

WTIC - TV, Hartford, CT and WTXS(TV), Waterbury, CT
ANNUAL EEO PUBLIC FILE REPORT
Date: December 1, 2009

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations WTIC and WTXS.

WTIC/WTXS - TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Department at (860) 241-6292.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and, in some cases, a drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period 12/01/08 - 11/30/09

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Account Executive	1 - 64	Unsolicited Applicant - # 61	14
2	Producer/Writer	1 - 61	Tvjobs.com - # 25	6
3	Photographer/Truck Operator	1 - 61, 66	Unsolicited Applicant - # 61	13
4	Account Executive (2 positions)	1 - 64	Employee Referral - # 60 Unsolicited Applicant # 61	7
5	Account Executive	1 - 64	Unsolicited Applicant - # 61	14
6	Director of Broadcast Engineering	1 - 61	Internal Promotion - # 59	5
7	SNG/ENG Truck Op/Photog	1 - 61	Employee Referral - # 60	14
8	Production Technician	1 - 61	Internal Promotion - # 59	15
9	National Sales Manager	1 - 64	Employee Referral - # 60	8
10	Maintenance Engineer	1 - 61	Internal Promotion - # 59	8
11	Executive Assistant	1 - 61	Internal Promotion - # 59	7
12	Associate Promotion Producer	1 - 61	WTIC- TV & WTXS - TV Web sites - # 58	13
13	Executive Assistant	1 - 61	Internal Promotion - # 59	10
14	Producer/News Writer (2 positions)	1 - 61	Tvjobs.com - # 25 Employee Referral - # 60	5
15	Editor (2 positions)	1 - 61	Internal Promotion (both positions) - # 59	9
16	Photographer/Truck Operator	1 - 61	Internal Promotion - # 59	1
17	Account Executive	1 - 65	Craig's List - # 65	5
18	Graphic Artist	1 - 61	Internal Promotion - # 59	11
19	Executive Producer	1 - 61	Internal Promotion - # 59	1

Total number of persons interviewed during applicable period: 166

Supplemental Recruiting Measures 12/1/08 - 11/30/09

	Activity/Description	Date	Staff Participant	Sponsor
1	<p>Internship Program: Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing broadcasting careers. WTIC/WTXX hosts approximately 20 students each year. Intern positions are part-time, usually 10 hours per week beginning in either spring, summer or fall.</p>	Ongoing	HR Director, HR Generalist, Executive Assistant, along with various Department Personnel	WTIC/WTXX-TV
2	<p>Quinnipiac University Career Fair: Regional Sales Manager, National Sales Manager, National Sales Director, Local Interactive Sales Manager and HR Generalist attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.</p>	November 4, 2009	Regional Sales Manager, National Sales Manager, National Sales Director, Local Interactive Sales Manager and HR Generalist	Quinnipiac University
5	<p>Emma Bowen Foundation Internship Scholarship Program: A scholarship is awarded once every four years to a minority high school student who is interested in pursuing a career in broadcasting and communications. The student works as an intern during summers and school breaks in various departments learning skills required to work in the broadcasting field. WTIC/WTXX - TV hosts one participant who is currently in his senior year of high-school.</p>	On-going	Director of HR, HR Generalist, Executive Assistant, along with various Department Personnel	Emma Bowen Foundation and WTIC/WTXX-TV/ Tribune Company
6	<p>Internal Training Program: Fox 61 and TXX 20 Production and Operations Department employees are encouraged to participate in our cross training program enabling them to acquire skills in various disciplines within the Production and Operations departments. Approximately 7 employees participate in the program each year.</p>	On-going	Production and Master Control Departments	WTIC/WTXX-TV
7	<p>Educational Events and Programs: Fall Teachers Workshop: At the beginning of the school year, FOX 61 staff host a workshop that details the Student News program and how it works. Approximately 75 teachers from across Connecticut attend the event to learn best practices for implementing Student News into their curricula or as an after-school program. Workshop participants have a direct affect on the outcome and quality of the news stories; stories are better written and typically demonstrate a thorough understanding of the video production and journalism process. Attendees receive 0.5 Continuing Education Units for their participation.</p> <p>Fox 61 Student News: Approximately 250 high schools and middle schools from across Connecticut have participated in the FOX 61 Student News since its inception. Students submit 50 second news stories to the station, which are then evaluated by FOX 61 professionals. Upon request, FOX 61 News at Ten personnel make on-site visits to schools to help guide students as they prepare stories for air. Many of the submitted stories are broadcast on air and top packages are nominated for scholarship and equipment grants that are given out at the annual Awards Ceremony held in the spring.</p>	On-going	Creative Services & News Department	WTIC/WTXX - TV