

WFSB, WWAX-LD
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Bureau Reporter/Multimedia Journalist - WFSB	6, 16-17, 21, 48	16
Bureau Reporter/Multimedia Journalist	1-4, 6-8, 11, 15-17, 19-21, 24-25, 28-30, 32, 39, 44, 49-50	17
MMJ/Producer	14, 16-17, 21, 26	17
Technical Producer - WFSB	6, 17, 21	17
Multimedia Journalist/Reporter	6, 11, 16-17, 21, 28-30, 32, 39, 44, 46, 49-50	16
General Assignment Reporter	1-4, 6-8, 10-11, 15-17, 19-21, 24-25, 28-30, 32, 39, 44, 49-50	10
Associate News Producer	1-4, 6-8, 11, 15-17, 19-21, 24-25, 28-30, 32, 39, 44, 47, 49-50	16
News Producer	6, 16-17, 21, 48	17
News Producer	6, 14, 16-17, 21	14
Account Executive / Media Sales - WFSB	6, 16-17, 21, 26	17
PRODUCTION MANAGER - WFSB	3, 5-6, 9, 11, 13-19, 21, 23, 25, 27-28, 31, 33-35, 39-40, 44-46, 49-50	14
TECHNICAL MEDIA PROD. (PRIMARY) - WFSB	3, 5-7, 9, 11, 13, 15-19, 21, 25, 27, 31, 35, 39-40, 44-46, 49-50	17
TECHNICAL MEDIA PROD. (PRIMARY) - WFSB	3, 5-7, 9, 11, 13, 15-19, 21, 25, 27, 31, 35, 39-40, 44-46, 49-50	17
NEWS PRODUCER (PRIMARY) - WFSB	3, 5-7, 9, 11, 13, 17-19, 21, 25-28, 31, 35, 39-40, 43-46, 49-50	26
ASSOCIATE NEWS PRODUCER - WFSB	3, 5-7, 11, 13, 15, 17, 19, 21, 25, 27-28, 37-44, 46, 48-50	6
DIGITAL MEDIA COORDINATOR - WFSB	3, 5-7, 9, 11, 13, 15, 17-19, 21, 25, 27-28, 31, 35, 39-40, 43-46, 48-50	48
ACCOUNT EXECUTIVE/MEDIA SALES - WFSB	3, 5-7, 9, 11-19, 21-22, 25, 27-28, 31, 35-36, 39-40, 43-46, 49-50	14
ACCOUNT EXECUTIVE/MEDIA SALES - WFSB	3, 5-7, 9, 11-19, 21-22, 25, 27-28, 31, 35-36, 39-40, 43-46, 49-50	16
ACCOUNT EXECUTIVE/MEDIA SALES - WFSB	3, 5-7, 9, 11-19, 21-22, 25, 27-28, 31, 35-36, 39-40, 43-46, 49-50	16
ACCOUNT EXECUTIVE/MEDIA SALES - WFSB	3, 5-7, 9, 11-19, 21-22, 25, 27-28, 31, 35-36, 39-40, 43-46, 49-50	22
ASSOCIATE NEWS PRODUCER - WFSB	3, 5-7, 9, 11, 13, 15, 17-19, 21, 25, 27-28, 31, 35, 39-40, 43-46, 49-50	17
NEWSROOM ADMINISTRATIVE ASSISTANT - WFSB	3, 5-7, 9, 11, 13, 15, 17-19, 21, 25-28, 31, 35, 39, 43-46, 49-50	21

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TECHNICAL PRODUCER - WFSB	3, 5-7, 9, 11-13, 15-19, 21, 25-28, 31, 35, 39-40, 43-46, 49-50	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian American Civic Associations 87 Tyler Street Boston, Massachusetts Phone : 617-426-9492 Url : http://aaca-boston.org Email : employment@aaca-boston.org Christopher Stevens	N	0
2	Bay State College 122 Commonwealth Ave Boston, Massachusetts Phone : 617-217-9216 Url : http://baystate.edu Email : careers@baystate.edu Linh Nguyen	N	0
3	BHcare 435 East Main Street Ansonia, Connecticut Phone : 203-415-8952 Email : tcafasso@bhcare.org Tracy Cafasso	N	0
4	Black Ministerial Alliance of Greater Boston 2010 Columbus Ave Lower Level 1st floor Roxbury, Massachusetts 02119 Phone : 617-445-2737 Url : http://bmaboston.org Email : info@bmaboston.org Anette Campbell	N	0
5	Bureau of Rehabilitation Services 25 Sigourney St Hartford, Connecticut Phone : 860-424-4844 Email : joshua.werner@ct.gov Joshua Werner	N	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Central Connecticut State University 1615 Stanley Street Carroll Hall - Rm 2400 New Britain, Connecticut Phone : 860-832-1617 Email : rossittop@ccsu.edu PJ Rossitto	N	0
8	ClarkCONNECT 950 Main Street Worcester, Massachusetts Phone : 508-793-7168 Email : atymeson@clarku.edu Andrea Tymeson	N	0
9	Connecticut Department of Labor 1320 Main Street Willimantic, Connecticut Phone : 860-263-6600 ext. 6600 Lisa Semontilli Manual Posting	N	0
10	Corporate Recruiter	N	1
11	CT Broadcast Association 90 South Park Street Avon, Connecticut Phone : 860-456-0443 Email : mryan@ctba.org Michael Rice	N	0
12	CT Dept of Labor - American Job Center - North Central *ENTITLED AS OF 9/28/2023* 60 Weston Street Hartford, Connecticut 06120 Phone : 860-256-3522 Email : john.pereira@ct.gov John Pereira	Y	0
13	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut Phone : 860-677-7577 Email : missy@gocsb.com Missy Robinson	N	0
14	Current Employee	N	4

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15	Eastern Connecticut State University Center for Career Development 83 Windham St Willimantic, Connecticut Phone : 860-465-4436 Email : oconnorla@easternct.edu Lana O'Connor	N	0
16	Employee Referral	N	21
17	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	32
18	Hartford CT Works Center (AMERICAN JOB CENTER) CT DOL 3580 Main Street Hartford, Connecticut Phone : 860-256-3869 Donna Smith Manual Posting	N	0
19	Hartford Veteran Center 25 Elm Street Suite A Rocky Hill, Connecticut Phone : 860-563-8800 Email : Craig.Hall2@va.gov Craig Hall	N	0
20	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : http://hcc.edu Email : apicard@hcc.edu Andrea Picard	N	0
21	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	7
22	Internal Transfer/Promotion	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Job Opportunities for Disabled American Veterans (JOFDAV) PO Box 230636 Encinitas, California Phone : 760-420-1269 Administrator Administrator Manual Posting	N	0
24	Las Centro Americas 11 Sycamore Street Worcester, Massachusetts 1608 Phone : 508-798-1900 ext 261 Email : avelazquez@centroinc.org Tina Velasquez	N	0
25	Lee Hecht Harrison JobScout 80 Lambertson Road Windsor, Connecticut Phone : 860-787-1300 Email : jobs@lhh.com Deidre Methe	N	0
26	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	9
27	LIUNA Training & Education Fund 37 Deerfield Rd Pomfret, Connecticut Phone : 860-974-0800 Email : liunatraining@liunatraining.org G Gustafson	N	0
28	Manchester Community Tech College Great Path MS #8 P.O. Box 1046 Manchester, Connecticut Phone : 860-690-3325 Email : jgreene@manchestercc.edu Julie Greene	N	0

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29	Massachusetts Broadcasters Association PO Box 857 Clark, New Jersey 07066 Phone : 800-471-1875 Url : https://www.massbroadcasters.org/jobs/employer-pan Email : jordan@massbroadcasters.org Jordan Walton	N	0
30	MassHire Springfield Career Center 95 Liberty Street 3rd Floor Springfield, Massachusetts 01103 Phone : 413-858-2800 ext 2853 Email : admin@masshirespringfield.org Marcy Desmarais	N	0
31	Meriden CT Works Center 87 West Main Street Meriden, Connecticut Phone : 203-238-3688 Michelle Caffè Manual Posting	N	0
32	Montachusett Veterans Outreach Center, Inc 268 Central Street Gardner, Massachusetts 1440 Phone : 978-868-0301 Email : jastor@veterans-outreach.org Justin Astor	N	0
33	National Association of Black Journalists 1100 Knight Hall College Park, Maryland Phone : 240-460-5153 JoAnne Lyons Wooten Manual Posting	N	0
34	National Association of Hispanic Journalists PO Box 117 Windsor, California Career Center Manual Posting	N	0
35	New Britain CT Works (AMERICAN JOB CENTER) 260 Lafayette St New Britain, Connecticut Phone : 860-223-0889 Teresa Husband Manual Posting	N	0

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36	Non-Employee Referral	N	2
37	Quinnipiac University 275 Mt. Carmel Avenue Hamden, Connecticut Phone : 203-582-8600 Cynthia Vroom Manual Posting	N	0
38	Southern Connecticut State University 501 Crescent Street New Haven, Connecticut Amy Grotzke Manual Posting	N	0
39	Spots.Dots 12808 Gran Bay Parkway Jacksonville, Florida Phone : 888-884-2630 Email : ads@spotsndots.com Career Board	N	0
40	TVjobs PO Box 4116 Oceanside, California Phone : 800-374-0119 Job Board Manual Posting	N	0
41	University of Connecticut 181 Auditorium Road Storrs, Connecticut Phone : 860-675-4648 Career Center Manual Posting	N	0
42	University of Hartford Career Center West Hartford, Connecticut Phone : 860-768-4168 Ryan Polk Manual Posting	N	0

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43	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut Phone : 860-728-4294 Email : tfraylon@ulgh.org Tim Fraylon	N	0
44	VetSuccess.org (US Dept of Veteran Affairs) JFK Building rm 1675 Boston, Massachusetts Phone : 860-666-7379 Email : Heather.Sandler@va.gov Heather Sandler	N	0
45	Wethersfield Career and Veterans Center (FIELD AUDIT UNIT) CT DOL 200 Folly Brook Blvd Westersfield, Connecticut Phone : 860-263-6360 Terrance Brennan Manual Posting	N	0
46	WFSB 3 Denise D'Ascenzo Way Rocky Hill, Connecticut Phone : 860-244-1630 Email : lisa.marcham@wfsb.com Lisa Marcham	N	1
47	WGGB 1300 Liberty ST Springfield, Massachusetts 01104 Phone : 413-846-0126 Url : http://www.westermassnews.com Email : laura.thorp@gray.tv Laura Thorp	N	0
48	Word of Mouth Referral	N	6
49	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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50	YWCA New Britain 322 Slater Road New Britain, Connecticut Phone : 860-225-4681 ext 204 Email : pgraves@ywcanewbritain.org Pam Graves	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			85

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/13/2023	Participation in events or programs sponsored by educational institutions	Reporter Presentation at Howell Cheney Technical High School	1	Investigative Reporter
2	1/13/2023	Participation in events or programs sponsored by educational institutions	Producer Presentation at Howell Cheney Technical High School	1	Executive Producer
3	1/20/2023	Participation in events or programs sponsored by educational institutions	One on One Shadow with New Britain High School Student @ WFSB	1	Anchor
4	2/8/2023	Participation in events or programs sponsored by educational institutions	Clinton High School Job Shadow with Producer at WFSB	1	Producer
5	2/14/2023	Participation in events or programs sponsored by educational institutions	Presentation/Q&A with Digital Media and Journalism Class at West Haven High School	2	Reporter Photographer
6	2/16/2023	Participation in events or programs sponsored by educational institutions	Weather Presentation at Ossining High School, Ossining, NY	1	Meteorologist
7	3/21/2023	Participation in events or programs sponsored by educational institutions	Participate in Cromwell Career Fair at Cromwell High School	1	Meteorologist
8	3/25/2023	Participation in Job Fairs	Participate in UCONN School of Journalism Job Fair	1	News Operations Manager
9	3/27/2023	Participation in events sponsored by organizations representing the community	Simsbury High School Studio Tour with Caitlin Francis	1	Anchor/Reporter
10	3/28/2023	Participation in events or programs sponsored by educational institutions	Speaker at Cheney Tech Digital Media, Manchester	1	Meteorologist
11	3/29/2023	Participation in events or programs sponsored by educational institutions	Career Day Speaker at University of Saint Joseph, West Hartford, CT	1	Reporter

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12	3/29/2023	Participation in events or programs sponsored by educational institutions	Career Day Speakers at Howell Cheney Technical High School, Manchester, CT	2	Reporter Meteorologist
13	4/5/2023	Participation in events or programs sponsored by educational institutions	Panelist for Society of Professional Journalists (SPJ) event at UCONN, Storrs, CT	1	Sports Reporter
14	4/20/2023	Participation in events or programs sponsored by educational institutions	Career Day Speaker at Annie Fisher STEM School, Hartford, CT	1	Chief Meteorologist
15	4/20/2023	Participation in events or programs sponsored by educational institutions	Speaker on Journalism at UCONN, Storrs, CT	1	Reporter
16	4/20/2023	Provision of training to management	Attend a training on the FCC's EEO Rules and Regulations provided by Wiley Rein	1	Office Manager
17	4/25/2023	Participation in events or programs sponsored by educational institutions	Speaker on Journalism at UCONN, Storrs, CT	1	Reporter
18	4/28/2023	Participation in events or programs sponsored by educational institutions	One on One Student Shadow from Duxbury High School @ WFSB	1	Anchor
19	5/19/2023	Participation in events or programs sponsored by educational institutions	Career Day Speaker at Greene Hills School, Bristol, CT	1	Reporter
20	6/6/2023	Participation in events or programs sponsored by educational institutions	One on One Shadow with University of Hartford Student @ WFSB	1	Reporter