WFSB/WSHM

Recruitment Sources Report

For the period of December 1, 2007, through November 30, 2008 WFSB/WSHM filled the following vacancies as defined by the FCC EEO rules.

		Account	Assoc	Assoc	Account	Account	Credit	Account	Meterologist	Assoc	Account	Director of	Reporter	Asst Business	Sales	Creative	Producer	Producer	Reporter	Producer	Media	Assignment
	NB Sales Mgr	Executive	Producer	Producer	Executive	Executive	Manager	Executive	WSHM	Producer	Executive	Human Resources		Manager	Manager	Services Dir	Better CT				Consultant	Editor
(Position Filled Date)	12/21/07	03/17/08	01/03/08	01/03/08	02/25/08	01/24/08	03/31/08	04/01/08	03/26/08	06/17/08	05/15/08	06/18/08	07/01/08	08/11/08	09/01/08	07/21/08	08/18/08	09/15/08	10/06/08	09/08/08	08/06/08	03/15/08
Recruitment Sources																						
	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS	RS/O X HS
Albertus Magnus College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Capital Workforce	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Central Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Columbia University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Eastern Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Manchester Community Tech College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Middlesex Community Tech College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Naugatuck Valley Community College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Post University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Quinnipiac College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Southern Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Springfield Technical Community College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
St. Joseph College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Trinity College	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Bridgeport	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Connecticut	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
University of Hartford	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
Western Connecticut State University	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X	X X
BCFM																						
602 Communications																						
Hartford Courant/Career Builders.com	x	x	x	x	x	x	x					x HS										
Springfield Republician	x	x	x	x	x	x	x	x	x	x	x		x	x	x	x	x					x
WFSB.com Website	x	x	x	x	x	x	x	x HS	x	x	x	x	x	x	x	x	x	x HS	x HS	x	x	x
WSHM.com Website	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x HS
Tvjobs.com	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Medialine.com	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x
Monster.com																						
Masslive.com	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	x				x	x
ProducerSoultions.com																						
Spots n Dots Publication																						
Walk-ins / Blind Resume	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Job Fairs/Conferences	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Talent Dynamics/Talent Agents	x	x	x	x	x	x	x HS	x	x	x	x	x		x		x HS	x					x
Industry/Employee Referral	x	x IR	x IR	x	x	x	x	x	x	x HS	x	x	x ER	x		x	x	x	x	x	x HS	x
Internal Hire Intern	x IP	x	x	x IP	x	x IP	x	x	x	x	x	x	x	x	x HS	x	x HS	x	x	x HS	x	x
Rehire									x HS													
CT Department of Labor																						
Urban League of Greater Hartford														x HS								
Indeed.com																						

Key:

RS/O =Requesting Sources/Organizations that requested and received the job vacancy notice.

X=Represents All Recruiting Sources that received the job vacancy notice.

HS=Source referring Hiree. Choose from one of the following:

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WFSB/WSHM

Recruitment Sources Report

For the period of December 1, 2007, through Noven

(Position Filled Date)	Sports Anchor PT 04/17/08			Reporter PT 08/06/08			Producer WSHM 05/20/08			Assignment Editor 07/20/08			Meteorologist WSHM 09/15/08			Producer 09/15/08			A/P Payroll 09/29/08			Reporter 10/06/08			Associate Producer 08/18/08			Associate Producer 08/18/08			Executive Asst to VP 09/11/08			Sales Asst 10/20/08			Meteorologist 10/24/08			Account Exec 10/27/2008			Account Exec 10/27/2008			Reporter 10/27/2008			Account Exec 11/3/2008			Photographer 11/06/08		
Recruitment Sources	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**	**RS/O**	**X**	**HS**
Albertus Magnus College	x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Capital Workforce	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Central Connecticut State University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Columbia University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Eastern Connecticut State University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Manchester Community Tech College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Middlesex Community Tech College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Naugatuck Valley Community College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Post University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Quinnipiac College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Southern Connecticut State University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Springfield Technical Community College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
St. Joseph College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Trinity College	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
University of Bridgeport	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
University of Connecticut	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
University of Hartford	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
Western Connecticut State University	x			x			x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x		x	x	
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Springfield Republician		x						x																																										
WFSB.com Website		x			x			x	HS		x			x			x	HS					x	HS					x							x							x	HS					x	
WSHM.com Website		x			x	HS		x			x			x	HS		x						x					x							x							x						x	
Tvjobs.com		x	HS		x			x			x			x			x						x					x							x							x						x	
Medialine.com		x						x																																									
Monster.com																																																		
Masslive.com		x						x																																									
ProducerSoultions.com																																																	
Spots n Dots Publication																																																	
Walk-ins / Blind Resume		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x	
Job Fairs/Conferences		x			x			x			x			x			x			x			x			x			x			x			x			x			x			x			x	
Talent Dynamics/Talent Agents		x						x			x																																						
Industry/Employee Referral		x			x			x			x	HS		x			x			x	HS					x	HS					x	HS					x						x	HS					x	
Internal Hire **Intern**		x			x			x			x			x			x			x			x	HS					x	HS					x						x						x	HS
Rehire																																																	
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