

WTIC - TV, Hartford, CT and WTXS(TV), Waterbury, CT
ANNUAL EEO PUBLIC FILE REPORT
Date: December 1, 2008

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 Manager at (860) 527-6161.

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 12/01/07 - 11/30/08

| | Full-Time Position | Recruitment Sources Used | Recruitment Source for Successful Applicant | Total Number Interviewed (from all Referral Sources) |
|----|---|--------------------------|--|--|
| 1 | Master Control Operator | 1 - 62 | Careerbuilder.com - # 57 | 5 |
| 2 | Local Sales Assistant | 1 - 62 | WTIC- TV & WTXS - TV Websites - # 59 | 6 |
| 3 | Promotion Coordinator | 1 - 62 | WTIC- TV & WTXS - TV Websites - # 59 | 5 |
| 4 | Anchor/Reporter (2 positions) | 1 - 62 | Internal Candidate - # 60 Employee Referral - # 61 | 8 |
| 5 | Producer/News Writer | 1 - 62 | Tvjobs.com - # 25 | 6 |
| 6 | Executive Producer | 1 - 62 | Employee Referral - # 61 | 6 |
| 7 | Technical Director | 1 - 62 | Unsolicited Applicant - # 62 | 5 |
| 8 | Editor | 1 - 62 & 65 | Employee Referral - # 61 | 12 |
| 9 | Photographer/Truck Operator (2 positions) | 1 - 62 & 65 | Careerbuilder.com - # 57 Internal Candidate - # 60 | 14 |
| 10 | SNG/ENG Truck Operator/Photographer | 1 - 62 & 65 | Employee Referral - # 61 | 13 |
| 11 | Newscast Director | 1 - 62 | Tribune.com - # 58 | 5 |
| 12 | Account Executive (3 positions) | 1 - 62, 63, 64 & 66 | Employee Referral - # 61 Careerbuilder.com Job Fair - # 57 Careerbuilder.com - # 57 | 27 |
| 13 | Assignment Editor | 1 - 62 | Careerbuilder.com - # 57 | 5 |
| 14 | Reporter | 1 - 62 | Unsolicited Applicant - # 62 | 10 |
| 15 | Producer/News Writer (4 positions) | 1 - 62 | Unsolicited Applicant - # 62 Quinnipiac University - # 56 Employee Referral (2 positions) - # 61 | 8 |
| 16 | Anchor/Producer/Reporter | 1 - 62 & 66 | WTIC- TV & WTXS - TV Web-sites - # 59 | 5 |
| 17 | Production Technician (7 positions) | 1 - 62 & 66 | Internal Promotion - # 60 (all 7 positions) | 9 |
| 18 | Photographer/Truck Operator | 1 - 62, 65 & 66 | Internal Promotion - # 60 | 1 |
| 19 | Editor | 1 - 62, 65 & 66 | Internal Promotion - # 60 | 1 |
| 20 | Reporter/Host | 1 - 62 & 66 | Tvjobs.com - # 25 | 7 |
| 21 | Booking Producer | 1 - 62 & 66 | Employee Referral - # 61 | 5 |
| 22 | Reporter | 1 - 62 & 66 | Employee Referral - # 61 | 5 |
| 23 | Maintenance Engineer | 1 - 62 & 66 | Employee Referral - # 61 | 6 |
| 24 | Interactive Content Manager | 1 - 62, 66 & 67 | Tribune Company - Intercompany Promotion - # 67 | 1 |

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|----|---------------------------------------|---------------------|---|---|
| 25 | News Promotion Producer/Writer/Editor | 1 - 62 & 66 | Employee Referral - # 61 | 5 |
| 26 | Graphic Artist | 1 - 62 & 66 | Internal Promotion - # 60 | 1 |
| 27 | SNG/ENG Truck Operator/Photographer | 1 - 62, 65 & 66 | Employee Referral - # 61 | 9 |
| 28 | Anchor/Reporter | 1 - 62 & 66 | WTIC- TV & WTXX - TV Websites - # 59 | 7 |
| 29 | Interactive Sales Manager | 1 - 62, 63, 64 & 66 | WTIC- TV & WTXX - TV Websites - # 59 | 6 |
| 30 | Weekend Weather Anchor/Reporter | 1 - 62 & 66 | Unsolicited Applicant - # 62 | 6 |
| 31 | Assistant Newscast Director | 1 - 62 & 66 | Tvjobs.com - # 25 | 6 |
| 32 | Associate Web Producer | 1 - 62 | Internal Promotion - # 60 | 1 |
| 33 | Weekend Anchor/Reporter | 1 - 62 & 66 | Medialine.com - # 29 | 5 |
| 34 | Director of Creative Services | 1 - 62 & 66 | Unsolicited Applicant - # 62 | 6 |

Total number of persons interviewed during applicable period: 227

Supplemental Recruiting Measures 12/1/07 - 11/30/08

| | 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/WTXX hosts approximately 20 students each year. Intern positions are part-time, usually 10 hours per week beginning in either spring, summer or fall. | Ongoing | HR Manager, Executive Assistant, along with various Department Personnel | WTIC/WTXX-TV |
| 2 | University of Connecticut, Storrs, Career Fair: WTIC Local Sales Manager, WTXX Local Sales Manager, WTIC Local Sales Assistant and HR Assistant attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment. | March 5, 2008 | WTIC Local Sales Manager, WTXX Local Sales Manager, WTIC Local Sales Assistant and HR Assistant | University of Connecticut, Storrs |
| 3 | Manchester Community College Career Fair: WTIC Local Sales Manager, WTXX Local Sales Manager and WTIC Local Sales Assistant attended a job fair to discuss career opportunities and internship positions with students and accepted resumes for employment. | April 12, 2008 | WTIC Local Sales Manager, WTXX Local Sales Manager and WTIC Local Sales Assistant | Manchester Community College |
| 4 | Careerbuilder.com Career Fair: HR Manager, HR Assistant, WTIC Local Sales Manager and WTXX Local Sales Manager attended a job fair to discuss career opportunities and internship positions with attendees and accepted resumes for employment. | April 8, 2008 | HR Manager, HR Assistant, WTIC Local Sales Manager and WTXX Local Sales Manager | The Hartford Courant and Careerbuilder.com |
| 5 | Emma Bowen Foundation Internship Scholarship Program: A scholarship is awarded once every four years to a minority high school senior 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 junior year of high-school. | On-going | HR Manager, Executive Assistant, along with various Department Personnel | Emma Bowen Foundation and WTIC/WTXX-TV/ Tribune Company |
| 6 | Internal Training Program: Fox 61 and CW 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. | On-going | Production and Master Control Departments | WTIC/WTXX-TV |
| 7 | Educational Events and Programs: Fall Teachers Workshop: Fox 61 staff teach a workshop for approximately 75 teachers who will then implement Student News in their schools as part of the curriculum or after-school program. The teachers who participated in the workshop have a direct affect on the outcome and quality of the news stories; the stories are better written and demonstrate a thorough understanding of the video production and journalism process. The teachers who attend the workshop receive 0.5 Continuing Education Units for their participation. Fox 61 Student News: Approximately 250 high schools and middle schools from across Connecticut have participated in the Fox 61 Student News. Students submit news stories that are 50 seconds in length to the station. Every news story that is submitted is critiqued by Fox 61 professionals. Upon request, Fox 61 News at Ten personnel make on-site visits to every participating school to help prepare student news stories for broadcast. Many stories are broadcast on-air and the best ones are nominated for the scholarships and equipment grants that are given out at the annual Award Ceremony every year in the spring. | On-going | Creative Services & News Department | WTIC/WTXX - TV |

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|---|---|--------------------------------------|--|------------------------------------|
| 8 | <p>UNITY: Journalist of Color, Convention – Chicago, IL: This event occurs every four years and is the largest Media Showcase and Career Expo in the Industry. The Asian American Journalist Association (AAJA), National Association of Hispanic Journalists (NAHJ), National Association of Black Journalists (NABJ) and the Native American Journalist Association (NAJA) come together for professional development workshops and a career fair. Tribune Broadcasting Company's VP of Human Resources attended the conference, collected resumes, reviewed and critiqued participant demo reels, and soft-screened candidates interested in broadcast journalism careers with Tribune.</p> | <p>July 23, 2008 - July 27, 2008</p> | <p>Myrna Ramirez, VP Human Resources, Tribune Broadcasting Company</p> | <p>AAJA, NAHJ, NABJ & NAJA</p> |
|---|---|--------------------------------------|--|------------------------------------|