

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2019 - November 30, 2020

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
Reporter Open Date: 6/19/2019 Hire Date: 2/5/2020	3-7, 9-11, 13-14, 16, 18-29, 32-33, 35, 37-42	10
Managing Editor Open Date: 9/26/2019 Hire Date: 12/26/2019	1, 3-7, 9-11, 13-16, 18-29, 32-33, 35-42	15
Anchor Reporter Open Date: 11/18/2019 Hire Date: 2/1/2020	2-5, 7-8, 10-16, 18-29, 31-42	13
Managing Editor Open Date: 11/26/2019 Hire Date: 1/6/2020	17	17
Reporter Open Date: 12/12/2019 Hire Date: 4/23/2020	3-7, 9-11, 14, 16, 18-25, 27-29, 32-33, 35, 37-42	10
Account Executive Open Date: 2/4/2020 Hire Date: 6/1/2020	1, 3-7, 9-11, 14, 16, 18-25, 27-30, 32- 33, 35, 37-42	30
Anchor Reporter Open Date: 5/14/2020 Hire Date: 10/5/2020	15	15
Director of Engineering Open Date: 6/8/2020 Hire Date: 7/20/2020	3-7, 9-11, 13-16, 18-25, 27-29, 32-33, 35, 37-40, 42	15

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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 : slizik@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 : Phyllis_goodwin@ace.nche.edu 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	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 ext 103 Url : http://www.aaja.org Thuy-Tu Tran Manual Posting	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robison	N	0

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7	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto Manual Posting	N	0
8	Broadcast Compliance Service 1700 Rockville Pike Rockville, Maryland 20852 Phone : 301-998-6136 Email : feigj@BCS-ok.com Career Services	N	0
9	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 Jean August	N	0
10	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	9
11	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Connecticut School of Broadcasting 73 TV Place Needham, Massachusetts 02494 Phone : 781-559-0005 Url : http://www.gocsb.com/ Email : ecarey@gocsb.com Edward Carey	N	0
13	Current Employee	N	7

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14	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Phone : 202-273-5400 Email : ellen.shaw-peterson@va.gov Ellen Shaw	N	0
15	Employee Referral	N	4
16	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
17	Exigent Circumstances	N	1
18	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Email : contact@journalismjobs.com Career Services	N	0
19	King & Bishop 275 Wyman St #110 Waltham, Massachusetts 02451 Phone : 617-797-6741 Url : http://www.kingbishop.com/ Email : nfay@kingbishop.com Fax : 1-781-890-1082 Neal Fay	N	0
20	Latin American Student Organization, NorthEastern University Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : lasovpexternal@gmail.com Fax : 1-617-373-7888 Jessica Vasquez	N	0

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21	Mass Broadcasters 43 Riverside Ave PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : massbroadcasters.org Email : jorday@massbroadcasters.org Fax : 1-617-274-8833 Jordan Walton	N	0
22	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
23	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
24	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
25	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
26	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Url : http://www.nahj.org Corp Recruiter 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	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
28	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
29	NLGJA 2120 L Street NW Suite 850 Washington, District of Columbia 20037 Phone : 202-588-9888 Email : info@nlgja.org Bach Polakowski	N	0
30	Non-Employee Referral	N	1
31	North of Boston Convention & Visitors Bureau P.O Box 5193 Salisbury, Massachusetts Phone : 978-465-6555 Url : http://www.northboston.org Email : kristina@northofboston.org Kristina Smith	N	0
32	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
33	South Asian Journalist Association Massachusetts Url : http://www.sree.com Email : secretary@saja.org Shefali Kulkarni	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
34	The Links, Inc 1200 Massachusetts Ave NW Washington, District of Columbia 20005 Phone : 202-842-8686 Url : http://www.linksinc.com Email : danny.levy@att.net Fax : 1-202-842-4020 Joyce Lowe	N	0
35	The Partnership 155 Seaport Blvd 13th Floor Boston, Massachusetts Phone : 617-262-2828 Url : http://www.thepartnershipinc.org Email : info@thepartnershipinc.org Employer Relations	N	0
36	Triangle, Inc 420 Pearle St #5 Malden, Massachusetts Phone : 781-388-4320 Url : http://www.triangle-inc.org/ Email : dmuldoon@triangle-inc.org Debbie Muldoon	N	0
37	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
38	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
39	Unity First 682 Sumner Ave Springfield, Massachusetts Phone : 413-221-7931 Url : http://www.unityfirst.com Email : tfondon@unityfirst.com Janine Fondon	N	0

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40	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
41	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : acervin@ulem.org Fax : 1-617-442-0562 Career Services	N	0
42	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:			22

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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	12/16/2019	Participation in Job Fairs	WCVB participated in the Massachusetts Broadcasters Association Virtual Job Fair from December 16-December 20. The job fair included the posting of four positions and we received 11 applications throughout the week.	1	HR Coordinator
2	1/27/2020	Establishment of an intern program designed to assist members of the community	WCVB Intern Program hosted the 2020 Intern Orientation for our 2020 Spring interns. We spoke to the interns and gave them an overview of the intern program while giving the history of WCVB and of our own career growth and jobs in broadcast media. Interns had the opportunity to ask questions to all employees involved. Our Spring internship program hosted a total of 12 students from a variety of colleges and universities.	5	Intern Coordinator General Manager / President News Director Digital Media Manager
3	1/29/2020	Participation in events or programs sponsored by educational institutions	Boston College Intern Fair. We had the opportunity to meet with students who were interested in our intern program and educate them on the different internships we offer.	1	Intern Coordinator
4	2/9/2020	Participation in events sponsored by community groups	WCVB's Chief Meteorologist was invited to speak at Temple Beth Am to The Temple Brotherhood during a breakfast event including a speaker series. There was an audience around 100 attendees. He spoke to attendees about Climate Change and meteorology and had a presentation for the event. There was a Q&A session to follow.	1	Meteorologist
5	2/23/2020	Participation in events or programs sponsored by educational institutions	One of WCVB's Investigative Reporters attended the 3rd Annual Student Journalism Conference called The Next Edition, ran by the Daily Free Press, Boston University's independent, student-run newspaper. She spoke to students about investigative journalism, the importance of it, and taught students how to think with an investigative mind.	1	Reporter

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6	3/5/2020	Participation in events or programs sponsored by educational institutions	A WCVB photographer met with students at St. Mary's (Lynn, MA) and was featured in The Spartan Spring 2020 newsletter. Stanley Forman showed students from the AP Language and Journalism classes photos from his career accompanied by relative anecdotes.	1	Photographer
7	4/17/2020	Participation in events sponsored by community groups	A WCVB Meteorologist hosted a virtual presentation for the Boy Scouts of Eastern MA during the COVID-19 pandemic. He had about 200 Boy Scouts tune in for a studio tour, weather presentation, and then answered questions about weather for their Weather Merit Badge.	1	Meteorologist
8	5/6/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Hill School Revere weather presentations	1	Meteorologist
9	5/11/2020	Participation in events or programs sponsored by educational institutions	A WCVB Meteorologist did a virtual bed time story reading to students at Latham Centers on Cape Cod, a residential school for kids with a developmental disability caused by a rare genetic disorder. The book was weather related, about a frog and rainstorms and the kids really enjoyed the book. After the reading, they talked about the book and about his career as a weatherman.	1	Meteorologist
10	5/13/2020	Participation in events sponsored by community groups	A WCVB Meteorologist hosted a second virtual presentation for the Boy Scouts of Eastern MA during the COVID-19 pandemic. He had about 200 Boy Scouts tune in for a studio tour, weather presentation, and then answered questions about weather for their Weather Merit Badge.	1	Meteorologist

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11	5/14/2020	Participation in events sponsored by community groups	WCVB's Chief Meteorologist was invited to be a guest speaker on a virtual interview for the Museum of Science's new podcast on the topic of Weather School. He discussed the technology involved in predicting the forecast, his background, and weather stories. He answered listener questions and gave advice to aspiring meteorologists https://www.mos.org/mos-at-home/pulsar/harvey-leonard-predicting-the-weather	1	Meteorologist
12	5/19/2020	Participation in events or programs sponsored by educational institutions	Attended a virtual webinar over Zoom to listen in on how Northeastern University students are participating in their Co-ops working remotely. There were about 126 attendees, several student speakers, and professors and employers were also on the panel.	1	HR Coordinator
13	5/21/2020	Participation in events or programs sponsored by educational institutions	Virtual Lesley Career and Internship Fair. About 150 students attended this virtual career and internship fair and about 15 students showed interest in WCVB.	1	HR Coordinator
14	5/22/2020	Participation in scholarship programs	Massachusetts Broadcaster Association sponsors a Student Scholarship Award towards pursuing a degree in a broadcasting fields. WCVB-TV participates in the screening of the applications/ranking of the finalist to help determine which deserving students will be award a scholarship. WCVB is ready, willing, and able to respond to potential applicant inquiries about the scholarship program.	2	General Manager HR Coordinator
15	5/23/2020	Establishment of an intern program designed to assist members of the community	Emma Bowen Fellow is spending another summer with WCVB. He works in the Creative Services department and is currently working remotely.	3	Intern Coordinator Creative Services Director Emma Bowen Fellow
16	5/27/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Arlington Elementary School weather presentations	1	Meteorologist

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17	6/20/2020	Participation in events sponsored by community groups	WCVB's Chief Meteorologist participated in the virtual Boston Team Hope Walk for Huntington Disease Society of America. He recorded a kickoff video for the HSDA MA & RI Chapter which was posted to start off the walk. It was posted to all HSDA social media accounts on the day of the walk with the goal of raising awareness and funds for the services HD families rely on.	1	Meteorologist
18	7/1/2020	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 14 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.	2	Local Sales Manager Executive Producer
19	8/7/2020	Participation in other activities designed by the station employment unit	One of WCVB's Anchor Reporters is a member of NABJ. NABJ ran two virtual workshops this Summer: "How To Do Your Job Better" and "How to Work in This Covid Environment." Our Anchor Reporter spent the week of these workshops navigating the Hearst Booth on the virtual site. She was a recruiter this year and interviewed several candidates for on and off air jobs company wide. She watched candidate resume reels and critiqued and coached while sharing information on the Hearst Brand. She reported directly to Sinan Sandar, Hearst's Director of Talent and Recruitment.	1	Anchor Reporter

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20	8/27/2020	Participation in events or programs sponsored by educational institutions	Karen Holmes Ward participated on a panel for the Boston University Initiative on Cities (IOC), Boston University Diversity & Inclusion, and WBUR CitySpace. The event was called "Black Boston: Telling Our Stories," the second installment of Black Boston, a recurring virtual discussion series featuring Black leaders from the Boston area. The four-part series celebrates Black leaders who have transformed their field and, subsequently, helped transform the city. The panelists discussed the role of Black journalists in the city, and the challenges they face daily in an environment that is striving to become more diverse and inclusive but that at the same time still grapples with division and racism.	1	Public Affairs Director
21	11/9/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Brookline School weather presentations	1	Meteorologist
22	11/16/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Edward A. Sisson Elementary School in Lynn, MA weather presentations. This presentation had about 70 5th graders invited	1	Meteorologist
23	11/17/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Hill School in Revere, MA weather presentations	1	Meteorologist
24	11/23/2020	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist virtually shows students at Lynnfield School weather presentations. This was presented to about 100 students	1	Meteorologist