

**WTIC - TV, Hartford, CT and WCCT - TV, Waterbury, CT
ANNUAL EEO PUBLIC FILE REPORT**

Date: December 1, 2011

*****Corrected*****

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 WCCT.

WTIC/WCCT - 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 12/01/10 - 11/30/11

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Account Executive	1 - 49, 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	10
2	Captioning Assistant (7 positions)	1 - 49, 51 - 58	Employee Referral - #57, Tribune Internal (Tribune.com) - #51, Careerbuilder.com (2)- #50, Unsolicited Applicant - #58, WTIC- TV & WCCT-TV Web-sites (2)- #54	64
3	News Photographer/Truck Operator	1 - 49, 51, 53 - 57	Tribune Internal (Tribune.com) - #51	6
4	Producer/News Writer (A.M.)	1 - 49, 51, 53 - 57	Internal Promotion - #55	6
5	Producer/News Writer (A.M.)	1 - 49, 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	7
6	Weekend Meteorologist/Weather Producer	1 - 49, 51, 53 - 58	Employee Referral - #57	5
7	Account Executive	1 - 49, 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	9
8	Multimedia Journalist (2 positions)	1 - 49, 51, 53 - 58	Employee Referral - #57	7
9	Preditor	1 - 49, 51, 53 - 58	Employee Referral - #57	6
10	Supervising Producer	1 - 49, 51, 53 - 57	Employee Referral - #57	6
11	Maintenance Engineer	1 - 49, 51, 53 - 56, 58	Internal Promotion - #55	5
12	Senior Preditor	1 - 49, 51, 53 - 58	Employee Referral - #57	9
13	Assignment Editor/Web Producer	1 - 49, 51, 53 - 57	Employee Referral - #57	5
14	Post Production Editor	1 - 49, 51, 53 - 56	Internal Promotion - #55	5
15	Digital Product Manager	1 - 49, 51, 53 - 57	Careerbuilder.com - #50	6
16	Master Control Operator	1 - 51, 53 - 57	Internal Promotion - #55	5
17	Captioning Assistant (2 positions)	1 - 51, 53 - 57	Internal Promotion - #55	8
18	Sales Associate	1 - 51, 53 - 58	Employee Referral - #57	6
19	Weekend Meteorologist/Weather Producer	1 - 51, 53 - 57	Employee Referral - #57	5
20	Captioning Assistant	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	6
21	Captioning Assistant	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	8
22	Captioning Supervisor	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	8
23	Senior Captioning Assistant	1 - 25, 27 - 51, 53 - 56	Internal Promotion - #55	5

24	Assignment Editor/Web Producer	1 - 25, 27 - 51, 53 - 56	Internal Promotion - #55	5
25	Broadcast Maintenance Engineer	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	5
26	Producer/News Writer (A.M.)	1 - 25, 27 - 51, 53 - 58	WTIC- TV & WCCT - TV Web-sites - #54	6
27	Accountant	1 - 25, 27 - 51, 53 - 56	Careerbuilder.com - #50	5
28	Associate Producer	1 - 25, 27 - 51, 53 - 58	Internal Promotion - #55	6
29	Account Executive	1 - 25, 27 - 60	WTIC- TV & WCCT - TV Web-sites - #54	7
30	Associate Promotion Producer	1 - 25, 27 - 51, 53 - 56, 58	Internal Promotion - #55	5
31	Master Control Operator	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	6
32	Assignment Editor/Web Producer	1 - 25, 27 - 57	Careerbuilder.com - #50	5
33	Sales Associate	1 - 25, 27 - 58	WTIC- TV & WCCT - TV Web-sites - #54	11
34	Production Technician	1 - 25, 27 - 51, 53 - 57	Internal Promotion - #55	5
35	Account Executive	1 - 25, 27 - 57, 59, 60	Employee Referral - #57	6
36	Morning News Editor	50, 51, 53 - 57	Internal Promotion - #55	6
37	Multimedia Journalist	1 - 25, 27 - 51, 53 - 58	Employee Referral - #57	5
38	Producer/News Writer (P.M.)	1 - 25, 27 - 58	Unsolicited Applicant - #58	5
39	Captioning Assistant	1 - 25, 27 - 51, 53 - 58	Internal Promotion - #55	8
40	Editor, Assignment/Web Producer	1 - 25, 27 - 51, 53 - 56	WTIC- TV & WCCT - TV Web-sites - #54	5

Total number of persons interviewed during applicable period: **308**

Supplemental Recruiting Measures 12/1/10 - 11/30/11

	Activity/Description	Date	Staff Participant	Sponsor
1	Internship Program: Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing broadcasting careers. WTIC/WCCT hosts approximately 10 - 20 students each year. Intern positions are part-time, usually 10 - 20 hours per week beginning in either spring, summer or fall.	Ongoing	HR Director, HR Specialist, along with various Department Personnel	WTIC/WCCT-TV
2	Central Connecticut State University: HR Director, HR Generalist and HR Specialist attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	March 3, 2011	HR Director, HR Generalist and HR Admin	Central Connecticut State University
3	University of Connecticut: News Director and HR Specialist attended a panel discussion about interning in the TV/Radio industry. Spoke to students one-on-one about internship opportunities within WTIC/WCCT-TV.	March 16, 2011	HR Specialist and News Director	University of Connecticut
4	Tribune Virtual Career Fair: Recruiter and various Sales Managers participated in an online career fair through Careerbuilder.com to discuss career opportunities and accept resumes for employment.	July 20, 2011	Recruiter, Direct Mktg and E-Commerce Manager, and Automotive Sales Manager	Shaker
5	University of Connecticut: Recruiter, HR Specialist, and various Sales Managers attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	September 28, 2011	Recruiter, HR Specialist, Broadcast Sales Director, Digital Manager, Online Manager, Broadcast Manager	University of Connecticut
6	Quinnipiac University: Recruiter attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment.	October 26, 2011	Recruiter	Quinnipiac University
7	Internal Training Program: WTIC/WCCT - TV Production, Operations and News Department employees are encouraged to participate in our cross training program enabling them to acquire skills in various disciplines within the Production, Operations and News departments. Approximately 5 employees participate in the program each year.	On-going	Production and Master Control Departments	WTIC/WCCT-TV
8	Fox CT Student News: Over 250 high schools and middle schools from across Connecticut have participated in the FOX CT Student News since its inception. Students submit video news stories to the station, which are then evaluated by FOX CT professionals. Upon request, FOX CT News personnel make on-site visits to schools to help guide students as they prepare stories for air. Much of the submitted content is posted to the station website CTnow.com.	On-going	Creative Services & News Department	WTIC/WCCT-TV