

**WFSB/WSHM**

**Recruitment Sources Report**

For the period of December 1, 2010, through November 30, 2011 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Producer			Reporter			Ntrl Sales Asst			Reporter			Director Brdcast Ops			Assoc Producer			Reporter			Reporter			Account Executive			News Director		
	01/03/11			01/03/11			WSHM 1/6/11			01/10/11			01/18/11			01/24/11			WSHM 2/7/2011			WSHM 3/11/11			03/15/11			WSHM 3/18/11		
	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
<b>Recruitment Sources</b>																														
Capital Workforce	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	
Eastern Connecticut State University	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	
Naugatuck Valley Community College	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	
Quinnipiac College	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	
Springfield Technical Community College	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	
University of Hartford	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	
Hartford Courant/Career Builder.com																														
Meredith.com includes WFSB & WSHM		X	HS		X			X			X			X			X			X			X							
Tvjobs.com		X			X						X				X					X										
Medialine.com																														
Masslive.com																														
Walk-ins / Blind Resume																														
Job Fairs/Conferences																														
Industry/Employee Referral																														
Internal Hire																														
Rehire																														
Intern																														
Google.com																														
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																														
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 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, 2010 through November 30, 2011 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, 2010 through November 30, 2011.

3. A brief description of Recruitment Initiatives.

WFSB/WSHM INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 20010, through November 30, 20011.

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	<a href="mailto:awilson@cc.albertus.edu">awilson@cc.albertus.edu</a>	700 Prospect Street		New Haven	CT.	06511
	Capital Workforce	Corrine Baldinger	(860) 522-1111	<a href="mailto:cbaldinger.ctwbs@po.state.ct.us">cbaldinger.ctwbs@po.state.ct.us</a>	3580 Main Street 1st floor		Hartford	CT.	06120
5	Central Connecticut State University	Linda Sershen	(860) 832-1645	<a href="mailto:sershen@ccsu.edu">sershen@ccsu.edu</a>	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	<a href="mailto:cpfr@dmcteam.com">cpfr@dmcteam.com</a>	95 Park Street 2nd Floor		Hartford	CT.	06106
4	CT Broadcast Association	Marvin Abraham	(860) 677-7577	<a href="mailto:Marvlo@GoCsb.com">Marvlo@GoCsb.com</a>			Farmington	CT.	6032
1	CT Department of Labor	John Tirinzonie	(860) 263-6262	<a href="mailto:John.Tirinzonie@ct.gov">John.Tirinzonie@ct.gov</a>					
3	CT Job Central.com								
	Eastern Connecticut State University	Katie Neville	(860) 465-4691/465-2811	<a href="mailto:stuemp@easternct.edu">stuemp@easternct.edu</a>	Office of Student Employment	83 Windham Street	Willimantic	CT.	06226
8	Hartford Courant/Career Builders.com	Nancy Anderson	(860) 520-6921	<a href="mailto:Nanderson@courant.com">Nanderson@courant.com</a>			Hartford	CT.	06120
3	Indeed.com (website pulls from other websites n/c)								
17	Industry/Employee Referral								
21	Internal Hire Intern current and former								
81	Job Fairs/Conference Including Unity Conference August 2011	Unity Journalist of Color contact	(703) 854-3585	<a href="mailto:info@unityjournalist.org">info@unityjournalist.org</a>	7950 Jones Branch Drive		McLean	VA	22107
	Manchester Community Tech College	Carl Ochnio	(860) 512-3372/512-3371	<a href="mailto:cochnio@mcc.commnet.edu">cochnio@mcc.commnet.edu</a>	Great Path	P.O. Box 1046	Manchester	CT.	06045-1046
4	Masslive.com								
2	Medialine.com	Mark Shilstone		<a href="mailto:medialine.com">medialine.com</a>					
19	Meredith.com (WFSB & WSHM)								
	Middlesex Community Tech College	Rich Lenoce	(860) 343-5796/343-6735	<a href="mailto:rlenoce@mxcc.commnet.edu">rlenoce@mxcc.commnet.edu</a>	100 Training Hill Road		Middletown	CT.	06457
	Naugatuck Valley Community College	Roberta DiFelice	(203) 575-8223/575-8003	<a href="mailto:rdifelice@nvcc.commnet.edu">rdifelice@nvcc.commnet.edu</a>	750 Chase Avenue		Waterbury	CT.	06708
	Post University	Edie Cass		<a href="mailto:ecass@post.edu">ecass@post.edu</a>	125 Silas Deane Highway		Wethersfield	CT.	06109
2	Quinnipiac College	Patricia Nielsen	(203) 582-8727/582-8796	<a href="mailto:hire@quinnipiac.edu">hire@quinnipiac.edu</a>	275 Mt. Carmel Avenue	Career Services Office	Hamden	CT.	06518
1	Southern Connecticut State University	Jerry Dunklee, Journalism Dept.	(203) 392-6536	<a href="mailto:dunkleej1@southernct.edu">dunkleej1@southernct.edu</a>	501 Crescent Street MO202		New Haven	CT.	06515
	Springfield Technical Community College	Louisa M. David-Freeman	(860) 231-5551/231-6722	<a href="mailto:sseaward@sjc.edu">sseaward@sjc.edu</a>	1678 Asylum Avenue		West Hartford	CT.	06117
8	Tvjobs.com	Judie Clough		<a href="mailto:tvjobs.com">tvjobs.com</a>					
	University of Bridgeport	Maureen	(203) 576-4466/576-4381	<a href="mailto:jclough@bridgeport.edu">jclough@bridgeport.edu</a>	126 Park Avenue 6th floor		Bridgeport	CT.	06001
26	University of Connecticut	Jeanne Wahl	(860) 768-4287/768-5141	<a href="mailto:croteau@uconn.edu">croteau@uconn.edu</a>	181 Auditorium Road		Storrs	CT.	06269-3051
	University of Hartford	Linda A. Schultz		<a href="mailto:uhaweb.hartford.edu/career">uhaweb.hartford.edu/career</a>	Career Center	200 Bloomfield Avenue	West Hartford	CT.	06117
2	Urban League of Greater Hartford	Lucretia Satahoo	(860) 527-0147	<a href="mailto:lsatahoo@ulgh.com">lsatahoo@ulgh.com</a>	140 Woodland Street		Hartford	CT.	06105
5	Walk-ins / Blind Resume/Email								
	Western Connecticut State University	Maureen Gernert	(203) 837-8200	<a href="mailto:gernertm@wcsu.edu">gernertm@wcsu.edu</a>	181 White Street		Danbury	CT.	06810
1	Western New England University	Gregory C. Michael	(413) 782-1217		1215 Wilbraham Road		Springfield	MA	01119
<b>TOTAL</b>	<b>213</b>								

\*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, 2010, through November 30, 2011 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date)	Assign Editor			Engineer Spclst			Assoc Prod			MultiMedia Mgr			MultiMedia Prod			Reporter			Producer			Meteorologist		
	06/03/11	WSHM 6/3/11		06/20/11			07/01/11			07/01/11			WSHM 8/2/11			08/22/11			WSHM 10/10/11					
<b>Recruitment Sources</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>	<b>RS/O</b>	<b>X</b>	<b>HS</b>
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	
Hartford Courant/Career Builder.com																								
Meredith.com includes WFSB & WSHM		X			X			X			X			X			X			X			X	
Tvjobs.com																	X							
Medialine.com																								
Masslive.com																	X						X	
Walk-ins / Blind Resume		X			X			X			X			X			X					X		X
Job Fairs/Conferences																	X						X	
Industry/Employee Referral																								X
Internal Hire			IP			HS			IP			IP			HS							IP		
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																								
Western New England University																								
CT Job Central.com																								
Google.com																								
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, 2010 through November 30, 2011 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

(Position Filled Date) <b>Recruitment Sources</b>	Assoc Producer			Operating Tech			Assignment Mgr			Assoc Producer			Ntl Sales Asst			Exec Producer			Assoc Producer			Assoc Producer			Assoc Producer		
	04/11/11			05/02/11			05/02/11			05/13/11			WSHM 5/19/11			05/23/11			05/30/11			05/30/11			05/30/11		
	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										
Central Connecticut State University	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										
Middlesex Community Tech College	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										
Post University	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										
Southern Connecticut State University	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										
University of Connecticut	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										
Western Connecticut State University	X	X		X	X		X	X		X	X		X	X		X	X										
Hartford Courant/Career Builder.com																											
Meredith.com includes WFSB & WSHM													X										X			X	
Tvjobs.com																											
Medialine.com																											
Masslive.com													X														
Walk-ins /   Email		X			X			X			X			X			X			X			X			X	
Job Fairs/Conferences								X			X			X			X			X			X			X	
Industry/Employee Referral		X			X			X			X			HS			HS			X			X			X	
Internal Hire Intern Rehire			IP			IP			IP			IP			X			X			IP			IP			IP
CT Department of Labor																											
Urban League of Greater Hartford																											
Indeed.com																											
JobMag																											
MyJobHunter																											
CT Latino & Puerto Rican Affairs Comm.													X				X										
CT Puerto Rican Forum, Inc													X				X										
CT Broadcast Association																											
Western New England University		X			X			X			X			X			X										
CT Job Central.com																											
Google.com																											
Unspecified																											

Key:

RS/O =Requesting Sources/Organizations that require 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.

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