

**WGGB, WSHM**  
**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
Account Executive (Assoc)	16, 39, 48, 51	51
Multimedia Journalist/Reporter	1-2, 5, 7-14, 16-25, 27, 31-32, 34-36, 38-48, 50-57, 61-71, 74-76, 78-80, 83- 102, 104-111, 114-120	51
Executive News Producer WGGB	1-2, 5, 7-14, 16-25, 27, 29, 31-32, 34- 36, 38-48, 50, 52-57, 61-71, 74, 76, 78- 80, 83-102, 104-111, 114-120	29
Copy Coordinator/Sales Support	1-2, 5, 7-14, 16-25, 27, 29, 31-32, 34- 36, 38-48, 50, 52-57, 61-71, 74-76, 78- 80, 83-111, 114-120	103
Multimedia Consultant WGGB ACCOU006427	1-2, 5, 7-14, 16-25, 27, 29, 31-32, 34- 36, 38-48, 50-57, 61-71, 74, 76, 78-80, 83-102, 104-111, 114-120	51
Technical Media Producer (Primary) - WGGB/WSHM	1-2, 5, 7-14, 16-25, 27, 31-32, 34-36, 38-48, 50-57, 61-71, 74-76, 78-80, 83- 102, 104-120	51
Content Producer WGGB	1-3, 5, 7-14, 16-25, 27, 31-36, 38-48, 50, 52-57, 61-71, 74-76, 78-80, 83-120	48
Technical Media Producer (Associate)	1-2, 4-5, 7-14, 16-25, 27, 31-32, 34-36, 38-48, 50, 52-57, 61-71, 74-76, 78-80, 83-102, 104-120	4
IT/Engineer WGGB	1-2, 5, 7-14, 16-25, 27, 31-36, 38-50, 52-57, 59, 61-71, 74-76, 78-81, 83-102, 104-120	81
News Producer- WGGB Springfield	1-2, 5, 7-14, 16-25, 27, 31-32, 34-36, 38-48, 50, 52-57, 61-71, 74-76, 78-80, 83-102, 104-120	39
Copy Coordinator/Sales Support	1-2, 5, 7-14, 16-25, 27, 31-36, 38-48, 50, 52-57, 61-71, 74-76, 78-80, 83-102, 104-111, 114-120	33
Copy Coordinator/Sales Support	1-2, 5, 7-14, 16-25, 27, 31-36, 38-48, 50, 52-57, 61-71, 74-76, 78-80, 83-102, 104-111, 114-120	48
Anchor Reporter WGGB	5, 8, 10-11, 19-20, 27, 32, 39, 43, 47, 49, 55-56, 59, 63-64, 67, 71, 92, 107, 112-113, 117, 119	39
Videographer- WGGB	4-5, 8, 10-11, 14, 16, 19-20, 27, 32, 39, 43, 47-48, 55-56, 60-61, 63-64, 67, 71, 92, 103, 107, 112-113, 117, 119	60

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer- WGGB Springfield	5, 8, 10-11, 14, 19-20, 26-27, 29, 32, 37, 39, 43, 47-48, 55-56, 61, 63-64, 67, 71, 92, 107, 112-113, 117, 119	29
News Producer- WGGB Springfield	5, 8, 10-11, 14, 19-20, 26-27, 29, 32, 37, 39, 43, 47-48, 55-56, 61, 63-64, 67, 71, 92, 107, 112-113, 117, 119	37
MULTIMEDIA JOURNALIST - WGGB	5, 8, 10-11, 14, 19, 27, 32-33, 39, 43, 47, 55-56, 59, 61, 63-64, 67, 71, 92, 107, 112-113, 117, 119	39
MULTIMEDIA JOURNALIST - WGGB	5, 8, 10-11, 14, 19, 27, 32-33, 39, 43, 47, 55-56, 59, 61, 63-64, 67, 71, 92, 107, 112-113, 117, 119	59
CONTENT PRODUCER - WGGB/WSHM	5-6, 8, 10-11, 14-15, 19, 27-28, 32, 39, 43, 47-48, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 99, 107, 109-110, 112-113, 117, 119	48
TECHNICAL MEDIA PROD. (PRIMARY) - WGGB	5, 8, 10-11, 14, 19, 27-28, 30, 32, 43, 47-48, 55-56, 61, 63-64, 67, 70-71, 92, 107, 109-110, 117, 119	30
VIDEOGRAPHER - WGGB	5-6, 8, 10-11, 14, 19, 27-29, 32, 43, 47, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 117, 119	29
TECHNICAL MEDIA PRODUCER (ASSO) - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32, 43, 47-48, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 117, 119	110
GENERAL SALES MANAGER - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32, 39, 43, 47, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 112-113, 117, 119	39
NATIONAL SALES ASSISTANT - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32, 39, 43, 47-48, 55-56, 60-61, 63-64, 67, 70-73, 77, 82, 92, 107, 109-110, 117, 119	48
MULTIMEDIA SALES CONSULTANT (Entry-Level) - WGGB	2, 5-6, 8, 10-11, 14, 16-17, 19, 21, 27-28, 32, 35-36, 38-40, 43-44, 47-48, 50, 53-57, 60-67, 70-73, 77, 83-84, 91-93, 99-100, 102, 105, 107, 109-110, 115, 117-119	60
MULTIMEDIA SALES CONSULTANT (Entry-Level) - WGGB	2, 5-6, 8, 10-11, 14, 16-17, 19, 21, 27-28, 32, 35-36, 38-40, 43-44, 47-48, 50, 53-57, 60-67, 70-73, 77, 83-84, 91-93, 99-100, 102, 105, 107, 109-110, 115, 117-119	48

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SALES MANAGER (DIGITAL/LOCAL) - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32-33, 43, 47, 55-56, 58, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 117, 119	33
COPY COORDINATOR/SALES SUPPORT - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32-33, 43, 47, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 117, 119	33
MULTIMEDIA JOURNALIST - WGGB	5-6, 8, 10-11, 14, 19, 27-28, 32-33, 43, 47-48, 55-56, 60-61, 63-64, 67, 70-73, 77, 92, 107, 109-110, 117, 119	48

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ability Beyond 4 Berkshire Blvd Bethel, Connecticut 6801 Phone : 203-775-4700 Url : <a href="http://abilitybeyond.org">http://abilitybeyond.org</a> Kate Travis Manual Posting	N	0
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Application on file	N	1
4	Applied for Previous Posting	N	2
5	Asian American Civic Associations 87 Tyler Street Boston, Massachusetts Phone : 617-426-9492 Url : <a href="http://aaca-boston.org">http://aaca-boston.org</a> Email : <a href="mailto:employment@aaca-boston.org">employment@aaca-boston.org</a> Christopher Stevens	N	0
6	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
7	Association of Latino Professional in Finance & Accounting PO Box 230551 Hartford, Connecticut Phone : 855-692-5732 Url : <a href="http://www.alpha.org">http://www.alpha.org</a> Membership Services Manual Posting	N	0

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8	Bay State College 122 Commonwealth Ave Boston, Massachusetts Phone : 617-217-9216 Url : <a href="http://baystate.edu">http://baystate.edu</a> Email : <a href="mailto:careers@baystate.edu">careers@baystate.edu</a> Linh Nguyen	N	0
9	Best Buddies MA/Boston 45 Bromfield St Boston, Massachusetts 2108 Phone : 617 778-0522 Alana Bruno Manual Posting	N	0
10	BHcare 435 East Main Street Ansonia, Connecticut 6401 Phone : 203-415-8952 Url : <a href="http://bhcare.org">http://bhcare.org</a> Email : <a href="mailto:tcafasso@bhcare.org">tcafasso@bhcare.org</a> Tracy Cafasso	N	0
11	Black Ministerial Alliance of Greater Boston 2010 Columbus Ave Lower Level 1st floor Roxbury, Massachusetts 02119 Phone : 617-445-2737 Url : <a href="http://bmaboston.org">http://bmaboston.org</a> Email : <a href="mailto:info@bmaboston.org">info@bmaboston.org</a> Anette Campbell	N	0
12	BU School of Hospitality 928 Commwealth Ave Boston, Massachusetts 2116 Phone : 617-353-3261 Career Center Manual Posting	N	0
13	Bunker Hill Community College 250 New Rutherford Ave Boston, Massachusetts 2129 Phone : 617-228-2024 D. McFadden Manual Posting	N	0

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14	Bureau of Rehabilitation Services 25 Sigourney St Hartford, Connecticut 06106 Phone : 860-424-4844 Email : joshua.werner@ct.gov Joshua Werner	N	0
15	Career or Job Fair - See Section III	N	2
16	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	3
17	CareerPoint 850 High Street Holyoke, Massachusetts 1040 Phone : 413-532-4900 Y Ruiz Manual Posting	N	0
18	Carroll Center for the Blind 770 Centre Street Newton, Massachusetts 2458 Phone : 617-969-6200 Marianne Gilmore Manual Posting	N	0
19	Central Connecticut State University 1615 Stanley Street Carroll Hall - Rm 2400 New Britain, Connecticut 06050 Phone : 8608321617 Url : <a href="http://ccsu.edu">http://ccsu.edu</a> Email : rossitop@ccsu.edu PJ Rossitto	N	0
20	ClarkCONNECT 950 Main Street Worcester, Massachusetts Phone : 508-793-7168 Email : atymeson@clarku.edu Andrea Tymeson	N	0

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21	Columbia University 74 Morningside Drive Center for Career Education New York, New York 10027 Phone : (212) 854-9167 Url : <a href="https://cce.columbia.edu/">https://cce.columbia.edu/</a> Niamh O'Brien Manual Posting	N	0
22	Commission on Equity and Opportunity 18-20 Trinity Street Hartford, Connecticut 06106 Phone : 860-240-1475 Werner Oyanadel Manual Posting	N	0
23	Community Development Corp. 246 Central Street Gardner, Massachusetts 1440 Phone : 617-442-2114 J Cruickshank Manual Posting	N	0
24	Connecticut Department of Labor 1320 Main Street Tyler Square Willimantic, Connecticut 6226 Phone : 860-263-6600 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Michelle Caffè Manual Posting	N	0
25	Construction Workforce Initiative 2, Inc 200 Orange Street New Haven, Connecticut 6510 Phone : 475-238-4422 Nicole Jefferson Manual Posting	N	0
26	Corporate Recruiter	N	1
27	CT Broadcast Association 90 South Park Street Avon, Connecticut 06001 Phone : 860-456-0443 Url : <a href="http://www.ctba.org/jobs.com">http://www.ctba.org/jobs.com</a> Email : <a href="mailto:mryan@ctba.org">mryan@ctba.org</a> Michael Rice	N	0

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28	CT School of Broadcasting 130 Birdseye Rd Farmington, Connecticut 6032 Phone : 860-677-7577 Email : missy@gocsb.com Missy Robinson	N	0
29	Current Employee	N	6
30	Current Employee/Internal Promotion	N	1
31	Department of Transitional Assistant 200 Pleasant Street Malden, Massachusetts 2148 Phone : 781-388-7300 Url : <a href="http://mass.gov">http://mass.gov</a> Ann Glynn Manual Posting	N	0
32	Eastern Connecticut State University Center for Career Development 83 Windham St Willimantic, Connecticut 6226 Phone : 860-465-4436 Url : <a href="http://easternct.edu">http://easternct.edu</a> Email : <a href="mailto:oconnorla@easternct.edu">oconnorla@easternct.edu</a> Lana O'Connor	N	0
33	Employee Referral	N	7
34	Enfield CT Works CTR 620 Enfield ST Enfield, Connecticut 06082 Phone : 860-745-8097 Url : <a href="http://ct.gov">http://ct.gov</a> Jame Lauber Manual Posting	N	0
35	Fisher College 118 Becon Street Boston, Massachusetts 02116 Phone : 617-236-8878 Career Center Manual Posting	N	0

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36	Franklin/Hampshire Career Center 1 Arch Place 6 Arch St, 2nd Fl Greenfield, Massachusetts 01301 Phone : 4137744361 Penni Menard Manual Posting	N	0
37	GlassDoor.com - not directly contacted by SEU	N	1
38	Goodwill Career Center 570 Cottage Street Springfield, Massachusetts 1104 Phone : 413-788-6981 ClairAnn Muddiman Manual Posting	N	0
39	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	23
40	Guild for Human Services 411 Waverley Oaks ST Waltham, Massachusetts 02452 Phone : 781-893-6000 ext 5126 Peggy Kilpatrick Manual Posting	N	0
41	Hampden CT Works Center 37 Marne Street Hamden, Connecticut 6514 Phone : 203-859-3200 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Daniel Laffin Manual Posting	N	0
42	Hartford CT Works Center 3580 Main Street Hartford, Connecticut 6120 Phone : 860-256-3700 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Donna Smith Manual Posting	N	0

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43	Hartford Veteran Center 25 Elm Street Suite A Rocky Hill, Connecticut 6067 Phone : 860-563-8800 Url : <a href="http://va.gov">http://va.gov</a> Email : <a href="mailto:Craig.Hall2@va.gov">Craig.Hall2@va.gov</a> Craig Hall	N	0
44	Hero 2 Hire MA John F. Kennedy Bldg Room E-350 Boston, Massachusetts 2203 Phone : 877-889-5267 Kenneth Forchielli Manual Posting	N	0
45	Hero 2 Hired CT John F. Kennedy Bldg Room E-350 Boston, Massachusetts 2203 Phone : 877-889-5267 L Baltimore Manual Posting	N	0
46	Hispanic Office of Planning and Evaluation 165 Brookside Ave Jamaica Plains, Massachusetts 2130 Phone : 617-524-8888 J Duran Manual Posting	N	0
47	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2361 Url : <a href="http://hcc.edu">http://hcc.edu</a> Email : <a href="mailto:apicard@hcc.edu">apicard@hcc.edu</a> Andrea Picard	N	0
48	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	43

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49	Independent Living Center of North Shore & Cape Ann, Inc 27 congress St Suite 107 Salem, Massachusetts 1970 Phone : 978-741-0077 Url : <a href="http://ilcnsca.org">http://ilcnsca.org</a> Email : <a href="mailto:mmmoore@ilcnsca.org">mmmoore@ilcnsca.org</a> M. Moore	N	0
50	Institute for Advanced Media 1049 Aslyum Ave Hartford, Connecticut 6105 Phone : 860-275-7530 Url : <a href="http://ctlearninglab.org">http://ctlearninglab.org</a> Jenn Worhle Manual Posting	N	0
51	Internal Transfer/Promotion	N	4
52	Job Opportunities for Disabled American Veterans (JOFDVAV) PO Box 230636 Encinitas, California Phone : 760-420-1269 Url : <a href="http://www.jofdav.com">http://www.jofdav.com</a> Administrator Administrator Manual Posting	N	0
53	Keene State College 229 Main Street Keene, New Hampshire 03435 Phone : 603-358-2500 Url : <a href="https://www.keene.edu/">https://www.keene.edu/</a> Heath Bailey Manual Posting	N	0
54	LandAjob 69 Canal Street Boston, Massachusetts 2114 Phone : 855-245-8991 Url : <a href="http://landajob.org">http://landajob.org</a> J Bertram Manual Posting	N	0

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55	Las Centro Americas 11 Sycamore Street Worcester, Massachusetts 1608 Phone : 508-798-1900 ext 261 Email : avelazquez@centroinc.org Tina Velasquez	N	0
56	Lee Hecht Harrison JobScout 80 Lamberton Road Windsor, Connecticut 6095 Phone : 860-787-1300 Email : jobs@lhh.com Deidre Methe	N	0
57	Lesley University 29 Everett St Cambridge, Massachusetts 02138 Phone : 617-868-9600 Career Center Manual Posting	N	0
58	Linked In	N	1
59	Linked In - not directly contacted by SEU	N	5
60	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	12
61	LIUNA Training & Education Fund 37 Deerfield Rd Pomfret, Connecticut 6259 Phone : 860-974-0800 Email : liunatraining@liunatraining.org G Gustafson	N	0
62	MA Dept of Workforce Development Veterans Employment & Training Service- VETS Taughton Career Center 72 School Street Boston, Massachusetts 02108 Phone : 617-626-5300 B Ottlinger Manual Posting	N	0

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63	Manchester Community Tech College Great Path MS #8 P.O. Box 1046 Manchester, Connecticut 6045 Phone : 860-690-3325 Email : jgreene@manchestercc.edu Julie Greene	N	0
64	Massachusetts Broadcasters Association PO Box 857 Clark, New Jersey 07066 Phone : 800-471-1875 Url : <a href="https://www.massbroadcasters.org/jobs/employer-pan">https://www.massbroadcasters.org/jobs/employer-pan</a> Email : jordan@massbroadcasters.org Jordan Walton	N	0
65	Massachusetts Commission for the Blind Springfield Office 436 Dwight Street Room 109 Springfield, Massachusetts 1103 Phone : 413-781-1290 Url : <a href="http://mass.gov">http://mass.gov</a> Joe/Keri Conway/Davidson Manual Posting	N	0
66	Massasoit Community College A112 Brockton Campus 1 Massasoit Blvd Brockton, Massachusetts 2301 Phone : 508-588-9100 x1406 P Akeke Manual Posting	N	0
67	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
68	Media Bistro 475 Park Ave South New York, New York 10016 Phone : 212-389-2000 Url : <a href="http://mediatbistro.com">http://mediatbistro.com</a> Job Board Manual Posting	N	0

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69	Meriden CT Works Center 85 West Main Street Meriden, Connecticut 06451 Phone : 203-238-3688 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Michelle Caffè Manual Posting	N	0
70	Middlesex Community College MA 591 Springs Road Bedford, Massachusetts 01730 Phone : 781-280-3639 Url : <a href="http://middlesex.mass.edu">http://middlesex.mass.edu</a> Email : <a href="mailto:fantasian@middlesex.mass.edu">fantasian@middlesex.mass.edu</a> Noreen Fantasia	N	0
71	Montachusett Veterans Outreach Center, Inc 268 Central Street Gardner, Massachusetts 1440 Phone : 978-868-0301 Email : <a href="mailto:jastor@veterans-outreach.org">jastor@veterans-outreach.org</a> Justin Astor	N	0
72	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
73	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
74	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park , Maryland 20742 Phone : 240-460-5153 Url : <a href="https://nabjonline.org/">https://nabjonline.org/</a> JoAnne Lyons Wooten Manual Posting	N	0
75	National Association of Hispanic Journalists PO Box 117 Windsor, California 95492 Career Center Manual Posting	N	0

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76	National Telecommuting Institute, Inc 69 Canal Street Boston, Massachusetts 2114 Phone : 617-787-4426 Job Board Manual Posting	N	0
77	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : <a href="https://najanewsroom.com/">https://najanewsroom.com/</a> Diversity Posting Manual Posting	N	0
78	New Britain CT Works 260 Lafayette ST New Britain, Connecticut 6053 Phone : 860-223-0889 Url : <a href="http://ctdol.state.ct.us">http://ctdol.state.ct.us</a> Deborah Walker Manual Posting	N	0
79	NEXXT 1060 First Ave Suite 100 King of Prussia, Pennsylvania 19406 Phone : 610-878-2800 Url : <a href="http://www.beyond.com">http://www.beyond.com</a> Job Board Manual Posting	N	0
80	Norwich CT Works Center 113 Salem Tpke North Bldg Suite 200 Norwich, Connecticut 6360 Phone : 860-859-5600 Url : <a href="http://ct.gov">http://ct.gov</a> Jon Pierce Manual Posting	N	0
81	On-Air Announcements	N	1
82	Other Source	N	1

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83	Quinnipiac College 275 Mt. Carmel Avenue Career Services Hamden, Connecticut 06518 Phone : 203-582-8600 Url : <a href="http://quinnipiac.edu">http://quinnipiac.edu</a> Cynthia Vroom Manual Posting	N	0
84	Regis College 235 Wellesley Street Weston, Massachusetts 02493 Phone : 781-768-7000 Url : <a href="http://regiscollege.edu">http://regiscollege.edu</a> Susan Kennedy Manual Posting	N	0
85	Roxbury Community College 1234 Columbus Ave Roxbury Crossing, Massachusetts 02118 Phone : 857-701-1600 Url : <a href="http://rcc.mass.edu">http://rcc.mass.edu</a> Jessica Rezil Manual Posting	N	0
86	Salvation Army 150 Appleton Street Lowell, Massachusetts 01850 Phone : 978-458-3396 ext 229 Url : <a href="http://salvationarmy.org">http://salvationarmy.org</a> Dianne James Manual Posting	N	0
87	Seven Hills Foundation 81 Hope Street Worcester, Massachusetts 1603 Phone : 508-755-2340 J Roberge Manual Posting	N	0
88	SimplyHired 370 San Aleso Ave Sunnyvale, California 94085 Phone : 650-254-9000 Url : <a href="http://simplyhired.com">http://simplyhired.com</a> Job Board Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
89	Southeast Asian Coalition of Central MA 484 Main Street Suite 400 Worcester, Massachusetts 01608 Phone : 508-791-4373 Administrator Administrator Manual Posting	N	0
90	Southeast Center for Independent Living 66 Troy Street Fall River, Massachusetts 2720 Phone : 508-679-9210 ext 118 Url : <a href="http://secil.org">http://secil.org</a> L Pitta Manual Posting	N	0
91	Southern Connecticut State University 501 Crescent Street MO202 Wintergreen Blvd New Haven, Connecticut 06515 Phone : 203-392-6536 J Dunklee Manual Posting	N	0
92	Spots.Dots 12808 Gran Bay Parkway Jacksonville, Florida 32258 Phone : 888-884-2630 Email : <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> Administrator Administrator	N	0
93	Springfield Technical Community College 263 Alden Street Bld 27, Rm 216 Springfield, Massachusetts 01109 Phone : 413-755-4893 Danielle Morales Manual Posting	N	0
94	The Kennedy Center 2440 Reservoir Ave Trumbull, Connecticut 06611 Phone : 203-365-8522 Joan Nassef Manual Posting	N	0

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95	The Ladders 137 Varick Street New York City, New York 10041 Phone : 646-453-1800 Url : <a href="http://theladders.com">http://theladders.com</a> Job Board Manual Posting	N	0
96	The Staffing Connection 69 Canal Street Boston, Massachusetts 2114 Phone : 617-787-4426 C Moorets Manual Posting	N	0
97	Ticket to Work Services, LLC 720 Hopemeadow St Suite 6 Simsbury, Connecticut 6070 Phone : 800-604-8897 Url : <a href="http://tickettoworkservices.com">http://tickettoworkservices.com</a> Administrator Administrator Manual Posting	N	0
98	TUFTS University 419 Boston Ave Medford, Massachusetts 02155 Phone : 617-628-5000 Url : <a href="http://tufts.edu">http://tufts.edu</a> Career Center Manual Posting	N	0
99	TVjobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://tvjobs.com">http://tvjobs.com</a> Job Board Manual Posting	N	1
100	UMASS 300 Massachusetts Ave 511 Goodell Bldg Amherst, Massachusetts 01003 Phone : 413-545-0111 Url : <a href="http://umass.edu">http://umass.edu</a> Candice Serafino Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
101	University of Connecticut 181 Auditorium Road Storrs, Connecticut 6269 Phone : 860-675-4648 Url : <a href="http://unconn.edu">http://unconn.edu</a> Career Center Manual Posting	N	0
102	University of Hartford Career Center 200 Bloomfield Av West Hartford, Connecticut 06117 Phone : 860-768-4168 Url : <a href="http://hartford.edu">http://hartford.edu</a> Ryan Polk Manual Posting	N	0
103	Unknown (source not adequately identified upon inquiry by SEU)	N	6
104	Urban League of Greater Hartford 140 Woodland Street Hartford, Connecticut 6105 Phone : 860-527-0147 Url : <a href="http://ulgh.org">http://ulgh.org</a> Tim Fraylon Manual Posting	N	0
105	Veteran Employment Center - MA 15 Sudbury sT Boston, Massachusetts 2203 Phone : 617-565-2080 Kenneth Forchelli Manual Posting	N	0
106	Veteran's Transition House 20 Willis Street New Bedford, Massachusetts 2740 Phone : 508-992-5313 Url : <a href="http://vetshouse.org">http://vetshouse.org</a> Alice unknown Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
107	VetSuccess.org (US Dept of Veteran Affairs) JFK Building rm 1675 Boston, Massachusetts 02203 Phone : 860-666-7379 Url : <a href="http://va.org">http://va.org</a> Email : Heather.Sandler@va.gov Heather Sandler	N	0
108	Wentworth Institute of Technology 550 Huntington Ave Boston, Massachusetts 02116 Phone : 617-989-4101 Career Center Manual Posting	N	0
109	Western New England University 1215 Wilbraham Road SPRINGFIELD, Massachusetts 01119 Phone : 413-782-1297 Url : <a href="https://www.wne.edu/">https://www.wne.edu/</a> Email : <a href="mailto:careercenter@wne.edu">careercenter@wne.edu</a> Tina Robertson	N	0
110	Westfield State University 577 Western Avenue Westfield, Massachusetts 01086 Phone : 413.572.5206 Url : <a href="https://www.westfield.ma.edu/">https://www.westfield.ma.edu/</a> Email : <a href="mailto:careers@westfield.ma.edu">careers@westfield.ma.edu</a> Junior Delgado	N	1
111	Wethersfield Career and Veterans Center 200 Folly Brook Blvd Room 202 Wethersfield, Connecticut 6109 Phone : 860-263-6360 Url : <a href="http://ct.gov">http://ct.gov</a> Terrance Brennan Manual Posting	N	0
112	WFSB 3 Denise D'Ascenzo Way Rocky Hill, Connecticut 6067 Phone : 860-244-1630 Url : <a href="http://www.wfsb.com">http://www.wfsb.com</a> Email : <a href="mailto:lisa.marcham@wfsb.com">lisa.marcham@wfsb.com</a> Lisa Marcham	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
113	WGGB 1300 Liberty ST Springfield, Massachusetts 01104 Phone : 413-846-0126 Url : <a href="http://www.westermassnews.com">http://www.westermassnews.com</a> Email : <a href="mailto:laura.thorp@gray.tv">laura.thorp@gray.tv</a> Laura Thorp	N	0
114	Women and Families Center 169 Colony Street Meriden, Connecticut 6451 Phone : 203-235-9297 R Cardona Manual Posting	N	0
115	Worcester State University 486 Chandler St Rm 316 Boston, Massachusetts 2116 Phone : 508-929-8941 Url : <a href="http://worcester.edu">http://worcester.edu</a> Carol Faron Manual Posting	N	0
116	Work Inc. 25 Beach ST Dorchester, Massachusetts 02121 Phone : 617-691-1500 S Aalto Manual Posting	N	0
117	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
118	You Inc. 81 Plantation St Worcester, Massachusetts 1601 Phone : 508-849-5600 May Ottek Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
119	YWCA New Britain 322 Slater Road New Britain, Connecticut 6051 Phone : 860-225-4681 ext 204 Url : <a href="http://ywcanewbritain.org">http://ywcanewbritain.org</a> Email : <a href="mailto:pgraves@ywcanewbritain.org">pgraves@ywcanewbritain.org</a> Pam Graves	N	0
120	YWCA of Greater Lawrence 38 Lawrence Street Lawrence, Massachusetts 1841 Phone : 978-687-0331 Administrator Administrator Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>122</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/11/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Discovery HS/ College Prep. 15-20 students 9-10th grade with digital media background. Tour and Q& A. This community outreach effort to all area schools to have the opportunity to learn about the careers available in television media, journalism, sales, business, etc.	4	Creative Services Director News Director Operations Director General Sales Manager
2	1/13/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Westfield Technical Academy. 6 students grades 10-11. Station tour and Q&A. Department Heads, managers and on air talent host future media leaders program. This is a community outreach effort to all area schools to have the opportunity to learn about the careers available in television media, journalism, sales, business, etc.	4	Director of Operations News Director Office Manager Creative Services Director
3	1/26/2023	Participation in other activities designed by the station employment unit	Speaker (Virtual) Maine College	1	General Sales Manager
4	2/8/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Rise Preparatory HS.12 Students grades 9-12. Future Media Leaders is an outreach program designed to educate and offer Q&A to students of all backgrounds what a career path in media and television looks like and how to obtain	4	News Director Operations Director Creative Services Director Office Manager
5	2/10/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Pathfinder Regional Vocational School- 20 students focused on production, marketing and sales. Tour and Q&A. Department Heads, managers and on air talent host future media leaders program. This is a community outreach effort to all area schools to have the opportunity to learn about the careers available in television media, journalism, sales, business, etc.	4	News Director Office Manager Creative Services Director Director of Operations

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	2/15/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Thornton Burgess Transitional Program. Department Heads, managers and on air talent host future media leaders program in station. This is a community outreach effort to all area schools to have the opportunity to learn about the careers available in television media, journalism, sales, business, etc. Transitional program, ages 18-22	3	Office Manager News Director Director of Operations
7	3/16/2023	Participation in other activities designed by the station employment unit	Future Media Leaders, Pope Francis HS Job Shadow for 1 student, one-to-one. Grade 11. This job shadowing/mentorship has a focus on graphic design major for college.	3	Creative Services Director Commercial Production Promotions Producer Senior Marketing Producer
8	3/20/2023	Participation in events or programs sponsored by educational institutions	Speaker at Columbia University (virtual)	1	News Director
9	3/22/2023	Participation in events or programs sponsored by educational institutions	Future Media Leaders, Springfield College- 13 college students hosted on-site at station for a Q&A on all positions in the broadcasting field including internships discussion	4	News Director General Sales Manager Creative Services Director Anchor
10	3/25/2023	Participation in Job Fairs	University of Connecticut Career Fair	1	News Director
11	Ongoing Event	Establishment of an intern program designed to assist members of the community	Gray Media Group Future Focus Internship- 3 students. University of Massachusetts at Amherst, MA (News, 2 interns) Auburn University, Auburn AL (sales)	4	News Director General Sales Manager General Manager Office Manager
12	3/29/2023	Participation in Job Fairs	Westfield State University Career Fair	2	News Director Office Manager
13	3/29/2023	Participation in job banks, internet programs and other programs designed to promote outreach	University of Massachusetts Internship Fair	2	Executive Producer Web Content Manager
14	4/20/2023	Provision of training to management	The FCC's EEO Rules (Webinar)	1	General Manager
15	5/5/2023	Participation in scholarship programs	Ray Hershel Annual Scholarship-promoted on air, screening of applicants and selecting the winner (former station employee) Funded 100% by station.	2	Creative Services Director Former Anchor/Reporter

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16	6/5/2023	Participation in Job Fairs	Massachusetts Broadcasters Association Virtual Job Fair	2	News Director Operations Director
17	11/3/2023	Participation in Job Fairs	Thunderbirds-Mass Mutual Career Fair	2	News Director General Sales Manager