

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor/Reporter Open Date: 7/27/2015 Hire Date: 12/14/2015	1-6, 8-9, 11, 13-19, 21-22, 26-27, 30-32, 34-38, 40, 42-50	14
Digital Media Manager Open Date: 9/1/2015 Hire Date: 12/7/2015	2-9, 11, 13-19, 22, 26-27, 30-32, 35-40, 42-50	14
Digital Account Executive Open Date: 9/14/2015 Hire Date: 12/21/2015	1-6, 8-9, 11, 13-15, 17, 19, 22, 24, 26-28, 30-32, 35-38, 40, 42-50	28
News Photographer/News Editor/Truck Engineer Open Date: 10/7/2015 Hire Date: 9/11/2016	2-6, 8-9, 11, 13-19, 21-22, 26-27, 30-32, 35-38, 40, 42-50	18
Digital Content Producer Open Date: 10/7/2015 Hire Date: 1/10/2016	1-6, 8-9, 11, 13-19, 22, 24, 26-27, 30-32, 35-36, 38, 40, 42-50	18
Newscast Producer Open Date: 10/7/2015 Hire Date: 2/2/2016	2-6, 8-9, 11, 13-19, 21-22, 24, 26-27, 30-32, 35-38, 40, 42-50	18
General Assignment Reporter Open Date: 10/7/2015 Hire Date: 2/29/2016	2-6, 8-11, 13-17, 19, 21-22, 26-27, 30-32, 34-38, 40, 42-50	34
Director Open Date: 10/15/2015 Hire Date: 1/4/2016	2-9, 11, 13-19, 21-22, 26-27, 30-32, 35-38, 40, 42-50	18
News Photographer/News Editor/Truck Engineer Open Date: 10/15/2015 Hire Date: 1/18/2016	2-9, 11, 13-19, 21-22, 25-27, 30-32, 35-40, 42-50	21
Weather Producer Open Date: 10/20/2015 Hire Date: 12/3/2015	2-9, 11, 13-19, 22, 24, 26-27, 30-32, 35-38, 40, 42-50	18
Anchor Open Date: 11/1/2015 Hire Date: 2/1/2016	23	23
Assignment Editor Open Date: 11/3/2015 Hire Date: 1/5/2016	2-9, 11, 13-19, 22, 26-27, 30-32, 35-38, 40, 42-50	18
General Assignment Reporter Open Date: 11/19/2015 Hire Date: 1/4/2016	2, 14-15, 18, 35, 42, 48	18
Executive Assistant Open Date: 12/16/2015 Hire Date: 2/16/2016	8, 14, 17, 19, 22, 24, 28, 30, 33, 42, 49-50	14

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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Anchor/Reporter Open Date: 1/19/2016 Hire Date: 7/11/2016	2, 4-9, 11, 13-19, 21-22, 26-27, 30-32, 35-38, 40-50	41
Chronicle Photographer/Technician Open Date: 1/19/2016 Hire Date: 3/1/2016	2, 4-9, 11, 13-19, 21-22, 24, 26-27, 30- 32, 35-38, 40-50	41
News Photographer/News Editor/Truck Engineer Open Date: 2/2/2016 Hire Date: 5/1/2016	2, 4-9, 11, 13-19, 21-22, 26-27, 30-32, 35-38, 40, 42-50	18
Meteorologist Open Date: 3/2/2016 Hire Date: 10/17/2016	2, 4-6, 8, 11, 13-20, 22, 26-27, 30-32, 34-38, 42-50	34
Reporter Open Date: 3/2/2016 Hire Date: 7/13/2016	2, 4-6, 8, 11, 13-19, 21-22, 26-27, 30- 32, 34-38, 42-50	18
News Operations Manager Open Date: 4/18/2016 Hire Date: 8/15/2016	1-2, 4-6, 8, 11, 13-19, 21-22, 26-27, 29- 32, 35-38, 42-50	18
Research Director Open Date: 4/19/2016 Hire Date: 7/18/2016	1-2, 4-6, 8, 11, 13-15, 17, 19, 21-22, 24, 26-32, 35-38, 42-50	21
Anchor/Reporter Open Date: 5/6/2016 Hire Date: 7/6/2016	1-2, 4-6, 8, 11, 13-17, 19, 22, 26-27, 29 -32, 35-38, 42-50	14
Reporter Open Date: 5/6/2016 Hire Date: 9/21/2016	1-2, 4-6, 8, 11, 13-17, 19, 21-22, 26-27, 29-32, 35-38, 41-50	41
Technical Operator Open Date: 5/10/2016 Hire Date: 7/18/2016	2, 4-8, 11, 13-19, 22, 24, 26-32, 35-38, 42-50	18
Reporter Open Date: 6/10/2016 Hire Date: 11/15/2016	1-2, 4-6, 8, 11, 13-17, 19, 22, 26-27, 29 -32, 35-38, 41-50	41
Producer Open Date: 6/10/2016 Hire Date: 9/5/2016	1-2, 4-6, 8, 11, 13-19, 22, 26-27, 29-32, 35-38, 42-50	18
Photographer/Editor/Truck Operator Open Date: 7/26/2016 Hire Date: 10/31/2016	2, 4-8, 11, 13-19, 21-22, 26-27, 29-32, 35-36, 38, 42-50	21
Technical Operator Open Date: 8/19/2016 Hire Date: 10/23/2016	2, 4-8, 11-19, 21-22, 24, 26-27, 29-32, 35-38, 42-50	18

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer Open Date: 9/1/2016 Hire Date: 10/17/2016	1-2, 4-6, 8, 11-17, 19, 21-22, 26-27, 29-32, 35-38, 42-50	21

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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 : slizik@602communications.com Sandy Lizik	N	0
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617-269-5160 ext 133 Url : http://www.bostonabcd.org Email : chan.la@bostonabcd.org Fax : 1-617-423-7693 Chan Lah	N	0
3	American Council on Education One Dupont Circle NW Washington, District of Columbia 20036 Phone : 202 -939-9300 Url : http://www.ace.nche.edu Email : Phyllis_goodwin@ace.nche.edu Phyllis Goodwin	N	0
4	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
5	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
6	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
8	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto Manual Posting	N	0
9	Broadcast Compliance Service 1700 Rockville Pike Rockville, Maryland 20852 Phone : 301-998-6136 Email : feigj@BCS-ok.com Career Services	N	0
10	Broadcasting and Cable 225 Wyman Street Waltham, Massachusetts Phone : 877-334-7629 Url : http://www.broadcastingcable.com/ Kristin Parker Manual Posting	N	1
11	Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts 02118 Phone : 617-542-9292 Email : shelley_rieman@ccab.org Elizabeth Zweig	N	0
12	Career Builder Careerbuilder.com on line website, Massachusetts 02494 Phone : 212-659-7035 Url : www.careerbuilder.com John Mirrione Manual Posting	N	2

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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	1
14	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	36
15	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
16	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
17	Crittention Women's Union One Washington Mall Boston, Massachusetts 02108 Phone : 617-259-2900 Url : http://www.liveworkthrive.org Email : mames@liveworkthrive.org Michael Ames	N	0
18	Current Employee	N	33
19	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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20	Dolan Media Management 3 N Court St #1 Frederick, Maryland 21701 Phone : (301) 668-1511 Tom Dolan Manual Posting	N	1
21	Employee Referral	N	24
22	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Exigent Circumstances	N	1
24	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	21
25	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Career Services Manual Posting	N	1
26	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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
27	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
28	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	5
29	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
30	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 Santagait	N	0
31	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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32	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Email : keohanr@merrimack.edu Fax : 1-978-837-5247 Robert Keohan	N	0
33	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : (978) 461-8000 Url : http://www.monster.com/ Career Services Manual Posting	N	1
34	N.S. Bienstock Inc. 250 W 57th Suite 333 New York, New York Phone : 212-765-3040 Peter Goldberg Manual Posting	N	8
35	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	2
36	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 3101 Phone : 603-627-9600 Url : http://nhab.org/ Email : info@nhab.org Fax : 1-603-627-9603 Career Services	N	0

WCVB-TV

EEO PUBLIC FILE REPORT

December 2, 2015 - November 30, 2016

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37	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
38	NLGJA 1420 K Street NW Suite 910 Washington, District of Columbia 20005 Email : info@nlcja.org Bach Polakowski	N	0
39	Non-Employee Referral	N	2
40	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
41	Previous Employee	N	4
42	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
43	South Asian Journalist Association Massachusetts Url : http://www.sree.com Email : secretary@saja.org Shefali Kulkarni	N	0
44	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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45	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
46	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
47	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	9
48	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
49	Unity First 682 Sumner Ave Springfield, Massachusetts Phone : 413-221-7931 Url : http://www.unityfirst.com Email : tfondon@unityfirst.com Janine Fondon	N	0
50	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			152

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/1/2016	Establishment of an intern program designed to assist members of the community	Cityline Internship-WCVB-TV offers Cityline internship each year for minority students. In 2016 Nicole Derosiers, Cityline producer, mentored 3 students.	1	Producer Cityline	1.00
2	1/1/2016	Listing of each upper-level category opening in a job bank or newsletter	All job vacancy notifications are sent to media trade groups whose membership includes substantial participation by women and minorities including and following: National Association of Asian American Journalist-New England Chapter, Delta Sigma Theta Society, ABCD, American Council of Education, AAJA, Asian American Civic Association, National Association of Hispanic Journalists and Southern Asian Journalist Association.	1	Human Resources	1.00
3	1/2/2016	Establishment of an intern program designed to assist members of the community	WCVB Internship Program-We offer over 15 different internships in various departments where employees mentor students. There is an internship coordinator along with department coordinators overseeing the program. Orientations are held each semester; both Bill Fine and Andrew Vrees give an overview on the internship program while also giving the history of their career growth and jobs in broadcast media. There is an opportunity for students to ask questions.	6	Human Resources Tech/Intern Administrator President, GM News Director	1.00
4	1/7/2016	Participation in events or programs sponsored by educational institutions	WCVB-TV sponsored a "Job Shadow" with students for Bridgewater State University. The day consisted of a Power point demonstration on careers and internship programs offered by WCVB-TV, a station tour, lunch, and a Q & A session for both the teachers and students of Bridgewater State University. This gave the students a opportunity to see how the station works, shadow the news production and tour the station.	2	Administrator Technical Producer Cityline	0.25

WCVB-TV**EEO PUBLIC FILE REPORT****December 2, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

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5	2/10/2016	Participation in events or programs sponsored by educational institutions	Boston University Job Fair over 250 students majoring in advertising, public relations, print and broadcast journalism, film and television communication research and general communications participated in this job fair looking for internship or job opportunities in the field of broadcasting.	2	Administrator Technical Producer Cityline	0.25
6	3/16/2016	Participation in events or programs sponsored by educational institutions	Stonehill College Spring Job and Internship Expo. Opportunity to personally connect with and recruit talented students for the summer internship program. We posted our internship in "Career Connection" prior to the event so students could research and prepare before meeting us at this event.	1	Administrator Technical	0.25
7	3/23/2016	Participation in events or programs sponsored by educational institutions	Emerson College Spring 2016 Internship Fair. Opportunity to personally connect and recruit talented students for the spring and summer internships.	1	Administrator Technical	0.25
8	4/1/2016	Participation in scholarship programs	Massachusetts Broadcaster Association sponsors the Student Scholarship toward pursuing a degree in a broadcasting field. WCVB-TV participates in the screening of the applications/ranking of the finalist to help determine which deserving students will be awarded a scholarship. WCVB is ready, willing, and able to respond to potential applicant inquires about the scholarship program. We aired a PSA and internally emailed the application to all of our interns. WCVB also hosted the presentation of the awards and a tour of the station along with donating to the scholarship program.	2	President & GM Human Resources	1.00

WCVB-TV**EEO PUBLIC FILE REPORT****December 2, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

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9	4/7/2016	Participation in Job Fairs	Recruit Military Job Fair held at Gillette Stadium Foxboro, MA. The RecruitMilitary Opportunity Expo had a great cross section of exhibitors with job opportunities that spanned military contractors, hospitals, colleges, engineering/manufacturing, public service groups and a host of others. Chance to interview and give information on careers is broadcasting.	2	Director of Veteran Recruiting Administrator	0.25
10	4/14/2016	Participation in events or programs sponsored by educational institutions	Bridgewater State University Internship & Job Fair. Bridgewater Alumni were also invited to attend. Opportunity to personally connect with and recruit talented students. There were over 120 employers and over 600 students who attended this event.	2	Administrator Technical Producer Cityline	0.25
11	4/25/2016	Participation in events or programs sponsored by educational institutions	Framingham State University Internship Panelist. Kimm DelGizzi attended. Kimm spoke about careers and internships in broadcasting. The panel were asked to break into small groups where they could review and critique resumes for the students. The students were able to ask questions and advice on networking, resume building, and how to make themselves attractive to potential employers.	1	Human Resources	0.25
12	6/17/2016	Participation in scholarship programs	Kirby Perkins A Plus Scholarship Fund in memory of the late WCVB Kirby Perkins who started the segment A-Plus on WCVB's newscast. Candy Altman & Phil Chin are the Trustees. WCVB airs news pieces about 20 times per year profiling A-Plus students. Scholarship recipients are selected from the pool. 4-6 scholarships are awarded each year. Award ceremony is held at WCVB and checks are presented by Bill Fine.	3	President :& GM VP Corp. News Regional Account Mgr.	1.00

WCVB-TV**EEO PUBLIC FILE REPORT****December 2, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

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13	8/3/2016	Participation in events sponsored by community groups	NABJ and NAHA -National Ass. of Black Journalist and National Ass. of Hispanic Journalist held a joint conference in Washington, D.C. This event featured Hillary Clinton paying tribute to reporters ensuring our press corps reflect our country's diversity. Rhondella Richardson one of our reporters attended this convention and Career Fair participating in professional development and networking.	1	Reporter	0.25
14	9/10/2016	Sponsorship of events in the community designed to increase public awareness	Storytellers of the Future an outreach event hosted by the Asian American Journalist and partnering nonprofits; Boston Chinatown Neighborhood center, Cambodian Mutual Assist Association, Asian Community Development Corp. and Southeast Asian Coalition. Sangita Chandra attended sharing stories and advice to teach and inspire the next generation of journalists while also giving them advice on how they can pursue a career in media. Sangita Chandra is the VP of Broadcast for the AAJA.	1	Producer-Chronicle	0.50
15	9/13/2016	Participation in events or programs sponsored by educational institutions	Boston College Diversity & Student Leadership Reception followed by the Fall Career & Internship Fair. This was an opportunity to personally connect and recruit talented students in a job fair/career fair setting for the spring and summer semesters. This event allowed recruiters to screen many interested students representing all majors and career interests. Attended by over 140 organizations.	2	Internship Coordinator Producer-Cityline	0.25
16	9/18/2016	Participation in events sponsored by community groups	RTDNA Excellence in Journalism Conference/Awards/Career Dinner held in New Orleans, LA this year. Sponsored by the NAJA and the Society of Professional Journalists. Andrew Vrees our News Director attended and discussed job opportunities and career advancement at WCVB/Hearst and the broadcast industry.	1	News Director	0.25

WCVB-TV**EEO PUBLIC FILE REPORT****December 2, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

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17	10/4/2016	Participation in events or programs sponsored by educational institutions	Emerson College Fall Internship Fair. Opportunity to personally connect and recruit talented students for the spring and summer internships. Students majoring in marketing & Advertising, Writing/Publishing, Multimedia Journalism, Social Media/Content Creation, Communications & PR, Media Production and Creative/Graphic Design attended.	2	Administrator Technical Producer Cityline	0.25
18	10/6/2016	Participation in events or programs sponsored by educational institutions	Bridgewater State University-Internship & Job Career Fair. This was an opportunity to meet, connect, and recruit talented students for summer and fall semesters. This event was attended by over 400 student candidates networking and making contacts with over 60 organizations.	2	Human Resources Administrator Technical	0.25
19	10/24/2016	Participation in events or programs sponsored by educational institutions	Quinnipiac University Annual Career Fair. Opportunity to connect with students from Business, Communications, & Arts and Sciences. Held each fall features area employers and allows students & alumni to speak directly with employers. Over 80 vendors attended giving businesses the opportunity to meet with potential student interns.	1	Producer Cityline	0.25
20	11/10/2016	Participation in events or programs sponsored by educational institutions	Boston University COM Career Fair. Over 250 students majoring in advertising, public relations, print and broadcast journalism, film & television, and general communications participated in this job fair looking for internship and job opportunities in the field of broadcasting.	2	Administrator Technical Producer Cityline	0.25
TOTAL POINTS OVER REPORTING PERIOD:						9.00