

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT
November 21, 2020 - November 20, 2021

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
Director of Digital Content	3, 8, 24	24
Anchor/Reporter - 009562	1-7, 9-14, 17-21, 23-29	24
Producer - 009687	1-6, 9-14, 16-29	24
Producer - 009687	1-6, 9-14, 16-29	24
Multiskilled Journalist - 010028	1-6, 9-14, 17-21, 23-29	24
Multiskilled Journalist - 010028	1-6, 9-14, 17-21, 23-29	24
Producer - 010026	1-6, 9-14, 17-23, 25-29	22
Executive Producer	1-6, 9-14, 16-21, 23-29	24
Morning Producer	1-6, 9, 11-14, 17-21, 23-29	24
Multi-Skilled Journalist	1-6, 9, 11-14, 17-21, 23-29	24
Multi-Skilled Journalist	1-6, 9, 11-14, 17-21, 23-29	24
Multi-Skilled Journalist	1-6, 9, 11-14, 17-21, 23-29	24
Marketing Producer	1-6, 9, 11-14, 17-21, 23-29	24
Broadcast Engineer	1-6, 9, 11-14, 17-21, 23-29	24
Chief Photographer	1-6, 9, 11-14, 17-21, 23-29	24
Traffic Anchor/MSJ - 10720	1-7, 9, 11-14, 17-21, 23-29	24
Producer - 10869	1-7, 9, 11-14, 17-21, 23-29	24
Producer - 10869	1-7, 9, 11-14, 17-21, 23-29	24
Producer - 10869	1-7, 9, 11-14, 17-21, 23-29	24
Producer - 10869	1-7, 9, 11-14, 17-21, 23-29	24
Business Development Representative - 10981	1-7, 9, 11-14, 17-29	22
IT Specialist - 10979	1-7, 9, 11-14, 17-21, 23-29	3
Producer - 11034	1-7, 9, 11-14, 17-21, 23-29	24
Morning News Content Director - 11086	1-7, 9, 11-21, 23-29	24
Morning Executive Producer - 11087	1-7, 9, 11-14, 16-21, 23-29	24
Account Executive - 11117	1-9, 11-14, 17-21, 23-29	24
Digital Content Producer- 11318	1-7, 9, 11-14, 16-21, 23-29	16
Assignment Editor-11323	1-7, 9, 11-14, 16-21, 23-29	24
Meteorologist-11415	1-7, 9, 11-14, 17-21, 23-29	24
Photographer/Editor-11605	1-7, 9, 11-14, 17-21, 23-29	24

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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	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	2
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
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

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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
8	Current Employee	N	3
9	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
10	Emma Bowen Foundation 524 W. 57th Street New York, New York 10019 Phone : 212.664.3486 Email : sandra.rice@nbcuni.com Sandra Rice	N	0
11	Greater Bridgeport Education 126 Park Ave Bridgeport, Connecticut 06601 Phone : 1-800-392-3582 Email : Yanmin@bridgeport.edu Yanmin Yu	N	0
12	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
13	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
14	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0
15	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	1

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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16	Linked In	N	6
17	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, Connecticut 06371 Phone : 860-434-5232 Email : klockwood@lymefs.newhaven.edu Karen Lockwood	N	0
18	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
19	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
20	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
22	Other Source	N	4
23	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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24	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Url : www.TEGNA.com Corporate HR Manual Posting	N	86
25	Tunxis Community College 271 Scott Swamp Road Farmington, Connecticut 06032 Phone : 860-773-1504 Email : kjames@tunxis.edu Kim James	N	0
26	TVJOBS.COM PO Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Email : Admin@tvjobs.com Mark Holloway	N	0
27	University of Connecticut Stamford Campus Stamford, Connecticut 06901 Phone : 860-486-4900 Email : recruiting@uconn.edu Job Postings	N	0
28	Urban League of Greater Hartford P.O. Box 320500 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : ymatthews@ulgh.org Yvonne Matthews	N	0
29	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:			102

WCCT-TV, WTIC-TV EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/21/2020	Establishment of training programs for station personnel	<p>Poynter Producer Project - will help TV producers tell stronger stories and make tough calls on deadline.</p> <p>You will learn: How to find stories that others miss How to find a focus for your story How to write clear, clean copy The keys to writing teases and show opens that attract and hold viewers A framework for making ethical decisions on deadline Ways to lead even when you do not have formal authority How to better navigate news coverage involving race and bias Strategies for managing newsroom trauma and stress</p>	1	News Producer
2	Ongoing Event	Establishment of training programs for station personnel	Monthly Kronos Training. Fox61 performs monthly training on Kronos for new employees. Reviewing PTO time off requests, Holiday requests and time entry.	10	Executive Assistant FOX61 New Hires
3	12/7/2020	Establishment of training programs for station personnel	Matrix Training for Sales Managers - How to input budgets into CRM tool.	5	Director, Sales Local Sales Manager Local Sales Manager Manager, Digital Sales
4	Ongoing Event	Establishment of training programs for station personnel	Traffic workflow training. Sessions include: Log Change Dashboard Training, Episode number entry, Paid programming, Purge lists and Dub lists.	2	Executive Assistant Sales Assistant
5	12/14/2020	Establishment of training programs for station personnel	Overview of Comscore. Discuss methodology, with included ratings and other new opportunities. Understanding Your Audience Reports for News & Promotions. Benefits of Comscore in Hartford-New Haven Sales Resources	7	President & General Manager Director, Marketing Director, Sales Research Analyst

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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6	2/1/2021	Establishment of training programs for station personnel	Annual Byte Back Security Awareness Campaign to help employees understand TEGNA's IT standards and procedures, the employee's role in keeping our company safe from attacks, and how to incorporate security practices into our employee's daily work routine. The challenge will help employees increase their cybersecurity awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection.	130	All Station
7	3/11/2021	Provision of training to management	DE&I training from corp on removing bias from hiring and providing resources to support diverse hiring.	30	All Management
8	5/5/2021	Establishment of training programs for station personnel	Monarch Refresher training for local sales – TEGNA reviewed best practices of this CRM tool	18	All Sales Staff
9	Ongoing Event	Establishment of training programs for station personnel	Digital Sales Learning – AEs and Managers are trained monthly on best practices and success stories for digital selling. Meeting is once a month until 12/9/21	18	All Sales Staff
10	6/15/2021	Establishment of training programs for station personnel	Cynopsis Measurement & Data Virtual Conference - June 15-16, 2021. The Measurement & Data Virtual Conference is Cynopsis' 5th annual event with hundreds of analysts, researchers and media leaders coming together virtually. Over the course of two days, we'll present the freshest thinking on buying and selling for the holistic video marketplace. On June 15-16, attendees will learn the latest trends in: Attribution, Addressable TV, CTV, OTT, Privacy, Data, and Ad Fraud.	1	Research Analyst

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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11	6/18/2021	Participation in events sponsored by organizations representing the community	St. Michael's College Virtual Pride Celebration. As we celebrate in community the incredible alumni stories that make us proud SMC alumni, we want to recognize not only the many contributions, but the very tangible moments of progress that has been made by LGBTQIA+ members willing to take up space and move the needle toward progress on our campus and beyond. Our Fox61 employee was a featured speaker and discussed their work within the media industry.	1	Director, Digital Content
12	6/21/2021	Participation in events sponsored by organizations representing the community	PATH will be holding a golf tournament fundraiser at Brownson County Club in Huntington, CT. PATH Parent to Parent/Family Voices of CT is a non-profit that was formed in 1986 as Parents Available to Help (PATH). In 2003 they merged with lower Fairfield County Parent to Parent and became PATH Parent to Parent of CT Parents Available to Help. Then in 2008 PATH became an alliance member of National Parent to Parent USA and in 2009 they became an affiliate organization of the National Family Voices Organization and became known as PATH Parent to Parent/Family Voices of CT. Fox61 talent spoke to other attendees at this event about a career in Broadcast Journalism.	1	Multiskilled Journalist
13	7/1/2021	Establishment of training programs for station personnel	TEGNA – Through the looking Glass: Thriving in the New Normal – DOS group – Gave 5 key strategies for thriving in the new normal. Key communication techniques, effective policy and procedure review, leading with compassion and empathy	18	All Sales Staff
14	Ongoing Event	Establishment of training programs for station personnel	TEGNA Inclusive Journalism Training The Inclusive Journalism Program will be a customized, multi-phased audit and training program that will provide our Journalists and Marketers with the tools, knowledge, and accountability they need to create inclusive content. Details on the multi-phased approach are outlined	1	All News Department

WCCT-TV, WTIC-TV EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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			<p>below.</p> <ul style="list-style-type: none"> • Phase 0, Discovery: Poynter works with TEGNA to develop training, and create training groups by using market and station data. • Phase 1, Content Assessment: A small group of newsroom champions work on identifying gaps between communities represented in content and market population. • Phase 2, Direct Training: Newsroom and marketing staff and managers take part in Unconscious Bias Training and discussing and managing race-related content. There will be three training sessions over the course of two weeks totaling 4.5 hours. • Phase 3, Tactics for News Content: Role-based training to enable producers, MSJ's, photojournalists, digital producers, etc. to be more knowledgeable about diversity and inclusive storytelling. • Phase 4, Leadership: Inform managers of their responsibilities related to local diversity, equity, and inclusion efforts. Leaders will also take part in facilitated team planning. • Phase 5, Content Audit: After the training sessions are complete, we will work with an outside partner to conduct a content audit to bring tangible insights and accountability to post-program action plans. • Phase 6, Local Action Plans: Local discussions and exercises to leverage training and create sustainable, everyday news practices and processes. <p>JULY 12-16: TRAINING 1</p> <ul style="list-style-type: none"> • Creating the Newsroom You (And Your Audience) Deserve • Covers unconscious bias, identity traits, fault lines, types of power, empathy vs. sympathy and allyship <p>JULY 19-23: Trainings 2 & 3</p> <p>Training 2: How to Discuss & Monitor</p>		

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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			<p>Issues of Race in Content</p> <ul style="list-style-type: none"> • Covers owning the power you have to create, reinforce or alter perceptions of reality, adding nuance to race when appropriate and diversifying sources and stories <p>Training 3:</p> <ul style="list-style-type: none"> • Covers impact vs. intent, working with police information and mugshots 		
15	8/4/2021	Participation in events sponsored by organizations representing the community	<p>“Fighters for Finn” organized the event at Sweet Frog in West Hartford and raised \$500 in hopes of raising awareness about Down syndrome and to celebrate Finn Daly. The MSJ had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.</p>	1	Anchor
16	8/5/2021	Participation in events sponsored by organizations representing the community	<p>CFA Society Hartford 5K Race in Hartford on August 5, 2021 in Bushnell Park to benefit The Connection.</p> <p>The MSJ had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.</p>	1	Anchor
17	9/13/2021	Participation in events sponsored by organizations representing the community	<p>SuperJack Ice Cream Social Fundraiser to benefit Down Syndrome Association of CT.</p> <p>The Anchor had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.</p>	1	Anchor

WCCT-TV, WTIC-TV EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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18	9/17/2021	Participation in events sponsored by organizations representing the community	<p>The town of South Windsor celebrates its 175th birthday. Activities and entertainment included live music from the South Windsor Community Band and Summit Studios Faculty Band, tarot card readings, a photo booth, fire dancing, and a plethora of food trucks.</p> <p>Our Fox61 Anchor had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.</p>	1	Anchor
19	9/19/2021	Participation in events sponsored by organizations representing the community	<p>In an effort to join the battle against childhood cancer, Union Street Tavern of Windsor will host their 15th Annual Tavern Trot on Sunday, September 19, 2021 at 20 Union Street, Windsor, CT. Members of the community are continuously inspired to get involved with Alex's Lemonade Stand Foundation by participating in the annual Tavern Trot and raising money for the fund. The FOX61 talent had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.</p>	1	Anchor
20	9/24/2021	Participation in events sponsored by organizations representing the community	<p>FOX61 talent emceed the 2021 Camp Courant Buddy Bash. This event raises money for Camp Courant which provides lessons and skill building to lessen summer learning loss. We provided transportation, two meals per day, a weekend bag of food, essential health services and screenings. The talent spoke to guests about career in local broadcast.</p>	1	Multiskilled Journalist

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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21	Ongoing Event	Establishment of an intern program designed to assist members of the community	<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>	2	<p>Producer in Residence Producer in Residence</p>
22	9/28/2021	Participation in events or programs sponsored by educational institutions	<p>FOX61 Student News Teacher Workshop held at the University of New Haven. Middle and High School teachers who are interested in participating in this year's program are invited. The agenda will include: media basics and literacy, news gathering, shooting news, editorial decision making and how to submit stories. We will also share some photos from last year's awards ceremony and details on our student scholarship program.</p>	4	<p>Community Relations Manager Assistant Chief Photographer Digital Content Producer Anchor</p>

WCCT-TV, WTIC-TV
EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

III. RECRUITMENT INITIATIVES

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23	9/29/2021	Participation in events or programs sponsored by educational institutions	FOX61 Student News Teacher Workshop held at the University of Hartford. Middle and High School teachers who are interested in participating in this year's program are invited. The agenda will include: media basics and literacy, news gathering, shooting news, editorial decision making and how to submit stories. We will also share some photos from last year's awards ceremony and details on our student scholarship program.	4	Community Relations Manager Assistant Chief Photographer Digital Content Producer Anchor
24	9/30/2021	Establishment of training programs for station personnel	Broadcast TVs Virtual Conference - Forward TVB Session topics included measurement, business and political forecasts, automated TV, automotive, political, sports betting, business development and much more.	14	All Sales Staff
25	10/2/2021	Participation in events sponsored by organizations representing the community	Step Up for Down Syndrome Walk - New Britain Bees Stadium. Fox61 talent had numerous one on one conversations with attendees in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.	1	Anchor
26	10/3/2021	Participation in events sponsored by organizations representing the community	3rd Annual TriCircle Gala Brunch. This event helps to shine light on the fact that recovery is possible, there is hope, Together WE are Stronger! All proceeds will help TriCircle to move their vision forward. Speakers, great food, raffles, the two TriCircle Memorial Scholarship winners will be announced and music by Mad Dash. Fox61 talent had numerous one on one conversations with individuals in regards to pursuing a career in Broadcast Journalism within Tegna/Fox 61.	1	Anchor

WCCT-TV, WTIC-TV EEO PUBLIC FILE REPORT

November 21, 2020 - November 20, 2021

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27	10/4/2021	Establishment of training programs for station personnel	TEGNA Cybersecurity Training - Secure TEGNA - a new cybersecurity program that includes quarterly training modules covering different topics such as data protection, safe browsing, email safety, and social media account protection.	130	All Station
28	10/7/2021	Participation in events or programs sponsored by educational institutions	Fox61 employees visited 5th graders at the Lake Street School in Vernon, CT to talk about different broadcast jobs.	2	Anchor Photographer
29	10/9/2021	Participation in events sponsored by organizations representing the community	Eversource Hartford Marathon and Half Marathon. The Hartford Marathon Foundation is a non-profit that produces road races in communities across Connecticut, Rhode Island and Massachusetts. HMF Events include 5K, 10K, 10 Mile, half marathon and marathon running events welcoming runners and walkers of all experiences ages, from competitive athletes to participants looking for new fitness challenges. The Fox61 Talent spoke to other attendees at this event about a career in Broadcast Journalism.	1	Anchor
30	10/22/2021	Participation in Job Fairs	CUNY Job Fair (The Newmark J-School Virtual Career Fair Fall 2021). Potential applicants were told about WTIC & WCCT/TEGNA, job opportunities currently available, and the application procedures.	1	News Director
31	10/27/2021	Establishment of training programs for station personnel	Fox61 Research Analyst provided training to the News Department on the latest ratings from Comscore. They reviewed ratings increases year to year and month to month in all news dayparts.	55	All News Department Research Analyst