

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2023 - November 30, 2024

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
News Photographer Editor Truck Operator Open Date: 6/2/2023 Hire Date: 12/17/2023	1-9, 11, 15-26, 28-36	8
OTT Streaming Content Producer Open Date: 7/13/2023 Hire Date: 12/3/2023	1-9, 15-26, 28-36	17
Technical Operations Manager Open Date: 10/11/2023 Hire Date: 12/31/2023	2-4, 6-10, 14-26, 28-36	10
Sales Account Executive Open Date: 11/28/2023 Hire Date: 3/6/2024	1-9, 15-26, 28-36	17
Special Projects Editor Open Date: 12/5/2023 Hire Date: 3/1/2024	1-10, 15-26, 28-36	8
Local News Producer Open Date: 1/8/2024 Hire Date: 2/19/2024	1-9, 15-16, 18-26, 28-36	8
Local News Producer Open Date: 1/8/2024 Hire Date: 2/12/2024	1-9, 15-16, 18-26, 28-36	8
Broadcast Maintenance Technician Open Date: 1/8/2024 Hire Date: 2/20/2024	1-10, 15-16, 18-26, 28-36	8
Broadcast Maintenance Technician Open Date: 2/1/2024 Hire Date: 4/28/2024	1-10, 15-26, 28-36	10
Broadcast Maintenance Technician Open Date: 2/1/2024 Hire Date: 4/1/2024	1-10, 15-26, 28-36	17
Digital Media Sales Manager Open Date: 2/29/2024 Hire Date: 6/3/2024	2-4, 6-9, 12, 15-26, 28-36	8
Local News Producer Open Date: 3/19/2024 Hire Date: 8/5/2024	2-4, 6-10, 15-16, 18-26, 28-36	8
Local News Producer Open Date: 3/19/2024 Hire Date: 8/21/2024	2-4, 6-10, 15-16, 18-26, 28-36	10
Local News Producer Open Date: 3/19/2024 Hire Date: 8/25/2024	2-4, 6-10, 15-16, 18-26, 28-36	10

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Local Newscast Director Open Date: 3/22/2024 Hire Date: 6/10/2024	2-4, 6-10, 12, 15-16, 18-26, 28-36	8
Operations Technician Open Date: 3/25/2024 Hire Date: 5/15/2024	2-9, 15-16, 18-26, 28-36	8
Local News Editor/Photographer Open Date: 4/25/2024 Hire Date: 9/25/2024	1-10, 14-16, 18-26, 28-36	8
Chronicle Field Producer Open Date: 5/23/2024 Hire Date: 11/18/2024	1-10, 12, 15-26, 28-36	8
Broadcast Maintenance Technician Open Date: 6/10/2024 Hire Date: 9/3/2024	1-9, 14-26, 28-36	8
Sports Reporter Open Date: 6/10/2024 Hire Date: 9/4/2024	1-10, 15-26, 28-36	17
Digital Content Editor Open Date: 6/10/2024 Hire Date: 9/30/2024	1-9, 13-26, 28-36	17
Business Manager Open Date: 8/28/2024 Hire Date: 10/21/2024	1-10, 15-36	8

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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	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://www.602communications.com Email : gnewell@602communications.com Sandy Lizik	N	0
2	American Council on Education One Dupont Circle NW Washington, District of Columbia 20036 Phone : 202 -939-9300 Url : http://www.ace.neche.edu Email : HR@americancouncils.org Phyllis Goodwin	N	0
3	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 ext 218 Url : http://aaca-boston.org/site/ Email : info@aaca-boston.org Fax : 1-617-482-2316 Erica MacDonald	N	0
4	Asian American Journalist Assoc-New England Chapter , Massachusetts Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Susan Choi	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
6	Boston University One Silber Way Boston, Massachusetts 02215 Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto Manual Posting	N	0

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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
7	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts 02110 Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Fax : 1-617-424-6614 Tanya Figelman	N	0
8	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	46
9	Connecticut School of Broadcasting 73 TV Place Needham, Massachusetts 02494 Phone : 781-559-0005 Url : http://www.gocsb.com/ Email : info@gocsb.com Edward Carey	N	0
10	Current Employee	N	23
11	Employee Referral	N	1
12	Former Employee	N	3
13	Former Intern	N	2
14	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : 646-589-6824 Url : www.indeed.com Career Services Manual Posting	N	7
15	JournalismJobs.com PO Box 7294 Berkeley, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Email : contact@journalismjobs.com Career Services	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
16	Latin American Student Organization, NorthEastern University Boston, Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : lasovpexternal@gmail.com Fax : 1-617-373-7888 Jessica Vasquez	N	0
17	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	27
18	Mass Broadcasters 43 Riverside Ave PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : massbroadcasters.org Email : jordan@massbroadcasters.org Fax : 1-617-274-8833 Jordan Walton	N	0
19	Massachusetts Maritime Academy 101 Academy Drive Buzzards Bay, Massachusetts 02532 Phone : 508-830-6425 Url : https://www.maritime.edu/node/add/job Grace Lanoue Manual Posting	N	0
20	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-204-3600 Url : http://www.mass.gov.com Email : paula.santagati@state.ma.us Paula Santagati	N	0

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21	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-547-7893 Url : http://www.mediabistro.com/employers/account.asp Recruiter . Manual Posting	N	0
22	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Robert Keohan Manual Posting	N	0
23	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03101 Phone : 603-627-9600 Url : http://nhab.org/ Email : info@nhab.org Fax : 1-603-627-9603 Career Services	N	0
24	New Hampshire Employment Security 300 Hanover Street Manchester, New Hampshire Phone : 603-656-6551 Url : http://www.nh.gov/nhes Email : arlene.a.murphy@nhes.nh.gov Fax : 1-603-627-7982 Arlene Murphy	N	0
25	NLGJA 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Bach Polakowski	N	0
26	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	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
27	Recruiter	N	2
28	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
29	South Asian Journalists Association , Massachusetts Url : http://saja.org Email : secretary@saja.org Shefali Kulkarni	N	0
30	Triangle, Inc 420 Pearle St #5 Malden, Massachusetts Phone : 781-388-4320 Url : http://www.triangle-inc.org/ Email : cgrant@triangle-inc.org Corey Grant	N	0
31	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Halloway	N	0
32	Unity First 682 Sumner Ave Springfield, Massachusetts Phone : 413-221-7931 Url : http://www.unityfirst.com Email : tfondon@unityfirst.com Janine Fondon	N	0
33	University of Colorado Boulder 1511 University Ave. 478 UCBU Colorado University Journalism and Mass Comm. Boulder, Colorado 80309-0478 Phone : 303-492-5007 Christine Mahoney Manual Posting	Y	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
34	University of Michigan 515 E Jefferson St Ann Arbor, Michigan 48109 Career Services Manual Posting	N	0
35	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : info@ulem.org Fax : 1-617-442-0562 Career Services	N	0
36	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			111

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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	12/4/2023	Establishment of training programs for station personnel	Participated in a webinar to understand Short Term Disability, Workers Compensation and Paid Family Medical Leave better, hosted by the Hartford.	2	HR & Payroll Coordinator Business Manager
2	12/14/2023	Participation in events sponsored by organizations representing the community	Several employees of WCVB attended The Massachusetts Conference for Women, which is the largest conference for women in the nation. The 19th anniversary theme was "Be Brave, Be Bold, Be Daring". This was to celebrate current and future female leaders today, along with women on the rise in leadership positions. The convention provides a place to focus on executive insights, leadership and career and personal development.	3	HR & Payroll Coordinator Reporter Executive Producer
3	1/8/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at The Pinehills in Plymouth. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
4	1/10/2024	Participation in events or programs sponsored by educational institutions	A WCVB Anchor participated in an interview as part of a 6th graders school project.	1	Anchor
5	1/16/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Sudbury Senior Center. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist

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6	1/18/2024	Participation in events sponsored by organizations representing the community	WCVB's Sports Reporter was a Keynote Speaker at the Westwood Lions Club Monthly Meeting that focused on his career in sports and how sports can provide a healthy and active lifestyle. The Lions Club is a nonprofit organization with an international network of 1.3 million men and women in 202 countries working together to put the needs of neighbors, community and the world first with kindness. Their mission is to empower members, volunteers and partners to improve health and wellbeing, strengthen communities, and support those in need through humanitarian service and grants that impact lives globally, and encourage peace and international understanding.	1	Sports Reporter
7	1/22/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Hadassah of Needham. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
8	1/23/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Middlesex Conservation District. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
9	1/31/2024	Participation in events sponsored by organizations representing the community	The Boston Bruins hosted Women in Sports Night during their home game against the Calgary Flames at 7 p.m. at TD Garden. The discussion highlighted women who work and compete in the sports community. The panel was moderated by a WCVB Sports Reporter with discussions centered around the importance of self-esteem and confidence.	1	Sports Reporter
10	2/5/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at St. James Men's Club. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist

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11	2/9/2024	Participation in events sponsored by organizations representing the community	A WCVB Reporter held the 1st "Empowerment Through Media" workshop, geared to ages 12 and up. She taught the kids some tips & tricks in reporting, facing their fears, and having confidence.	1	Reporter
12	2/18/2024	Participation in events sponsored by organizations representing the community	A WCVB Sports Reporter spoke at the monthly breakfast at Temple Beth in Westwood. He spoke about his career path in news reporting, sports, and journalism.	1	Sports Reporter
13	2/20/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Bolton Senior Center. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
14	2/23/2024	Participation in events sponsored by organizations representing the community	A WCVB Meteorologist was a VIP presenter at the Boston Museum of Science during their annual Black History Month celebration. He spoke to the audience about his career as a meteorologist and also gave a weather presentation on the main stage to visitors during this February school vacation week.	1	Meteorologist
15	2/23/2024	Establishment of an intern program designed to assist members of the community	WCVB hosted Intern Orientation for our 2024 Spring Interns. Several Department Heads and Business Analyst gave an overview of the program, spoke about their career paths and growth, and jobs in broadcast media. This was followed by a Q&A section. The students then spent 12 weeks with WCVB learning on-the job broadcast career skills. Schools represented included University of Miami, Emmanuel College, Simmons College, Stonehill, Northeastern and Emerson College.	4	HR & Payroll Coordinator News Director Creative Services Director Executive Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/4/2024	Establishment of training programs for station personnel	WCVB's Station Project Manager completed a voluntary self-led training, "Project Management Basics Skill book". This interactive Skill book session teaches you to manage a project effectively, discover the four main phases of a project, key decisions to make, and the top skills you'll need.	1	Station Project Manager
17	3/7/2024	Establishment of training programs for station personnel	WCVB's station project manager completed a voluntary self-led training "The 1-minute secret to forming a new habit. " You know how resolutions often go: you set a goal and start strong ... then the motivation runs out and feelings of frustration and shame creep in. The struggle is real -- but what if it doesn't have to be? Sociologist Christine Carter shares a simple step to shift your mindset and keep you on track to achieving your grandest ambitions.	1	Station Project Manager
18	3/7/2024	Establishment of training programs for station personnel	WCVB's Station Project Manager completed a voluntary self led training, "Ten things you need to know about AI". This interactive Skill book session will help teach you manage a project effectively. Discover the four main phases of a project, key decisions to make, and the top skills you'll need.	1	Station Project Manager
19	3/8/2024	Participation in events or programs sponsored by educational institutions	WCVB's Director of Public Affairs was the panel moderator for the Annual International Women's Day breakfast held at Simmons University. This breakfast had feminist organizations from around the greater Boston area in coming together for International Women's Day, a day celebrated around the world to uplift, and support efforts to advance gender equity and highlight the achievements of women, locally and globally.	1	Director Public Affairs
20	3/8/2024	Participation in events or programs sponsored by educational institutions	WCVB's HR Coordinator attended a Virtual fair for UMass Amherst from 10am-2:30pm. There were group and individual sessions held with students to inquire about jobs and internship opportunities at WCVB.	1	HR & Payroll Coordinator

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21	3/9/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor spoke to seniors at the Groveland Council on Aging. Topics included balancing career, motherhood, and everyday life. This was a celebration of resilience, achievement, and community spirit.	1	Anchor
22	3/21/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor Reporter received the Woman of the year award at the 3rd annual "The Future is You: Women's History Month Celebration" from the Boys and Girls Club of Boston during Women's History Month. As a result, our anchor reporter gave an inspiring speech about her journey, career and life. It encouraged particularly women to always follow their dreams.	1	Anchor Reporter
23	3/23/2024	Participation in events sponsored by organizations representing the community	WCVB's Chief Meteorologist spoke to middle school girls at the Northboro Junior Women's Club about pursuing a career in STEM. She later participated in a STEM focused activity with the students.	1	Chief Meteorologist
24	3/24/2024	Participation in events sponsored by organizations representing the community	A WCVB Meteorologist presented a "Predicting New England Weather" segment at the Museum of Science for Women's History Month, when the Museum of Science spotlighted influential women in STEM fields.	1	Meteorologist
25	3/29/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at New Horizons at Choate, LLC. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
26	4/4/2024	Participation in events or programs sponsored by educational institutions	A WCVB Meteorologist spoke to a group of middle school students at Brockton's West Middle School as part of their breakfast event aimed to empower women.	1	Meteorologist
27	4/8/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at the Shrewsbury Public Library. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist

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28	4/9/2024	Participation in events or programs sponsored by educational institutions	A WCVB photographer discussed his experience with media law at MassBay Community College and helped strengthen students' understanding of copyright law with real examples.	1	News Photographer
29	4/9/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Dover Council on Aging. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
30	4/10/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Princeton Council on Aging. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
31	4/17/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Brookline Council on Aging at the Brookline Senior Center. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
32	4/18/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Atria Senior Living in Newburyport. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
33	4/30/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor Reporter provided the welcome to this conference hosted by Cape Cod Blue Economy Foundation that promoted renewable energy in our community, topics included EV charging stations, being energy conscious, and preserving the environment, the ocean, and wildlife.	1	Anchor Reporter
34	5/1/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Milton Council on Aging. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist

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35	5/2/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus was the Keynote Speaker at Age Span's 50th Anniversary Event. He spoke at this lunch which honored 53 people over the age of 60 and celebrated the accomplishments of older adults. He spoke about his career and encouraged people to rethink the way they view aging.	1	Meteorologist
36	5/2/2024	Participation in events or programs sponsored by educational institutions	A WCVB Reporter spoke to students at Boston Latin Academy as part of a career panel during Boston Public Schools AAPI month celebration.	1	Reporter
37	5/10/2024	Participation in events sponsored by organizations representing the community	A WCVB Reporter participated in a career panel at the Boys and Girls Club of Boston in Chelsea to help inspire kids and discuss her path to a career as a broadcast news reporter.	1	Reporter
38	5/15/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at Harvard Council on Aging. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
39	Ongoing Event	Provision of training to management	Several of WCVB's managers participated in " Macro-Impact of Microaggressions in the Workplace" another segment of the Hearst Include series. This helps to build confidence in recognizing and taking appropriate action regarding macro-micro aggressions to make the workplace more inclusive and equitable.	2	Research Director Creative Services Director
40	5/18/2024	Participation in events sponsored by organizations representing the community	A WCVB Investigative Reporter was a speaker at the Kerem Shalom "Food for Thought "dinner discussing her work as an investigative reporter on the 5 Investigates team.	1	Investigative Reporter
41	5/21/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor Reporter was a part of a panel of influential leaders in the community for an event hosted by ARCK- Art Resources Collaborative for Kids that showcases student art and brings the community together.	1	Anchor Reporter

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42	Ongoing Event	Establishment of an intern program designed to assist members of the community	Summer 2024, WCVB welcomed 2 Emma Bowen Foundation Fellows to join their News departments for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributes to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media. Our Emma Bowen's were from NYU and Harvard.	3	News Director News Administrative Assistant Assistant News Director
43	6/1/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor Reporter was the keynote speaker for the Class of 2024 Everett High School Graduation. She gave an inspiring speech talking about her journey through life and career.	1	Anchor Reporter
44	6/4/2024	Participation in events sponsored by organizations representing the community	A WCVB Meteorologist spoke to a group of seniors at Briarwood Continuing Care Retirement Center about her job as a Meteorologist at WCVB as well as about weather trends in New England.	1	Meteorologist
45	6/13/2024	Participation in events sponsored by organizations representing the community	A WCVB Investigative Reporter joined discussions at the Thrive Summit hosted by the North Shore Chamber of Commerce. A summit for a day of collaborating and networking with other women in different professional fields of all levels.	1	Investigative Reporter
46	6/13/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor Reporter spoke to seniors at the Lynnfield Senior Center about his career as a news anchor and engaged the audience in a Q&A.	1	Anchor Reporter

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47	Ongoing Event	Establishment of an intern program designed to assist members of the community	WCVB hosted Intern Orientation for 2024 Summer Interns. We hosted 2 separate sessions for the summer due to the large number of interns. This was the 1st orientation session. Several Department heads gave an overview of the program, along with history of their career growth and jobs in broadcast media. The students then spent 12 weeks with WCVB learning on-the job broadcast career skills. Students came from various schools such as Emerson College, Suffolk University, St. John's University, U Mass Amherst and High Point University.	4	HR & Payroll Coordinator Digital Content Manager Executive Producer Executive Producer
48	Ongoing Event	Establishment of an intern program designed to assist members of the community	WCVB hosted Intern Orientation for 2024 Summer Interns. We hosted 2 separate sessions for the summer due to having such a large number of interns. This was the 2nd orientation that was held for the summer interns. Several Department heads gave an overview of the program, along with history of their career growth and jobs in broadcast media. This was followed by a Q&A. The students then spent 12 weeks with WCVB learning on-the job broadcast career skills. Students came from various schools such as NYU, U Mass Lowell, Northeastern, Elon, UConn, Washington & Lee and Syracuse.	4	HR & Payroll Coordinator News Director Program Director Creative Services Director

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49	6/27/2024	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	4	HR & Payroll Coordinator Technical Operations Manager Assistant Creative Services Director Content News Management Manager
50	7/8/2024	Establishment of training programs for station personnel	WCVB's staff accountant completed a voluntary self-led training course "Account for Irrationality in Decision-Making". This course talks about when you when you make difficult decisions, how you won't always act rationally. You will learn to predict, understand, and account for some of the ways you might make irrational decisions.	1	Staff Accountant
51	7/23/2024	Establishment of training programs for station personnel	WCVB's staff accountant completed a voluntary self-led training "Evidence Based Management". Evidence based management (EBM) is about using the best possible evidence and data to support decisions, rather than relying on gut feelings or the use of unproven techniques. In this extended interview EBM expert Professor Rob Briner gives advice on how organizations and managers can become more evidence based in their decision-making.	1	Staff Accountant

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52	7/23/2024	Establishment of training programs for station personnel	WCVB's staff accountant completed a voluntary self-led training "Understanding Budget and Finance". This course helps to outline and explain Every organization has a budget, and managing this is a key part of business growth and success. This range is designed to help you understand and manage budgets within your role.	1	Staff Accountant
53	7/23/2024	Establishment of training programs for station personnel	WCVB's Staff Accountant completed a voluntary self-led course, "Microsoft Excel to Power BI". The structure of this course will demonstrate if you think Microsoft Excel is useful in your business, then wait until you experience the robust capability that is unleashed when you combine it with Power BI, a game-changer when it comes to analyzing data. With the ability to connect to and visualize any data using this unified, scalable platform, you'll gain deeper data insights and be able to clean and shape data in more powerful ways. you'll discover how to visualize data with a variety of built-in charts and graphs, and you'll learn how to perform calculations with Data Analysis Expressions (DAX). Taught by analytics expert and entrepreneur John David Ariansen, who specializes in data visualization, you'll also learn how to use PivotTables and PivotCharts, as well as conduct power pivots. When combined with Excel, you'll be able to create impressive data experiences and smartly bridge the gap between data and decision making. Learning Objectives How the capabilities of Excel and Power BI matchup and compare how to build line graphs, bar charts, and dashboards Connect and visualize any data for better decision making. Create reports, collaborate on dashboards, and share insights. Visualizing and modeling data. Learn how to get AI-powered answers.	1	Staff Accountant

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54	Ongoing Event	Provision of training to management	WCVB's News Director completed "Allyship in Action" part of the Hearst Include Change Agent Series. This teaches what it means to be an ally and how to connect, advocate, and cultivate a sense of safety and belonging with your co-workers and team.	1	News Director
55	8/1/2024	Participation in events sponsored by organizations representing the community	A WCVB investigative reporter and anchor/reporter attended NABJ in Chicago from July 31-Aug 4, 2024. The National Association of Black Journalists provides trainings, summits, workshops for journalism, career development, networking and innovation.	2	Investigative Reporter Anchor Reporter
56	9/13/2024	Participation in events sponsored by organizations representing the community	A WCVB Anchor was a speaker at the Score Seacoast's 2nd Annual Women's Conference. This conference offered a day of learning, networking, and empowerment for women entrepreneurs. The conference featured expert-led sessions on branding, digital marketing, managing finances, and using AI to streamline business growth. Attendees walked away with actionable tools, inspiration, and connections to support their entrepreneurial journeys.	1	Anchor
57	9/18/2024	Establishment of training programs for station personnel	WCVB's Staff Accountant completed a voluntary self-led training "Reporting and Smart View". This course provides an overview of Smart View and how to create reports in Smart View.	1	Staff Accountant
58	9/18/2024	Establishment of training programs for station personnel	WCVB's Staff Accountant completed a voluntary self-led training, "Planning and Budgeting- Data Submission Workflow-Corporate". This course provides employees an overview of Data Input Submission and Workflow process.	1	Staff Accountant

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
59	9/18/2024	Establishment of training programs for station personnel	WCVB's Staff Accountant completed a voluntary self-led training on Planning and Budgeting- Reporting and Smart View (guide). The purpose of this course is to explain the features of Smart View and how to create reports in Smart View. This course also explains how to run reports in EPBCS, lists the steps to navigate the Reporting Workspace, set up preferences, and run/customize a report via Smart View.	1	Staff Accountant
60	9/27/2024	Participation in events sponsored by organizations representing the community	A WCVB reporter was a speaker at the American Hellenic Educational Progressive Association's 100th Anniversary Gala. He spoke about his life and career in journalism. For over 100 years, the American Hellenic Educational Progressive Association have promoted the ancient Hellenic ideals of education, philanthropy, civic responsibility, family, and individual excellence through community service and volunteerism.	1	Reporter
61	10/6/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist Emeritus went to the Concord council on aging and discussed the important differences between weather and climate. He explained how climate change is simple, but real, and why it is serious. He also talked about how we can mitigate or solve some of the problems that climate change causes.	1	Meteorologist

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
62	Ongoing Event	Provision of training to management	The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification.	4	Floor Director Business Development Director Promotion Manager Research Director
63	10/16/2024	Participation in events or programs sponsored by educational institutions	A WCVB anchor went back to her alma mater, Emerson College, for a Q&A with the Society of Professional Journalists chapter. Emerson students got to learn firsthand about the world of journalism and reporting as Maria kicked off their fall speaker series.	1	Anchor
64	10/23/2024	Participation in events or programs sponsored by educational institutions	A WCVB Meteorologist spoke with the Spanish American Center Crossroads After-School Program during this year's Massachusetts STEM week. The youth got the chance to learn about the science of meteorology along with the story of the career path our Meteorologist took to get where he is. The Spanish American Center Crossroads After-School Program is STEM/STEAM focused and encourages their youth to pursue careers in the STEM fields.	1	Meteorologist
65	10/26/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist Emeritus emceed and participated in the Blue Hill Weather Observatory's "Southern New England Weather Conference". This was a one-day community event for weather enthusiasts and professionals to talk and learn more about topics like winter weather forecasting, extreme weather, hurricanes, climate change, emergency preparedness and much more.	1	Meteorologist

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66	10/28/2024	Participation in events sponsored by organizations representing the community	WCVB's Chief Meteorologist and Meteorologist Emeritus spoke with Kim Carrigan on her podcast, "Carrigan & Company" and spoke about all things weather, career, personal life and more.	2	Chief Meteorologist Meteorologist
67	11/7/2024	Participation in events or programs sponsored by educational institutions	A WCVB Sports Reporter spoke with Waltham High School students enrolled in TV courses to speak with them about being in the media business, offer advice and answer any questions they may have.	1	Sport Reporter
68	Ongoing Event	Establishment of an intern program designed to assist members of the community	WCVB hosted Intern Orientation for our 2024 Fall Interns. Several Department Heads and Business Analyst gave an overview of the program, along with history of their own career growth and jobs in broadcast media. This was followed by a Q&A section. The students then spent 12 weeks with WCVB learning on-the job broadcast career skills. Schools represented by the current interns include Bentley College, Emerson College, U Mass Amherst, Boston College, Harvard University, and Boston University.	4	HR & Payroll Coordinator Executive Producer Program Director Creative Services Director
69	11/13/2024	Participation in events sponsored by organizations representing the community	WCVB Meteorologist Emeritus went to Barnstable Senior Center to speak about winter 2014-2015 in Boston. Boston's snowiest winter on record. It featured four Blockbuster Snowstorms in less than 3 weeks and 110 inches of accumulation. This 2024-2025 winter marks the 10th anniversary of "Snowmageddon". There was time for a Q&A and discussion following the presentation.	1	Meteorologist
70	11/14/2024	Participation in events sponsored by organizations representing the community	WCVB Meteorologist Emeritus spoke with the community at Connect 55+ Tides in Bourne. The members at Connect 55+ in Bourne were excited to meet with Harvey to listen to his weather and climate expertise and follow up with questions regarding the role that older adults have in preventing and slowing the climate crisis.	1	Meteorologist

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71	11/22/2024	Participation in events sponsored by organizations representing the community	WCVB's Meteorologist emeritus hosted a Weather Talk at the Warner Free Lecture Series. He discussed the important difference between weather and climate, why climate change is important, and what we can do about it.	1	Meteorologist
72	11/25/2024	Participation in events sponsored by organizations representing the community	A WCVB Sports Reporter spoke at the Temple of Aliyah Men's Club Annual Dinner. He spoke about his life and career in sports. He met and spoke with everyone and answered questions. It was casual and fun event for new and existing club members and guests with guest speakers and a deli buffet dinner.	1	Sports Reporter