

WCCT, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2022 - November 20, 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
Producer - 13767	1-12, 14, 16-23	19
Executive Producer - 13867	1-13, 15-23	19
MSJ - 13912	1-12, 14, 16-23	19
Photojournalist - 014351	1-3, 5-12, 15-23	15
Assignment Desk Editor - 014350	1-13, 15-23	19
Producer - 014465	1-3, 5-13, 16-23	13
Producer - 014465	1-3, 5-13, 16-23	19
Account Manager - 014667	1-3, 5-13, 15-23	13
Assistant News Director - 014670	1-3, 5-12, 15-23	19
Director of Marketing - 014741	1-3, 5-12, 15-23	15
Photojournalist-14916	1-3, 5-12, 15-23	19
Account Executive-14999	1-3, 5-12, 15-23	3

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albertus Magnus College 700 Prospect St New Haven, Connecticut 06511 Phone : 1-800-578-9160 Email : careercenter@albertus.edu Karen Stokes	N	0
2	Capital Workforce 1 Union Place Hartford, Connecticut 06103 Phone : 1-860-522-1111 Email : sgood@capitalworkforce.org Stephen Good	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	5
4	Collective Talent 1723 Richardson Place Tampa, Florida 33606 Phone : 1-813-254-9695 Email : Bille@michaelsmedia.com Bille Michael	N	0
5	Collegiate Broadcasters 90 South Park Street Willimantic, Connecticut 06226 Phone : 1-860-633-5031 Email : cbjob@mailman.rice.edu Mike Rice	N	0
6	Community Technical College 61 Woodland Street Hartford, Connecticut 06101 Phone : 1-860-906--5266 Email : lknowlton@capitalcc.edu Lisa Knowlton	N	0

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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	Connecticut School of Broadcasting Media Park 130 Birdseye Rd Farmington, Connecticut 06032 Phone : 800-887-2346 Email : info@gocsb.com Missy Robinson	N	0
8	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
9	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 06601 Phone : 1-800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
10	Greater New Haven Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-865-3867 Email : JAllen@newhaven.edu Jerry Allen	N	0
11	Highschool Adult Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	N	0
12	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0
13	Indeed.com	N	6
14	Indeed.com - Not Directly Contacted by SEU	N	2
15	Linked In	N	12

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16	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
17	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
18	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0
19	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Url : www.TEGNA.com Corporate HR Manual Posting	N	37
20	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-773-1504 Email : kjames@tunxis.edu Kim James	N	0
21	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Email : Admin@tvjobs.com Mark Holloway	N	0
22	University of Connecticut Stamford Campus Stamford, Connecticut 06901 Phone : 860-486-4900 Email : recruiting@uconn.edu Job Postings	N	0

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23	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			62

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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	Ongoing Event	Establishment of training programs for station personnel	Wednesdays 8:30am Weekly Sales Training Meetings. These involve sales strategies, techniques and results analysis.	17	All Sales Staff
2	12/9/2022	Establishment of training programs for station personnel	Sales support staff participated in Wide Orbit Order Entry training. Training provided our linear sales support teams and anyone else who enters linear orders with a brief training to ensure they start the year with CLEAN order entry.	4	Account Manager Account Manager Account Manager Account Manager
3	12/16/2022	Establishment of training programs for station personnel	TEGNA cyber training for all WTIC employees on how to "Spot the Phish". This short interactive game, Spot the Phish, tests your ability to recognize the difference between legitimate and fraudulent communications.	126	All Employees
4	2/4/2023	Establishment of training programs for station personnel	The annual ethics training was rolled out to all staff. This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data. In addition, this training outlines TEGNA's code of ethics and our shared responsibility in handling all company data and communications.	126	All Employees
5	3/2/2023	Participation in events or programs sponsored by educational institutions	News Director spoke to a journalism class at Emerson College about his work. Also discussed his career track into the broadcast industry and how to find jobs upon graduation.	1	News Director
6	3/24/2023	Establishment of training programs for station personnel	TEGNA cyber training for all WTIC employees on how to "Find the Phish". This training was required for all station employees.	126	All Employees

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7	3/25/2023	Participation in Job Fairs	News Director and Digital Content Producer attended the job and internship fair at UConn (cosponsored by Connecticut SPJ). Employee met talented young journalists from the journalism department who are looking for jobs and internships, and who want to learn how to get started in the profession. Employees discussed careers in broadcast.	2	News Director Digital Content Producer
8	3/30/2023	Establishment of training programs for station personnel	Boyd Huppert visited FOX61 to conduct two storytelling workshops. Training was provided to reporters, anchors, editorial managers, producers, digital content producers, photojournalists and others who play a role in developing a storytelling culture at the station.	12	News Director Digital Content Producer Multiskilled Journalist Photographer
9	5/7/2023	Participation in events sponsored by organizations representing the community	FOX61 talent hosted the Harc's 18th annual Walk N' Roll event at Dunkin Donuts Park on May 7th. Proceeds from the event go toward programs and services for people with intellectual and developmental disabilities. FOX61 talent spoke to spectators about his broadcast career.	1	Anchor/MSJ
10	6/7/2023	Participation in events or programs sponsored by educational institutions	FOX61 held the FOX61 Student News Award Ceremony at the University of Hartford on June 7th. FOX 61 Student News program empowers Connecticut middle and high school students to explore the world of multi-media journalism by giving them the opportunity to capture, edit and publish original content under the guidance of industry professionals.	29	Community Marketing Manager Director of Sales Account Executive News Director
11	6/20/2023	Establishment of training programs for station personnel	WTIC staff participated in the Q2 Secure TEGNA Training: Identify, Isolate, Report. This training was designed to help employees identify and isolate a breach if it occurs, and reminds employees to immediately report any incident to their local head of technology and manager, leader or general manager	126	All Employees

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12	6/25/2023	Participation in events sponsored by organizations representing the community	<p>FOX61 talent emceed the Concorso Ferrari & Friends event on June 25th. Talent spoke to attendees about her career in broadcast.</p> <p>Concorso Ferrari & Friends was conceived by a special group of supercar owners who wanted to share their passion for the mystique of Ferraris with Connecticut Children's patients, while simultaneously supporting the innovative and specialized care so many children and families depend on. Since inception in 2001, Concorso Ferrari & Friends has raised more than \$1.7 million in support of Connecticut Children's.</p>	1	Anchor

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13	6/26/2023	Establishment of training programs for station personnel	<p>This station is participating in TEGNA Inc.'s Producer-In- Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on -the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	1	Producer in Residence
14	8/15/2023	Establishment of training programs for station personnel	<p>FOX61 employee has been trained to be a drone pilot.</p>	1	Digital Content Producer

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15	Ongoing Event	Establishment of training programs for station personnel	Leadership in Action is a development program that is based on TEGNA's Critical Leadership Skills. This is a six-month leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program.	1	Director, Digital Content
16	8/29/2023	Establishment of training programs for station personnel	<p>Comscore's 7th annual State of Streaming -</p> <p>This analysis shows how audience behavior continues to be shaped and molded by how content is consumed and how the streaming landscape is evolving. Download the complementary recording to uncover crucial insights across devices, households, and audiences.</p> <p>Key topics covered:</p> <p>The growth in households using ad-supported streaming services than households using non-ad supported streaming, increasing opportunities for advertisers to reach a streaming audience.</p> <p>How investment in targeted content is encouraging significant growth in FAST platform audiences with some seeing double digit growth in year over year engagement.</p> <p>Analysis on the inflection point in digital/CTV and Linear viewing as digital/CTV viewing hours eclipse linear viewing hours.</p>	1	Research Analyst

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17	9/13/2023	Establishment of training programs for station personnel	WTIC staff participated in the Q3 Secure TEGNA Training: Know The Signs of Vishing. This training was designed to help ensure the security of our network and data. This quarter, Secure TEGNA focuses on voice phishing, or vishing, a term used to describe crimes that take place over the phone. Organized crime rings often use vishing to obtain passwords, account numbers and other proprietary data that can be used to compromise networks and online accounts.	126	All Employees
18	9/29/2023	Participation in events sponsored by organizations representing the community	FOX61 talent hosted the "Get Dressed. Give Back" event for NEADS (National Education for Assistance Dog Services) and "Dogs for Deaf and Disabled Americans" World Class Service Dogs. Talent spoke with community members about his career in broadcast. NEADS provides life-changing partnerships and ensures the success of each Client/Service Dog team through a process of continued quality improvement. They also educate the public about the rights and responsibilities of legitimate Service Dog teams and use their position as a leader in the industry to advocate for these rights.	1	Anchor/MSJ
19	10/11/2023	Participation in Job Fairs	Employees participated in Quinnipiac University's Annual Career Fair. Employees discussed their career track into the broadcast industry and how to find jobs upon graduation.	4	News Director Community Marketing Manager Digital Content Producer Anchor/MSJ

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20	10/18/2023	Establishment of training programs for station personnel	<p>Norm Hecht Research: Winning Strategy Through Evolving Audience Shifts & Behaviors - Norm Hecht Research, a market research industry leader with over 40 years of expertise in helping media companies grow audiences. Dan Greenberg, Co-President of Norm Hecht Research, conducted a seminar for TEGNA that provided insights on developing a strategic approach for competing at a high level, even with rapidly evolving audience shifts and behaviors. The insights shared were from two TEGNA markets – Dallas and Denver, both presently working with Norm Hecht Research.</p> <p>FOX61 General Manager participated in the seminar that included:</p> <p>Mining insights from deep dive audience data including OTT, Reach Frequency and Duration</p> <p>A list of characteristics including geography, signal path and how to utilize additional context beyond the core competitive set</p>	1	President & General Manager
21	10/25/2023	Establishment of training programs for station personnel	<p>FOX61 Research Analyst attended the TVB Webinar: 2023 SVOD Study - The Search for Answers</p> <p>TVB developed the 2023 SVOD study to better understand this vast world of streaming and how local broadcast TV fits in it. This study helps identify the percentage of streaming viewers who can view advertising and gives us the ability to see the complete advertising viewing pie. This 4,000-respondent study was implemented by the well-regarded research company GfK.</p>	1	Research Analyst

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22	11/11/2023	Participation in events sponsored by organizations representing the community	<p>FOX61 talent hosted the "Sparking Possibilities" - Harc's 34th Annual Auction and Gala.</p> <p>Harc provides support for a lifetime to individuals with intellectual and related disabilities and their families so they may enjoy lives of quality, inclusion, and dignity.</p> <p>Talent spoke at the event about his career in the broadcast industry.</p>	1	Anchor/MSJ