transition Services	Barbara Bergland	No Listing/Out of Service		Shaw's Cove 6 Suite 100		New London	CT.	06320
.	Central Connecticut State University	Alicia Burns	(860) 832-3200		Office of Student Employment	1615 Stanley Street	New Britain	CT.	06050
.	Columbia University	Melanie Huff	(212) 854-4150		705 Journalism Building		New York	NY.	10027
.	Connecticut Association of Black Communicators	Program Coordinator	No Listing		285 Broad Street		Hartford	CT.	06106
.	Connecticut Commission on Human Rights & Opportunity	Joanne Steinagel	(860) 541-3455/246-5068		21 Grand Street		Hartford	CT.	06106-1507
.	Connecticut Latino & Puerto Rican Affairs Commission	Program Coordinator	(860) 240-8330		18-20 Trinity Street		Hartford	CT.	6106
.	Connecticut School of Broadcasting	Hank Tenney, Ext. Director	(800) 887-2346		130 Birdseye Road		Farmington	CT.	6032
.	Eastern Connecticut State University	Matthew Long, Assistant	(860) 465-4691/465-2811		Office of Student Employment	83 Windham Street	Willimantic	CT.	6226
.	Hartford Neighborhood Centers	Lynn Ford	(860) 522-2129/251-6520		38 Lawrence Street		Hartford	CT.	6106
.	Howard University School of Communication	Ms. Carol Dudley	806 6100		525 Bryant Street N.W.		Washington	D.C.	20059
.	Jewish Family Service	Pamela F. Garry	N/A		740 North Main Street		West Hartford	CT.	6117
.	Manchester Community Tech College	Carl Ochnio	(860) 512-3372/512-3371		Great Path	P.O. Box 1046	Manchester	CT.	06045-1046
.	Middlesex Community Tech College	Rich Lenoco	(860) 343-5796/343-6735		100 Training Hill Road		Middletown	CT.	6457
.	NAACP	Joan Gibson	(860) 724-6966						
.	Naugatuck Valley Community College	Roberta DiFelice	(203) 575-8223/575-8003		750 Chase Avenue		Waterbury	CT.	6708
.	New York University	Trudy Steinfield	(212) 998-0623		719 Broadway 3rd floor		New York	NY.	10003
.	Porter & Chester Institute	Karen LoGuidice	(860) 529-2519/563-2595		125 Silas Deane Highway		Wethersfield	CT.	6109
.	Quinnipiac College	Patricia Nielsen	(203) 582-8727/582-8796	<a href="mailto:patricia.nielsen@quinnipi">patricia.nielsen@quinnipi</a>	275 Mt. Carmel Avenue	Career Services Office	Hamden	CT.	6518
.	Rensselaer Polytechnic Institute	Program Coordinator	(860) 548-2400						
.	Southern Connecticut State University	Jerry Dunklee, Journalism Dept.	(203) 392-6536		501 Crescent Street MO202		New Haven	CT.	6515
.	Springfield Technical Community College	Louisa M. David-Freeman	(413) 755-4677		One Armory Square		Springfield	MA.	1105
.	St. Joseph College	Marilyn Carey	(860) 231-5551/231-6722		1678 Asylum Avenue		West Hartford	CT.	6117
.	Teikyo Post University	Carrie Gibbs	(203) 0000		800 Country Club Road		Waterbury	CT.	6723
.	Trinity College	Career Services	(860) 297-2081/297-5378		300 Summit Street		Hartford	CT.	6106
.	University of Bridgeport	Judie Clough	(203) 576-4466/576-4381	<a href="mailto:jclough@bridgeport.edu">jclough@bridgeport.edu</a>	126 Park Avenue 6th floor		Bridgeport	CT.	6001
.	University of Connecticut	Larry Drunkenbrod	(860) 000		181 Auditorium Road		Storrs	CT.	06269-3051
.	University of Hartford	Jeanne Wahl	(860) 768-4287/768-5141	<a href="mailto:wahl@hartford.edu">wahl@hartford.edu</a>	Career Center	200 Bloomfield Avenue	West Hartford	CT.	6117
.	USC School of Journalism	Tim Burgess	(203) ??		GFS 314 University Park		Los Angeles	CA.	90089
.	Western Connecticut State University	Center for Career Development	(203) 837-8200		181 White Street		Danbury	CT.	6810
.	Willimantic Job Center	Program Coordinator	(860) ??						
.	YWCA Operations	Sharika Forde	(860) 525-1163		Human Resources Office	135 Broad Street	Hartford	CT.	6105
.	BCFM								
.	602 Communications								
.	Broadcasting & Cable								
.	Electronic Media								
6	Hartford Courant/Career Builders.com	Nancy Anderson							
70	WFSB.com Website	IBS Web							
4	WSHM.com Website	IBS Web							
.	SHRM Website								
30	Tvjobs.com								
3	Medialine.com	Mark Shilstone							
.	Monster.com	Joel Pierson							
.	Television Week.com								
.	Spots n Dots Publications								
14	Walk-ins / Blind Resume								
1	Job Fairs/Conference								
10	Talent Dynamics/Talent Agents								
.	Audience Research & Development								
47	Industry/Employee Referral								
99	Internal Hire								

TOTAL 284

\*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.

**WFSB/WSHM 2006  
Recruitment Initiatives Report**

<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Internship Program	Dec 1, 2005 Nov 30, 2006	36 students participated in the WFSB/WSHM Internship Program. Interns worked in the Promotions, MIS, News, Sales departments.  These interns performed duties such as floor direction, operation studio camera/prompter, system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting sales account executives, researching log discrepancies and network desktop administration.	Central Connecticut State Univ. Eastern Connecticut State Univ. Manchester Community College Quinnipiac University Trinity College University of Connecticut University of Hartford Western CT State University Western New England College CT School of Broadcasting Wesleyan University Springfield College
<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	2/8/2006	WFSB Talent, Al Terzi, spoke with Bristol Eastern School for students preparing for the CAPT tests-Career Day	Bristol Eastern School
	3/9/06	WFSB Talent, Kevin Hogan spoke with Plainfield High School in regards to career opportunities in broadcasting.	Plainfield High School
	3/14/06	WFSB Talent, Mark Dixon spoke with Hebron Avenue School for Science Fair Career Day	Hebron Avenue School
	4/11/06	WFSB Talent, Scot Haney spoke with Bungay Elementary School for Career Day	Bungay Elementary School

	4/25/06	WFSB Talent, Scot Haney spoke with Classical Magnet School in regards to career opportunities in broadcasting/weather.	Classical Magnet School
	4/27/06	WFSB Talent, Susan Raff spoke with Bristol Central High School in regards to covering politics in the state.	Bristol Central High School
	5/16/06	WFSB Talent, Scot Haney spoke with Glastonbury School at their science fair	Glastonbury School
	5/17/06	WFSB Talent, Scot Haney spoke with Canton Intermediate School about weather	Canton Intermediate School
	6/6/06	WFSB Talent, Dennis House spoke with Kinsella School about reading	Kinsella School, Hartford
	6/19/06	WFSB, Talent Dawn Hasbrouck spoke with Batcheler School about career in TV	Batcheler School, Hartford
<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Job Fairs, Career Fairs, Expos	8/15/2006 8/16/2006 8/17/2006	WFSB station management participated in the NABJ. Gary Brown, Dawn Hasbrouck	Indianapolis, Indiana - NABJ
	11/2/2006 11/3/2006	WFSB station management participated in the Job Fair/Expo. Joanne Gowdy	Ohio State University, Ohio Campus
	10/31/2006	WFSB station management participated in the Business Expo & Fair for CBA. Lori LeBlance, Dana Neves	Convention Center, Hartford – CBA

<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Initiative/Names of station personnel involved in Initiative</b>	<b>Co-Sponsor's (if applicable)</b>
Management Level EEO Training	3/10/2005	Equal Opportunity Employment- in-house training provided by Corporate EEO Officer. Bill Whittle, Klarn DePalma, Joanne Gowdy, John Ahearn, Kevin Robarge, Dana Luby, Frank Discenza, David Mard, Lisa Garofalo, Victor Zarrilli, Mark Gordon, Todd Rounavaara, Lynn Toland, Brent Struense, Paul Apito, Elden Hale.	On site, at station Hartford, CT
	12/2005	On-line/On-site training for all supervisors & Targeted Selection training for effective hiring for all hiring managers. Bill Whittle, Lori LeBlanc, Klarn DePalma, Joanne Gowdy, John Ahearn, Kevin Robarge, Jim Gorham, Shawn Procuniar, Gary Brown, Dana Luby, Frank Discenza, Frank Glowski, David Mard, Lisa Garofalo, Victor Zarrilli, Mark Gordon, Maripat Jordon.	On site , at station Harford, CT
	On-going	On-going on-line training for all newly hired managers and employees for EEO Awareness and EEO Awareness Supervisory. (all new hires)	On-line web based training