

WFSB EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WFSB 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 website and in the WFSB Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from December 1, 2003 through November 30, 2004 entitled "[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 March 10, 2003, through (yearly license renewal month).

3. A brief description of [Recruitment Initiatives](#).

WFSB

Recruitment Sources Report

For the period of December 1, 2003, through November 30, 2004 WFSB filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Assignment		Account		Account		News		Accounting		News		Sales		News		PT		Executive		PT Assoc.		PT		Reporter			
	Editor		Executive		Executive		Producer		Coordinator		Producer		Director		Assistant		Photographer		Technician		Producer		Producer		Technician		Reporter	
	(Position Filled Date)	12/01/03	01/12/04	01/26/04	02/09/04	01/23/04	02/09/04	04/12/04	01/19/04	04/02/04	08/23/04	02/16/04	03/22/04	02/18/04	09/03/04	04/19/04												
Albertus Magnus College	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Adult Vocational Services			X		X		X		X		X		X		X		X		X		X		X		X		X	
Asnuntuck Community Tech College	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Baran Institute of Technology	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Capital Workforce	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Career Transition Services	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	
Columbia University	X		X		X		X		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		X		X		X		X	
Connecticut Commission on Human Rights & Opportunity	X		X		X		X		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		X		X		X		X	
Connecticut School of Broadcasting	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	
Hartford Neighborhood Centers	X		X		X		X		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		X		X		X		X	
Jewish Family Service	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Manchester Community Tech College	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	
NAACP	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	
New York University	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Porter & Chester Institute	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	
Rensselaer Polytechnic Institute	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	
Springfield Technical Community College	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
St. Joseph College	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Teikyo Post University	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Trinity College	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
University of Bridgeport	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	
University of Hartford	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Urban League of Springfield	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
USC School of Journalism	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	
Willimantic Job Center	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
YWCA Operations	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
BCFM																												
Broadcasting & Cable																												
Electronic Media																												
Hartford Courant/Career Builders.com									X	HS																		
WFSB.com Website	X	HS	X		X		X	HS	X		X	HS	X	HS	X		X		X		X		X		X	HS	X	
SHRM Website																												
Tvjobs.com	X		X		X		X		X		X		X		X		X		X		X		X		X		X	
Medialine.com																												
Monster.com																												
Television Week.com																												
Spots n Dots Publication			X		X																							
Walk-ins / Blind Resume																												
Job Fairs																												
Talent Dynamics/Talent Agents							X				X													X		X		
Audience Research & Development																												
Industry/Employee Referral		X	HS		X	HS			X	HS																		
Internal Hire																												

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

Recruitment Sources Report

For the period of December 1, 2003, through November 30, 2004 WFSB filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	PT Assignment			PT Assignment			Assoc			Local Sales			New Business			Sales Asst.			Account			Associate			Sales			Commerical							
	Editor			Producer			Editor			Producer			Mgr.			Mgr Sales			Executive			Producer			Asst.			Producer			coordinator				
	(Position Filled Date)	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04	06/21/04	06/07/04				
	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		
Albertus Magnus College		X			X			X			X			X			X			X			X			X			X			X			
Adult Vocational Services		X			X			X			X			X			X			X			X			X			X			X			
Asnuntuck Community Tech College		X			X			X			X			X			X			X			X			X			X			X			
Baran Institute of Technology		X			X			X			X			X			X			X			X			X			X			X			
Capital Workforce		X			X			X			X			X			X			X			X			X			X			X			
Career Transition Services		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			
Columbia University		X			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			X			
Connecticut Commission on Human Rights & Opportunity		X			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			X			
Connecticut School of Broadcasting		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			
Hartford Neighborhood Centers		X			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			X			
Jewish Family Service		X			X			X			X			X			X			X			X			X			X			X			
Manchester Community Tech College		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			
NAACP		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			
New York University		X			X			X			X			X			X			X			X			X			X			X			
Porter & Chester Institute		X			X			X			X			X			X			X			X			X			X			X			
Quinnipiac College		X			X			X			X			X			X			X			X			X			X			X			
Rensselaer Polytechnic Institute		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			
Springfield Technical Community College		X			X			X			X			X			X			X			X			X			X			X			
St. Joseph College		X			X			X			X			X			X			X			X			X			X			X			
Teikyo Post University		X			X			X			X			X			X			X			X			X			X			X			
Trinity College		X			X			X			X			X			X			X			X			X			X			X			
University of Bridgeport		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			
University of Hartford		X			X			X			X			X			X			X			X			X			X			X			
Urban League of Springfield		X			X			X			X			X			X			X			X			X			X			X			
USC School of Journalism		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			
Willimantic Job Center		X			X			X			X			X			X			X			X			X			X			X			
YWCA Operations		X			X			X			X			X			X			X			X			X			X			X			
BCFM																																			
Broadcasting & Cable																																			
Electronic Media																																			
Hartford Courant/Career Builders.com																																			
WFSB.com Website		X			X			X			X			X			X			X			X			X			X			X			
SHRM Website																																			
Tvjobs.com		X			X			X			X			X			X			X			X			X			X			X			
Medialine.com		X			X			X			X			X			X			X			X			X			X			X			
Monster.com																																			
Television Week.com																																			
Spots n Dots Publication																																			
Walk-ins / Blind Resume								X			X			X			X			X			X			X			X			X			
Job Fairs								X			X			X			X			X			X			X			X			X			
Talent Dynamics/Talent Agents																																			
Audience Research & Development																																			
Industry/Employee Referral		X			HS			X			HS			X			HS			X			HS			X			HS			X			
Internal Hire																																			

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 INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2003, through November 30, 2004.

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 Lenoce	(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	patricia.nielsen@quinnipi	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	jclough@bridgeport.edu	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	wahl@hartford.edu	Career Center	200 Bloomfield Avenue	West Hartford	CT.	6117
.	Urban League of Springfield	Henry Thomas	(413) 739-7211		756 State Street		Springfield	MA.	1109
.	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								
.	Broadcasting & Cable								
.	Electronic Media								
.	Hartford Courant/Career Builders.com	Nancy Anderson							
.	WFSB.com Website	Shawn Rychling							
.	SHRM Website								
.	Tvjobs.com								
.	Medialine.com								
.	Monster.com								
.	Television Week.com								
.	Spots n Dots Publications								
.	Walk-ins / Blind Resume								
.	Job Fairs								
.	Talent Dynamics/Talent Agents								
.	Audience Research & Development								
.	Industry/Employee Referral								
.	Internal Hire								

TOTAL **310**

*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 Recruitment Initiatives Report 2004

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	Dec 1, 2003 Nov 30, 2004	<p>28 students participated in the WFSB Internship Program. Interns worked in the Promotions, MIS, News, Sales departments.</p> <p>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.</p>	Brown University Bryant College Buffalo State College Central Connecticut State Univ. Eastern Connecticut State Univ. Keene State College Manchester Community College Naugatuck College Quinnipiac University Radford University Trinity College University of Colorado University of Connecticut University of Hartford Western CT State University .
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	11/20/03 12/8/03	<p>WFSB Talent, Melissa Cole, spoke with Wethersfield Middle School for Career Day</p> <p>WFSB Talent, Mark Dixon spoke with West Haven High School in regards to career opportunities in broadcasting.</p>	Wethersfield Middle School West Haven High School

	12/14/03	WFSB Talent, Deborah Kent spoke with Gideon Wells Elementary School for Career Day	Gideon Wells Elementary School
	1/12/04	WFSB Talent, Scot Haney spoke with Charter Oak Elementary School for Career Day	Charter Oak Elementary School
	2/3/04	WFSB Talent, Dennis House spoke with St. Cyril and St. Methodius Elementary School in regards to career opportunities in broadcasting.	Hartford, St. Cyril and St. Methodius Elementary School
	2/9/04	WFSB Talent, Bruce DePrest spoke to BW Tinker Elementary School about career as a meteorologist.	BW Tinker Elementary School
	3/3/04	WFSB Talent, Sara Barr spoke with Hamner School Wethersfield about career opportunities in broadcasting.	Hamner School Wethersfield
	3/10/04	WFSB Talent, Scot Haney spoke at Canton High School for a Career Fair and College night	Canton High School
	3/24/04	WFSB Talent, Bruce DePrest spoke to Gengras Center, ST. Joseph College for Career Day, Education Expo	West Hartford, St. Joseph College
	5/3/04	WFSB Talent, Scot Haney spoke to River Street School, Windsor for Career Day	River Street School
	6/24/04	WFSB Talent, Eric Parker spoke to Flanders Elementary School, East Lyme in regards to career opportunities.	Flanders Elementary School
	7/9/04	WFSB Talent, Dawn Hasbrouck was a guest speaker at Capitol Community College on careers	Capitol Community College

Job Fairs	3/12/04	WFSB station management participated in the Gateway Community College Technical Job Fair.	Gateway Community College
	6/24/04	WFSB station management participated in the Gateway Community College Job Fair.	Gateway Community College, North Haven Campus
Equal Employment Opportunity Training	6/10/03	17 department heads and supervisors, including the General Manager, participated in a half day EEO Awareness Seminar. Topic reviewed: The Hiring Process. Hiring the right candidate and meeting EEO requirements.	Meredith Corporation's EEO and Employee Relations Department