

WCVB-TV
EEO PUBLIC FILE REPORT
December 2, 2016 - November 30, 2017

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
Account Executive Open Date: 7/5/2016 Hire Date: 1/8/2017	1-2, 5-9, 11-20, 23-44	17
Digital Account Executive Open Date: 11/9/2016 Hire Date: 1/18/2017	1-2, 5-9, 11-16, 18-21, 23-24, 26-35, 37-43	19
Traffic/Continuity Specialist Open Date: 11/28/2016 Hire Date: 12/30/2016	1-2, 5-9, 11-18, 20, 23-24, 26-35, 37-43	17
Senior Commercial Producer Open Date: 12/13/2016 Hire Date: 3/6/2017	1-2, 5-7, 9, 11-14, 16-18, 20-21, 23-35, 37-43	21
Digital Account Executive Open Date: 2/7/2017 Hire Date: 3/13/2017	1-2, 5-14, 16, 18-21, 23-35, 37-43	19
Reporter Open Date: 4/11/2017 Hire Date: 7/6/2017	2-9, 11-14, 17-20, 22-24, 26-35, 37-43	17
Executive Producer Open Date: 5/18/2017 Hire Date: 7/10/2017	2, 4-9, 11-14, 17-20, 23-24, 26-35, 37-43	17
News Producer Open Date: 7/14/2017 Hire Date: 9/27/2017	2, 4-9, 11-14, 17-18, 20, 22-24, 26-35, 38-43	17
Chronicle Field Producer Open Date: 9/14/2017 Hire Date: 11/27/2017	2, 5-9, 11-14, 17-18, 20, 23-24, 26-35, 38-43	13
Digital Sales Manager Open Date: 9/14/2017 Hire Date: 10/18/2017	1-2, 5-9, 11-14, 18-20, 23-24, 26-35, 38-43	19
Newscast Director Open Date: 10/17/2017 Hire Date: 11/27/2017	2, 5-9, 11-14, 17-18, 20-21, 23-24, 26-35, 38-43	13

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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 : 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	Agency Referral	N	1
4	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
5	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
6	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

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7	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
8	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
9	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto Manual Posting	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 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

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13	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	19
14	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
15	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
16	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
17	Current Employee	N	9
18	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
19	Employee Referral	N	10
20	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0

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21	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	7
22	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Career Services Manual Posting	N	2
23	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
24	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
25	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	7

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26	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
27	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-204-3600 Url : http://www.mass.gov Email : paula.santagati@state.ma.us Paula Santagati	N	0
28	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
29	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
30	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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31	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
32	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
33	NLGJA 1420 K Street NW Suite 910 Washington, District of Columbia 20005 Email : info@nlgia.org Bach Polakowski	N	0
34	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
35	South Asian Journalist Association Massachusetts Url : http://www.sree.com Email : secretary@saja.org Shefali Kulkarni	N	0
36	Spots N Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 800-978-7635 Gene McKay Manual Posting	N	1

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37	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
38	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
39	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
40	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	1
41	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
42	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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43	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
44	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			59

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	1/1/2017	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 2017 Nicole Derosiers, Cityline Producer, mentored 3 students.	3	Kimm DelGizzi Internship Coordiniator Nancy O'Neil Internship Coordinator Nicole Derosiers Producer-Cityline	1.00
2	1/1/2017	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 woman and minorities including the following: National Association of Asian American Journalist-New England Chapter, Delta Sigma Theta Society, ABCD, American Council of Educations, AAJA, Asian American Civic Association, National Association of Hispanic Journalist and Southern Asian Journalist Association.	1	Kimm DelGizzi Human Resources	1.00
3	1/2/2017	Establishment of an intern program designed to assist members of the community	WCVB Internship Program-We offer over 12 different internships in various departments where employees mentor students. There are internship coordinators along with department coordinators overseeing the program. Orientations are held each semester. Bill Fine along with various dept. heads give an overview on the internship program while also giving the history of their career growth and jobs in the broadcast media area. There is an opportunity for students to ask questions.	6	Bill Fine President/GM Paige Harrison New Director Nicole Derosiers Producer Nancy O'Neil Intern Coordinator	1.00
4	1/6/2017	Participation in events or programs sponsored by educational institutions	WCVB-TV sponsored a "Job Shadow" with students from Boston College. 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 the students of Boston College. This gave the students an opportunity for a one-day job shadow and mentoring experience along with resume reviews.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25

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5	1/12/2017	Participation in events or programs sponsored by educational institutions	WCVB-TV sponsored a "Job Shadow" with students from 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 an opportunity to see how the station works, shadow the news production, and tour the station.	2	Nicole Derosiers Producer Nancy O'Neil Internship Coordinator	0.25
6	1/26/2017	Participation in events or programs sponsored by educational institutions	Boston College Spring Career & Internship Fair. This was an opportunity to discuss summer internships and full-time career opportunities with over 1,000 students representing all majors, class years, and career interests. Resumes were collected along with on-site interviews for prospective interns.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
7	2/8/2017	Participation in events or programs sponsored by educational institutions	Boston University COMM Intern Fair over 250 students majoring in advertising, public -relations, print & broadcast journalism, film & television communications research, and general communication's participated in this job fair looking for internships or job opportunities in the field of broadcasting.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
8	2/15/2017	Participation in events or programs sponsored by educational institutions	Stonehill College 2017 Job and Internship Expo. Opportunity to meet & greet students for the summer internship program. We posted our internships in "Career Connection" prior to the event so students could research and prepare before meeting us at this event. We were able to personally connect with and recruit talented students.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25

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9	2/24/2017	Participation in events or programs sponsored by educational institutions	Boston College "Expert in Residence Program" This is offered to students through the Career Center. A representative from WCVB goes on campus. There is an opportunity to speak with students in the communication majors on resume critiques, practice interviews, and general career advice. Students learn about different industries and career paths.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
10	3/7/2017	Participation in events or programs sponsored by educational institutions	Lasell College Spring Internship Fair. Opportunity to personally connect and recruit talented students for the spring and summer internships.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
11	3/8/2017	Participation in events or programs sponsored by educational institutions	University of Massachusetts Boston Career Expo. This was an opportunity to connect with students in all majors. Over 80 employers attended giving students the chance to meet, greet, and learn more about companies seeking jobs or internships to fill. We also posted our internships on the "Beacon Careers Online" site where students gain access to apply.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
12	3/23/2017	Participation in events or programs sponsored by educational institutions	Emerson College Internship Fair- Opportunity to personally connect and recruit talented students for the Summer and Fall semesters, There were over 40 employers in attendance that were able to meet, greet, and give on the spot intern interviews.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
13	3/29/2017	Participation in events or programs sponsored by educational institutions	Boston University Broadcast Management Class. Bill Fine hosted the class per request from Professor Perron to speak about careers In the Broadcasting industry. Bill gave the students insights on how to progress from college into the world of broadcasting while giving a history of his own experience. Students were given the opportunity to ask questions.	1	Bill Fine President/GM	0.25

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14	4/3/2017	Participation in scholarship programs	Massachusetts Broadcaster Association sponsors a Student Scholarship Award toward pursuing a degree in a broadcasting field. WCVB-TV participates in the screening of the applications/ranking of the finalists to help determine which deserving students will be awarded a scholarship. WCVB is ready, willing, and able to respond to potential applicant inquiries 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	Bill Fine President/GM Kimm DelGizzi Human Resources	1.00
15	4/13/2017	Participation in events or programs sponsored by educational institutions	Bridgewater State University Job & Intern Fair. This was BSU's largest career fair of the year with over 100 employers and 600+ students and alumni in attendance. WCVB was recruiting for both full-time professional positions and/or Internships.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
16	6/15/2017	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. 10 scholarships were awarded this year. Award ceremony is held at WCVB and checks are presented by Bill Fine.	3	Bill Fine President/GM Candy Altman VP Corp. News Phil Chin Regional Accounting Manager	1.00
17	9/21/2017	Participation in events or programs sponsored by educational institutions	Boston University Broadcast Management Class. Bill Fine hosted the class per request from Professor Perron to speak about careers in the Broadcasting industry. Bill gave the students insights on how to progress from college into the world of broadcasting while giving a history of his own experience. Students were given the opportunity to ask questions.	1	Bill Fine President/GM	0.25

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18	10/4/2017	Participation in events or programs sponsored by educational institutions	Boston University College of Communications Fall Career Fair. This was an opportunity to connect with communications students for our spring and summer internship program.	2	Nicole Derosiers Producer Cityline Nancy O'Neil Internship Coordinator	0.25
19	10/5/2017	Participation in events or programs sponsored by educational institutions	Emerson College Career Fair. Opportunity to personally connect and recruit talented students for the Spring and summer internships. Students majoring in marketing, writing, publishing, multimedia journalism, social media/content creation, communications and PR. Over 40 employers attended this event to meet students face to face.	1	Nicole Derosiers Producer Cityline	0.25
20	10/5/2017	Participation in events or programs sponsored by educational institutions	Bridgewater State University Fall Internship & Job Fair. This event is open to all students and alumni and the community at large. This was an opportunity to speak with graduating seniors, seasoned professionals as well as students interested in internships.	1	Nancy O'Neil Internship Coordinator	0.25
21	10/10/2017	Participation in events sponsored by community groups	The Asian American Journalist Association had teamed up with the National Association of Black Journalist (Boston Chapter) sponsoring a resume workshop for members hunting for jobs and internships programs. Sangita Chandra attended offering resume critique, job hunting techniques, how to write a cover letter, networking, interview skills and information on how to dress for success.	1	Sangita Chandra Producer	0.25
22	10/18/2017	Participation in events or programs sponsored by educational institutions	Massachusetts Broadcasters Association in association with Pillsbury Winthrop Shaw Pittman and participating state broadcasters associations presented "The changing Face of the FCC's EEO rule in 2017", a webinar designed for radio and television broadcasters. Lauren Flick provided an overview of the current EEO ruling through a multifaceted and in-depth discussion. Kimm DelGizzi participated in this webinar.	1	Kimm DelGizzi Human Resources	0.25

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23	10/19/2017	Participation in events or programs sponsored by educational institutions	Boston University College of Communication Career Fair /WCVB Information Session. Opportunity to meet talented students interested in internships. Students were encouraged to attend the info session with Nicole who gave a power point demonstration with information on our internship program followed by a question and answer session.	1	Nicole Derosiers Producer Cityline	0.25
TOTAL POINTS OVER REPORTING PERIOD:						9.50