

Federal Communications Commission

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Account number: 60154

**Description: AMENDMENT WFSB-2010 FCC FORM 397-BROADCAST EEO
MID-TERM REPORT**

Application Reference Number: 20101130AAM

Successfully filed at Jan 12 2011 2:10PM

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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY <hr/> FOR COMMISSION USE ONLY FILE NO. - 20101130AAM
BROADCAST MID-TERM REPORT		

Legal Name of the Licensee
 MEREDITH CORPORATION

Mailing Address
 TELEVISION STATION WFSB(TV)
 1716 LOCUST STREET

City DES MOINES	State or Country (if foreign address) IA	Zip Code 50309 -
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Telephone Number (include area code) 5152842166	E-Mail Address (if available)
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FCC Registration Number 0005877956	Facility ID Number 53115	Call Sign WFSB
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TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input type="radio"/> Radio <input checked="" type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV
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Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Station List]

Station List

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WFSB	53115	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	HARTFORD, CT	<input type="radio"/> Yes <input checked="" type="radio"/> No
WSHM-LD	67980	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	SPRINGFIELD, MA	<input type="radio"/> Yes <input checked="" type="radio"/> No

SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name KEVIN P. LATEK, ESQ.		Street Address 1200 NEW HAMPSHIRE AVENUE, NW SUITE 800	
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent MEREDITH CORPORATION
Title CORPORATE CONTROLLER	Telephone No. (include area code) 5152842166
Date 1/12/2011	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: KLARN DEPALMA	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

Section III

MID-TERM REPORT

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]
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FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EXHIBIT 1

EXHIBIT 1- 2009 EEO PUBLIC FILE REPORT
 EXHIBIT 1- 2010 EEO PUBLIC FILE REPORT

Attachment 1

Description
Exhibit 1-2009 EEO Public File Report
Exhibit 1-2010 EEO Public File Report

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, 2008 through November 30, 2009 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, 2008, through November 30, 2009.

3. A brief description of Recruitment Initiatives.

WFSB/WSHM INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2008, through November 30, 2009.

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	Corrine Baldinger	(860) 522-1111	cbaldinger.ctwbs@no.state.ct.us	3580 Main Street 1st floor		Hartford	CT.	06120
5	Central Connecticut State University	Linda Sershen	(860) 832-1645	sershen@ccsu.edu	Office of Student Employment	1615 Stanley Street	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	cprf@dmcteam.com	95 Park Street 2nd Floor		Hartford	CT.	06106
1	CT Broadcast Association	Marvin Abraham	(860) 677-7577	Marvlo@GoCsb.com			Farmington	CT.	6032
4	CT Department of Labor	John Tirinzonie	(860) 263-6262	John.Tirinzonie@ct.gov					
.	Eastern Connecticut State University	Katie Neville	(860) 465-4691/465-2811	stuemp@easternct.edu	Office of Student Employment	83 Windham Street	Willimantic	CT.	06226
27	Hartford Courant/Career Builders.com	Nancy Anderson	(860) 520-6921	Nanderson@courant.com			Hartford	CT.	06120
36	Indeed.com (website pulls from other websites n/c)								
.	Industry/Employee Referral								
25	Internal Hire Intern current and former								
58	Job Fairs/Conference Including Unity Conference Aug 2009	Unity Journalist of Color contact	(703) 854-3585	info@unityjournalist.org	7950 Jones Branch Drive		McLean	VA	22107
2	Manchester Community Tech College	Carl Ochnio	(860) 512-3372/512-3371	cochnio@mcc.commnet.edu	Great Path	P.O. Box 1046	Manchester	CT.	06045-1046
.	Masslive.com								
1	Medialine.com	Mark Shilstone		medialine.com					
40	Meredith.com (WFSB & WSHM)								
1	Middlesex Community Tech College	Rich Lenoce	(860) 343-5796/343-6735	rlenoc@mxc.comnet.edu	100 Training Hill Road		Middletown	CT.	06457
.	Naugatuck Valley Community College	Roberta DiFelice	(203) 575-8223/575-8003	rdifelice@nvcc.comnet.edu	750 Chase Avenue		Waterbury	CT.	06708
.	Post University	Edie Cass		ecass@post.edu	125 Silas Deane Highway		Wethersfield	CT.	06109
.	Quinnipiac College	Patricia Nielsen	(203) 582-8727/582-8796	hire@quinnipiac.edu	275 Mt. Carmel Avenue	Career Services Office	Hamden	CT.	06518
.	Southern Connecticut State University	Jerry Dunklee, Journalism Dept.	(203) 392-6536	dunkleej1@southernct.edu	501 Crescent Street MO202		New Haven	CT.	06515
3	Springfield Technical Community College	Louise M. David-Freeman	(860) 231-5551/231-6722	ssaward@sjc.edu	1678 Asylum Avenue		West Hartford	CT.	06117
12	Tvjobs.com	Judie Clough		tvjobs.com					
.	University of Bridgeport	Maureen	(203) 576-4466/576-4381	jlclough@bridgeport.edu	126 Park Avenue 6th floor		Bridgeport	CT.	06001
12	University of Connecticut	Jeanne Wahl	(860) 768-4287/768-5141	croleau@uconn.edu	181 Auditorium Road		Storrs	CT.	06269-3051
.	University of Hartford	Linda A. Schultz		uhaweb.hartford.edu/career	Career Center	200 Bloomfield Avenue	West Hartford	CT.	06117
12	Urban League of Greater Hartford	Richard Brown	(860) 728-4269	rbrown@ulgh.org	140 Woodland Street		Hartford	CT.	06105
10	Walk-ins / Blind Resume/Email								
.	Western Connecticut State University	Maureen Gernert	(203) 837-8200	gernertm@wcsu.edu	181 White Street		Danbury	CT.	06810
TOTAL	249								

*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, 2008, through November 30, 2009 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Assignment Desk			Editor/Photog vlr			Meterologist/Reporter			Reporter			Associate Producer			Master Control vlr			Editor/Photog			Account Executive			Sports Reporter			
	09/05/09	09/07/09	09/14/09	09/14/09	09/14/09	09/14/09	09/14/09	09/14/09	09/14/09	09/21/09	09/21/09	09/21/09	09/21/09	09/21/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09	10/01/09		
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	
Capital Workforce	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		
Eastern Connecticut State University	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		
Naugatuck Valley Community College	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		
Quinnipiac College	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		
Springfield Technical Community College	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		
University of Hartford	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		
Hartford Courant/Career Builder.com																												
Meredith.com includes WFSB & WSHM		X			X	HS		X			X			X			X			X	HS			X				
Tvjobs.com		X			X			X	HS		X	HS			X			X			X			X			X	HS
Medialine.com		X			X			X			X			X			X			X			X					
Massive.com		X			X			X			X			X			X			X			X					
Walk-ins / Blind Resume		X			X			X			X			X			X			X			X			X		
Job Fairs/Conferences		X			X			X			X			X			X			X			X			X		
Industry/Employee Referral		X			X			X			X			X	HS		X			X			X			X		
Internal Hire		X	HS		X			X			X			X			X	HS		X	HS			X		X		
Rehire																												
CT Department of Labor		X			X			X			X			X			X			X			X			X		
Urban League of Greater Hartford		X			X			X			X			X			X			X			X			X		
Indeed.com		X			X			X			X			X			X			X			X			X		
JobMag																												
MyJobHunter																												
CT Latino & Puerto Rican Affairs Comm.		X			X			X			X			X			X			X			X			X		
CT Puerto Rican Forum, Inc		X			X			X			X			X			X			X			X			X		
CT Broadcast Association																												

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 Hire. Choose from one of the following:
 HS = Recruitment Source that referred the Hire.
 IR/ER= Hire was referred by an Industry Referral/Employee Referral.
 IP = Internal Promotion = this only applies for those job v vacancies where the recruitment source process was followed and then the position was filled internally.

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 three (3) parts as follows:

1. A form for each job vacancy filled by the station from December 1, 2009 through November 30, 2010 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, 2009 through November 30, 2010.

WFSB/WSHM INTERVIEWEES RECORDS REPORT

Job Vacancies: December 1, 2009, through November 30, 2010.

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	Address 1	Address 2	City	State	Zip
12	Central Connecticut State University	Linda Sershen	(860) 832-1645	sershen@ccsu.edu	Office of Student Employment	1615 Stanley Street	New Britain	CT	06050
	Connecticut Latino & Puerto Rican Affairs Commission		(860) 240-8330		15-20 Trinity Street		Hartford	CT	06106
	Connecticut Puerto Rican Forum, Inc		(860) 247-3277		95 Park Street 2nd Floor		Hartford	CT	06106
4	CT Broadcast Association	Marvin Abraham	(860) 677-7577	cpf@dmclear.com			Farmington	CT	6032
	CT Department of Labor	John Trinzonie	(860) 265-6262	trf@doel.ct.gov					
	Eastern Connecticut State University	Katie Neville	(860) 465-4691/4665-2811	sluemp@eastemct.edu	Office of Student Employment	83 Windham Street	Willimantic	CT	06226
6	Hartford Courant/Career Builders.com	Nancy Anderson	(860) 520-6921	Nanderson@courant.com			Hartford	CT	06120
23	Indeed.com (website pulls from other websites n/c)								
	Industry/Employee Referral								
17	Internal Hire								
	Intern current and former								
	Job Fairs/Conferences: Inid National Assoc. of Black Journalist Conv	NABJ - Stephanie McGee	(866) 964-2765 x 2718	cochmb@mcc.commet.edu	Great Path	P.O. Box 1046	Manchester	VA	06045-1046
3	Manchester Community Tech College	Carl Ochmb	(866) 964-2765	medialine.com				CT	
	Medialine.com (WFSB & WSHM)	Mark Shislone							
18	Meredith.com								
7	Facebook								
2	Twitter								
5	Middlesex Community Tech College	Rich Lencze	(860) 343-5796/343-6735	rlencze@mxcc.commet.edu	100 Training Hill Road		Middletown	CT	06457
	Naugatuck Valley Community College	Roberta DiFelice	(203) 575-8223/575-8003	rdifelice@nvcc.commet.edu	750 Chase Avenue		Waterbury	CT	06708
	Quinnipiac College	Patricia Nielsen	(203) 592-8727/582-8786	hire@quinnipiac.edu	275 Mt. Carmel Avenue		Hamden	CT	06518
2	Southern Connecticut State University	Jerry Dunklee, Journalism Dept.	(203) 382-6536	dunkleej@southernct.edu	501 Crescent Street MO202		New Haven	CT	06515
1	Springfield Technical Community College	Louisa M. David-Freeman	(860) 231-5551/231-6722	searward@stc.edu	1678 Asylum Avenue		West Hartford	CT	06117
	Trigbs.com	Judie Clough		trigbs.com					
11	University of Connecticut	Jeanne Weah	(860) 768-4287/768-5141	creweah@uconn.edu	181 Auditorium Road		Storrs	CT	06269-3051
4	University of Hartford	Linda A. Schultz	(860) 728-4269	lshawab@hartford.edu/career	Career Center	200 Bloomfield Avenue	West Hartford	CT	06117
	Urban League of Greater Hartford	Richard Brown		rbrown@uigh.org	140 Woodland Street		Hartford	CT	06105
	Walk-ins / Blind Resume/Email								
1	Western Connecticut State University	Maureen Gernert	(203) 837-8200	gernertm@wcsu.edu	181 White Street		Danbury	CT	06810
	Other								
TOTAL									128

*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, 2009, through November 30, 2010 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Photographer 01/04/10	Promotion Produce 01/21/10	WSHM Prod Eng 01/22/10	WSHM Reporter 01/27/10	Reporter VR 02/08/10	Account Executive 02/18/10	Sales Assisnt 02/22/10	Photographer 03/01/10	Photographer 03/01/10	Associate Producer 03/22/10	Associate Producer VR 04/20/10	Master Control VR 04/20/10	Reporter 05/01/10
Recruitment Sources													
Central Connecticut State University	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS	RSO X HS
Eastern Connecticut State University	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
Naugatuck Valley Community College	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
Southern Connecticut State University	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
University of Connecticut	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
Western Connecticut State University	X	X	X	X	X	X	X	X	X	X	X	X	X
Manchester Community Technical College	X	X	X	X	X	X	X	X	X	X	X	X	X
Hartford Courant/Career Builder.com	X	X	X	X	X	X	X	X	X	X	X	X	X
Meridith.com includes WFSB & WSHM	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS
Facebook													
Twitter													
Tjobs.com													
Medialine.com													
Walk-ins / Blind Resume													
Job Fairs/Conferences													
Industry/Employee Referral													
Internal Hire													
Rehire													
CT Department of Labor													
Urban League of Greater Hartford													
Indeed.com													
JobMag													
MyJobHunter													
CT Latino & Puerto Rican Affairs Comm.													
CT Puerto Rican Forum, Inc													
CT Broadcast Association													
Other													

Note: For 2010 opening filled by Internal Promotion and would have been designated to send out posting when they have been functioning in role and been w/ company for 13 years

RSO = Recruit Source

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

HS = Source referring Hire.

IP = Internal Promotion

RRER = Hire 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, 2009, through November 30, 20 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Account Exec 05/10/10	Assoc Producer 05/17/10	WSHM Reporter 05/24/10	Account Exec 05/25/10	WSHM Reporter 06/07/10	Associate Producer 06/14/10	Producer 07/08/10	WSHM Ntn/ Asst 07/12/10
Recruitment Sources								
Central Connecticut State University	RS LO X HS	RS LO X HS	RS LO X HS	RS LO X HS	RS LO X HS	RS LO X HS	RS LO X HS	RS LO X HS
Eastern Connecticut State University	X	X	X	X	X	X	X	X
Middlesex Community Tech College	X	X	X	X	X	X	X	X
Naugatuck Valley Community College	X	X	X	X	X	X	X	X
Quinnipiac College	X	X	X	X	X	X	X	X
Southern Connecticut State University	X	X	X	X	X	X	X	X
Springfield Technical Community College	X	X	X	X	X	X	X	X
University of Connecticut	X	X	X	X	X	X	X	X
University of Hartford	X	X	X	X	X	X	X	X
Western Connecticut State University	X	X	X	X	X	X	X	X
Manchester Community Technical College	X	X	X	X	X	X	X	X
Hartford Courant/Career Builder.com	X	X	X	X	X	X	X	X
Meredith.com includes WFSB & WSHM	X	X	X	X	X	X	X	X
Facebook								
Twitter								
Tvjobs.com								
Medialine.com								
Walk-ins / Blind Resume								
Email								
Job Fairs/Conferences								
Industry/Employee Referral								
Internal Hire								
Rehire								
CT Department of Labor								
Urban League of Greater Hartford								
Indeed.com								
JobMag								
MyJobHunter								
CT Latino & Puerto Rican Affairs Comm.								
CT Puerto Rican Forum, Inc								
CT Broadcast Association								
Other								

note: For 2010 opening filled by Internal Referral was an Internal Prom Produce and would
 RS LO = Recruiting Source Organizations that provided and received the job vacancy notice
 X = Represents All Recruiting Sources that received the job vacancy notice.
 HS = Source referring Hire, Choose from one of the following:
 RER = Hire 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, 2009, through November 30, 2010 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	(Position Filled Date)												
	Assoc Producer 07/12/10	Assign Editor 07/22/10	Reporter V/R 08/03/10	Assoc Producer 08/11/10	Assoc Prod V/R 08/16/10	Reporter 08/16/10	Account Exec 08/23/10	Reporter 09/01/10	National Sales Asst 09/06/10	Producer 09/07/10	Anchor 10/11/10	Photographer V/R 10/12/10	Assoc Producer V/R 10/16/10
Central Connecticut State University	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
Middlesex Community Tech College	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
Quinnipiac College	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
Springfield Technical Community College	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
University of Hartford	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
Manchester Community College	X	X	X	X	X	X	X	X	X	X	X	X	X
Hartford Courant/Career Builder.com	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	X	X	X	X	X
Facebook	X	X	X	X	X	X	X	X	X	X	X	X	X
Twitter	X	X	X	X	X	X	X	X	X	X	X	X	X
Tvjobs.com	X	X	X	X	X	X	X	X	X	X	X	X	X
Medialine.com	X	X	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	X	X
Job Fairs/Conferences	X	X	X	X	X	X	X	X	X	X	X	X	X
Industry/Employee Referral	X	X	X	X	X	X	X	X	X	X	X	X	X
Internal Hire	X	X	X	X	X	X	X	X	X	X	X	X	X
Rehire	X	X	X	X	X	X	X	X	X	X	X	X	X
CT Department of Labor	X	X	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	X	X
Indeed.com	X	X	X	X	X	X	X	X	X	X	X	X	X
JobMag	X	X	X	X	X	X	X	X	X	X	X	X	X
MyJobHunter	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
CT Puerto Rican Forum, Inc	X	X	X	X	X	X	X	X	X	X	X	X	X
CT Broadcast Association	X	X	X	X	X	X	X	X	X	X	X	X	X

note: 1/01/2010 opening filled by internal that was an interim anchor and would have been disingenuous to send out posting when they have been functioning in role and been w/company for 6 years

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 Hire. Choose from one of the following:

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 Initiatives Report December 1, 2009 to November 30, 2010

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
<p>Internship Program</p>	<p>December 1, 2009 - November 30, 2010</p>	<p>36 students participated in the Internship Program. Interns worked in the Promotions, MIS, News, Sports, Sales and IT departments.</p> <p>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.</p>	<p>Central Connecticut State Univ. CT School of Broadcasting Eastern Connecticut State Univ. Manchester Community College Middlesex Community College University of Connecticut University of Mass (Amherst) Western CT State University Western New England College</p>
<p>Programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>December 2009 to November 30, 2010</p> <p>January 2010 to November 30, 2010</p>	<p>Mark Dixon, WFSB on-air talent conducts the Noon weather report from the CT Science Center. 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 educational tool that allows them to create their own weather forecast.</p> <p>Mike Hydeck & Mark Dixon, WFSB on-air talent worked on Cool Schools every Friday at a variety of High School throughout the state of CT.</p>	<p>Children of all ages and throughout CT, MASS and various other states visit the Science Center with their families.</p> <p>A variety of High Schools in CT</p>

WFSB & WSHM Recruitment Initiatives Report December 1, 2009 to November 30, 2010

<p>Programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>January 2010 to November 30, 2010</p>	<p>Chris Collibee, WFSB Assignment Editor and Hallie Jackson and Joe Zone, WFSB on-air Talent teaches coursework at CT School of Broadcasting which serves the needs of both young adults and adults making career changes.</p>	<p>CT School of Broadcasting, Farmington, CT</p>
	<p>January 2010 (spring semester)</p>	<p>Patience Hettrick, WFSB Assistant News Director teaches Broadcast Journalism at Manchester Community College.</p>	<p>Manchester Community College, Manchester, CT</p>
	<p>January 27, 2010</p>	<p>Doug Lezette, WSHM News Director spoke on Media Day held for students to address career options in broadcasting.</p>	<p>Western New England College, Springfield, MA</p>
	<p>February 4, 2010</p>	<p>Brandon Butcher, WSHM Talent spoke to students regarding the field of broadcasting.</p>	<p>Frederick Harris School, Springfield, MA</p>
	<p>April 8, 2010</p>	<p>Brandon Butcher, WSHM Talent spoke to students regarding the broadcasting field.</p>	<p>Anne T. Duffy School, Williamsburg, MA</p>
	<p>June 9, 2010</p>	<p>Mark Dixon, WFSB Talent spoke to students to inform them about career opportunities in broadcasting.</p>	<p>Saint James School, Manchester, CT</p>
	<p>June 8, 2010</p>	<p>Klarn DePalma, Vice President/General Manager of Meredith's stations WFSB and WSHM taught a NABEF seminar course at Howard University.</p>	<p>Washington, DC</p>

WFSB & WSHM Recruitment Initiatives Report December 1, 2009 to November 30, 2010

<p>Programs sponsored by educational institutions relating to career opportunities in broadcasting. (continued)</p>	<p>September 2010 (Fall semester)</p> <p>September 2010 (Fall semester)</p> <p>November 18, 2010</p>	<p>Patience Hettrick, WFSB Assistant News Director teaches Broadcast Journalism at Middlesex Community College.</p> <p>Kerrie Wudyka, WFSB Executive Producer and Len Besthoff, WFSB on-air Talent both conducted workshops at the CT School of Broadcasting.</p> <p>Brandon Butcher, WSHM Talent spoke to students to regarding the field of broadcasting.</p>	<p>Middlesex Community College Middletown, CT</p> <p>CT School of Broadcasting, Farmington, CT</p> <p>Academy Hill School Springfield, MA</p>
<p>Job Fairs & Expos</p>	<p>July 29, 2010 to August 1, 2010</p>	<p>Representatives from Meredith's Broadcasting Group corporate office as well as several news leaders from their local television stations participated in the National Association of Black Journalists convention. Part of the convention is a Media Showcase and Career expo during which Meredith Broadcasting was an exhibitor.</p>	<p>San Diego, CA</p>
<p>Provided training to management personnel</p>	<p>September 20, 2010 to September 22, 2010</p>	<p>Stations' Human Resources Directors participated in a 3-day seminar at Meredith's Corporate office which included several training modules including ones dedicated to recruiting, hiring and preventing and investigating discrimination and harassment.</p>	<p>Des Moines, IA</p>