

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 21, 2009 to November 22, 2010.

1) Employment Unit: LIN Television New Haven, CT

2) Unit Members (Stations and Communities of License): WTNH-TV New Haven, CT
WCTX-TV New Haven, CT

3) EEO Contact Information for Unit Member:

| | |
|---|---|
| Mailing Address: 8 Elm Street New Haven, CT 06510 | Telephone Number: (203) 784-8815 |
| | Contact Person: Karen Blank |
| | E-mail Address: Karen.Blank@wtnh.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

| Job Title | Recruitment Source Referring Hiree |
|---|---|
| 1. Sales Account Executive (2) Positions | (1) WTNH.Com (1) Professional Referral |
| 2. New Media Sales Executive | WTNH.Com |
| 3. Entry Level Sales Account Executive | WTNH.Com |
| 4. New Media Sales Executive | Craigslist.Org |
| 5. Assignment Desk Editor | WTNH.Com |
| 6. Multi Platform Assistant | New Haven Register |
| 7. Operations Manager | Monster.Com |
| 8. IT Manager | Professional Referral |

5) Recruitment Source List

| Name of Organization Notified of Job Vacancy: | Contact Person | Address and Phone Number: | # of Interviewees Referred by This Source | Did Source Request Notification? (Yes or No) | Full Time Positions for Which This Source Was Utilized |
|---|---|--|---|--|--|
| LIN TV. Internal Corporate Job Postings | Karen Blank | 8 Elm Street New Haven, CT 06510 203-784-8888 | 1 | No | ALL |
| WTNH.COM WWW.WTNH.COM | Jeff Bailey | 8 Elm Street New Haven, CT 06510 203-784-8888 | 25 | No | ALL |
| EEO Phone Line WTNH/WCTX-TV | Karen Blank | 8 Elm Street New Haven, CT 06510 203-784-8888 | 0 | No | ALL |
| Greater Bridgeport education | Yanmin@bridgeport.edu Yanmin Yu | 126ParkAve Bridgeport, CT 800-392-3582 | 0 | No | ALL |
| Media Line | Mark.Shilestone@Medialine.com Mark Shilestone | Medialine.com Web Site | 0 | No | ALL |
| Albertus Magnus College | yurkowall@albertus.edu Suzanne Wall | 700 Prospect St New Haven, CT 800-578-9160 | 0 | No | ALL |
| Southern Connecticut State University | Dunkleej1@southernct.edu Prof Jerry Dunklee | 1-800-500-7278 | 0 | No | ALL |
| Syracuse University | belichti@syr.edu Bridget Lichtinger | Syracuse NY 315-443-1870 | 0 | No | ALL |
| National Association for the Advanced Color People | Doris.Dumas@yale.edu Doris Dumas | 400 Mount Hope Drive Baltimore, MD 21215 410-580-5777 | 0 | No | ALL |
| Quinnipiac University | Grace.Lavine@quinnipiac.edu Grace Lavine | 275 Mount Carmel Ave Hamden,CT 203-582-8200 | 0 | No | ALL |
| Collegiate Broadcasters | cbjob@mailman.riace.edu Mike Rice | 90 South Park St. Willimantic, CT 06226 860-633-5031 | 0 | No | ALL |
| Springfield College | Dianne_B_Lyons@spfdcol.edu Diane Lyons | 263 Alden ST Springfield, MA 413-748-3000 | 0 | No | ALL |
| Central Connecticut State University | Ritzenhoffk@ccsu.edu Dr. Karen Ritzenhoffk | 1615 Stanley St New Britain St. 06050 860-832-2078 | 0 | No | ALL |
| Eastern Connecticut State University | careers@easternct.edu career officer | 83 Windham St. Willimantic, CT 830-465-5000 | 0 | No | ALL |

| Name of Organization Notified of Job Vacancy: | Contact Person | Address and Phone Number: | # of Interviewees Referred by This Source | Did Source Request Notification? (Yes or No) | |
|---|--|---|---|--|---------|
| Urban League of Greater Hartford | <u>GeorgeSutherland@ulgh.org</u> George Sutherland | 140 Woodland Street Hartford, CT 860-527-0147 | 0 | No | ALL |
| Briarwood College | <u>lombardg@briarwood.edu</u> Geraldine Lombardge | 2279 Mount Vernon Road Southington, CT 800-952-2444 | 0 | No | ALL |
| Connecticut College | <u>jrtin@conncoll.edu</u> Jack Tinker | 270 Mohegan Ave., New London, CT 06320 860-447-1911 | 0 | No | ALL |
| Greater New Haven Education | <u>JLAllen@Newhaven.edu</u> Jerry Allen | 580 Ella Grasso Blvd New Haven, Ct 06510 203-865-3867 | 0 | No | ALL |
| Community Technical colleges of Connecticut- | <u>ldomenitz@ccc.mnet.edu</u> Linda DomintaR_difelice@nvcc.commnet.edu Roberta DiFelica | 61 Woodland St Hartford, CT 860-244-7600 | 0 | No | ALL |
| National Association of Hispanic Journalists | <u>jobbank@nahj.org</u> Job Bank Officer | 529 14 th Street NW Washington DC 20055 202-662-7145 | 0 | No | ALL |
| Latino American Chamber of Commerce | <u>Juan@la.chamber.org</u> Juan Rodriguez | LACC Office 3512 West Fullerton Ave Chicago IL 60647 Juan RodRiguez | 0 | No | ALL |
| CBA Connecticut Broadcasters Association | <u>WWW.CTBA.ORG</u> Mike Rice | 90 South Park St. Willimantic, CT 06226 860-633-5031 | 0 | No | 1,2,3,4 |
| New Haven Register Newspaper | Newspaper Classified Ad Department | Long Wharf Drive New Haven, CT 06510 203-789-5467 | 4 | No | 1,2,6,7 |
| Jobs in CT . Com- | <u>WWW.CTJOBS.COM</u> | Connecticut Unemployment source for posting Jobs | 1 | No | ALL |
| Professional Referrals | | | 9 | No | ALL |
| Monster.com | www.monster.com | Website | 4 | No | 2,7 |
| Craigs List | www.craigslist.com | Website | 3 | No | 3,4 |
| Connecticut Post | Newspaper Classified Ad Department | 410 State Street Bridgeport,CT 06604 203-333-0161 | 4 | No | 3 |
| CareerBuilder | www.careerbuilder.com | Website | 3 | No | 4 |

6) **Total # of Interviewees Referred:** For the period from 11/22/2009- to 11/21/2010 this Employment Unit interviewed 54 people for 9 full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

Initiative: Establishment of Training Program

On November 27, 2009 WTNH/WCTX established a training program for employees to advance in a career. This program is the outline for accomplishing the objective of training broadcast journalists. The core objective of the program is to prepare an individual for potential employment in the position of working as an on-air reporter and to encourage more cultural diversity amongst those working in such roles. The Program consists of:

Training Program oversight- By the V/P News Director Kirk Varner

Off Camera Experience- Understanding general Newsroom workflow hands on

Broadcast Television writing skills- submitting written samples of broadcast writing

Newsgathering Skills-assigned to a photographer and reporter to gather the skills necessary to gather, write, and edit a news story

Technical Skills-specific training in areas of editing, photojournalism, and computer operations

News Story Production Skills- Prepare a story for broadcast, as if the story was to air in normal sense. The script and story would be prepared by the trainee.

Skill Integration and Production of Demo Roll- The ultimate goal of the program to have the trainee be fully capable as an entry-level broadcast journalist.

(a) Initiative: training

On May 5, 2010 Karen Blank, Office administrator who has substantial responsibility in the making of hiring decisions attended an FCC EEO Webinar hosted by Joshua Pila, LIN Media regulator counsel.

(b) Initiative: Career Fair

From July, 25 –August 1,2010 Dee Sendrowski, Benefits Manager for LIN Media who has substantial responsibility in the making of hiring decisions attended the NABJ career fair held at the Manchester Grand Hyatt located in San Diego California. Dee greeted the visitors at the career informing the guests of all opened position here at WTNH/WCTX-TV.

(c) Initiative: Internship Program

WTNH-TV and WCTX-TV ran (2) internship programs in the summer from June 2010-August 2010 and a Fall Program from September 2009-November 2009. This program provides college students interested in mass communications, additional educational experience. Colleges participating included, Central Connecticut state University, Western Connecticut State University, University of Hartford, Albertus Magnus College, Quinnipiac University, University of New Haven, Southern Connecticut University, and Yale University in the State of Connecticut. Also New York University, Syracuse University, Hoftra College, and Marist College located in the state of New Your, Endicott College located in Massachusetts, Kneen College located in New Hampshire, and West Virginia University located in West Virginia. This “hands-on” experience allows students to get an in depth look into the field of broadcasting. All 45 Intern’s were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 3 in

Marketing/Community Affairs,3 in Promotions, 2 in Weather , 2 in Sales research, 6 in Production, 8 in Sports, and 22 in the News Department. Staff involved included Mary lee Weber, Marketing/Community Affairs Director, Tony Marinaro, Corporate Director of Research, Shannon Kane, Assignment Desk Manager, Dwight Mayhew Chief Engineer, and Janet Lopes Executive News Producer.