

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Sales Account Associate - Entry Level Open Date: 9/5/2018 Hire Date: 1/7/2019	1-6, 8-10, 13, 15, 17-19, 21-29, 31-32, 34-41	9
Producer Open Date: 10/15/2018 Hire Date: 1/7/2019	1-6, 8-10, 13, 15-19, 21-29, 31-32, 34- 41	9
Producer Open Date: 10/22/2018 Hire Date: 12/10/2018	2-6, 8-10, 12-13, 15, 17-19, 21-29, 31- 32, 34-41	12
Chronicle Unit Manager/Production Coordinator Open Date: 11/13/2018 Hire Date: 1/2/2019	2-6, 8-19, 21-41	12
Chronicle Field Producer Open Date: 11/14/2018 Hire Date: 2/4/2019	2-6, 8-10, 12-15, 17-19, 21-29, 31-32, 34-41	14
Producer Open Date: 2/12/2019 Hire Date: 5/6/2019	1-6, 8-10, 13, 15, 17-19, 21-29, 31-32, 34-41	9
Account Executive Open Date: 3/7/2019 Hire Date: 5/20/2019	1-6, 8-10, 13, 15-19, 21-29, 31-32, 34- 41	9
Account Executive Open Date: 3/7/2019 Hire Date: 4/17/2019	1-6, 8-10, 13, 15, 17-29, 31-32, 34-41	9
Producer Open Date: 4/8/2019 Hire Date: 8/5/2019	2-6, 8-10, 12-13, 15, 17-29, 31-32, 34, 36-41	12
Producer Open Date: 4/8/2019 Hire Date: 6/17/2019	2-6, 8-10, 12-13, 15, 17-29, 31-32, 34, 36-41	9
Sports Producer Open Date: 4/23/2019 Hire Date: 7/1/2019	2-6, 8-10, 12-13, 15-19, 21-29, 31-32, 34, 36-41	12
Floor Director Open Date: 4/29/2019 Hire Date: 6/24/2019	2-6, 8-10, 12-13, 15-29, 31-32, 34, 36- 41	9
Maintenance Technician Open Date: 6/12/2019 Hire Date: 11/18/2019	2-6, 8-10, 13, 15-19, 21-29, 31-32, 34, 36-41	9
News Photographer/News Editor/Truck Engineer Open Date: 7/10/2019 Hire Date: 8/5/2019	1-6, 8-10, 12-13, 15-29, 31-32, 34-41	12

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Visual Content Producer Open Date: 7/15/2019 Hire Date: 9/9/2019	1-10, 13, 15-19, 21-29, 31-32, 34-41	7
Chronicle Executive Producer Open Date: 7/29/2019 Hire Date: 9/23/2019	1-4, 6, 8-10, 12-13, 15, 17-19, 21-29, 31-32, 34-41	12
Digital Client Service Coordinator Open Date: 8/22/2019 Hire Date: 11/25/2019	1-4, 6, 8-10, 13-15, 17-19, 21-29, 31- 32, 34-41	9

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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	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
3	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
4	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
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batetech.edu Roland Robison	N	0
6	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto 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
7	Career Builder Careerbuilder.com on line website, Massachusetts 02494 Phone : 212-659-7035 Url : www.careerbuilder.com John Mirrione Manual Posting	N	1
8	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
9	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	43
10	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
11	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
12	Current Employee	N	15
13	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
14	Employee Referral	N	4

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15	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	10
17	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Email : contact@journalismjobs.com Career Services	N	1
18	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
19	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
20	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 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	1
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 1420 K Street NW Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Bach Polakowski	N	0
30	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
31	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
32	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
33	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
34	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
35	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
36	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
37	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
38	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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39	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
40	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
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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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	1/1/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	3	President/GM General Sales Manager
2	1/7/2019	Participation in events or programs sponsored by educational institutions	A WCVB meteorologist shows kids weather presentations at the their schools about 3 times a week, every week.	1	Meteorologist
3	1/18/2019	Participation in events sponsored by community groups	A WCVB anchor spoke at a conference for the Boston Association for the Education of Young Children. She spoke about her career and balancing her job and family.	1	Anchor/Reporter
4	2/6/2019	Participation in events or programs sponsored by educational institutions	Boston University COMM 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.	2	Human Resources Internship Coordinator
5	2/11/2019	Establishment of an intern program designed to assist members of the community	WCVB Intern Program hosted the 2019 Intern Orientation for our 2019 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 14 students from a variety of colleges and universities.	4	President/GM News Director Intern Coordinator Human Resources

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6	2/12/2019	Participation in events or programs sponsored by educational institutions	An anchor/reporter at WCVB did a conference call with a marketing/PR class at Boston University, talking about what I'm looking for in story pitches, what makes a good story, what they should think about when emailing journalists.	1	Anchor/Reporter
7	2/13/2019	Participation in events or programs sponsored by educational institutions	Stonehill 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.	2	Intern Coordinator Human Resources
8	2/15/2019	Participation in events or programs sponsored by educational institutions	A WCVB reporter was a special guest on a panel titled "Women in the Media," on the Radio and TV Broadcasting Panel at MassBay Community College. She was able to share stories and answer questions about her career path and give students advice about how to break into the industry.	1	Anchor/Reporter
9	2/15/2019	Participation in events or programs sponsored by educational institutions	One of WCVB's Meteorologists / Producers participated in a Career Day at Beverly High School. He spoke to students interested in environmental sciences.	1	Meteorologist / Producer
10	2/17/2019	Participation in events sponsored by community groups	A WCVB meteorologist shows kids weather presentations at the Museum of Science on school vacation weeks.	1	Meteorologist
11	3/13/2019	Participation in events or programs sponsored by educational institutions	Emerson 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.	2	Intern Coordinator Human Resources
12	3/15/2019	Participation in events or programs sponsored by educational institutions	An anchor/reporter at WCVB spoke to a journalism class at Wellesley Middle School about her job, a typical day to day, then critiqued their work.	1	Anchor/Reporter

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13	3/19/2019	Participation in events sponsored by community groups	A WCVB anchor moderated a panel discussion for Women In Leadership: Massachusetts Trailblazer. They discussed women serving the Commonwealth who are creating change in their communities and are inspiring examples of civic leadership. These political leaders shared their personal stories of why they chose to run for office and how they are creating change now that they are elected. The conversation underscored the importance of authentic leadership, the inherent value of including diverse perspectives, and pulling up chairs for others to have a seat at the table. Audience members asked questions about practical tips for first-time candidates and opportunities for young women to be civically active.	1	Anchor/Reporter
14	4/3/2019	Participation in events or programs sponsored by educational institutions	WCVB invites a student group from Southern New Hampshire University (roughly 16 students and 2 professors) and bring them here for a station tour and 4 speakers over 3 hours to educate and illuminate them on the "real" paths people have taken to get where they are as well as what the "typical" day in the life is for each of the speakers. We have speakers from different departments to give the students a true representation of the different departments within a TV station. There is plenty of time for Q&A for the students and they are always welcome to follow up as well.	7	President/GM National Sales Manager News Director Chronicle Anchor
15	4/3/2019	Participation in events or programs sponsored by educational institutions	Curry College Career and Internship 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
16	4/4/2019	Participation in events sponsored by community groups	WCVB is the media sponsor for the Inner City Scholarship Fund and we sponsor their gala. Bill Fine is on their executive council.	1	President/GM

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17	4/4/2019	Participation in events or programs sponsored by educational institutions	Employees within WCVB's Engineering department went to Roxbury Community College to speak to the Media Production class about opportunities in Broadcast Operations. The class also came into the station for a tour. From this event, a part-time employee was hired within the department.	2	Director of Engineering Asst. Director of Engineering
18	4/5/2019	Participation in events or programs sponsored by educational institutions	A WCVB reporter spoke at the Society of Professional Journalists Regional Conference at Northeastern University in Boston. The conference focused on how to get jobs in journalism, how to run a non-profit news organization, investigative reporting, breaking news how-to's, along with other journalism workshops.	1	Anchor/Reporter
19	4/11/2019	Participation in events or programs sponsored by educational institutions	Bridgewater State University 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.	2	Human Resources Internship Coordinator
20	4/24/2019	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	President/GM Human Resources
21	4/25/2019	Participation in events or programs sponsored by educational institutions	A WCVB reporter spoke with two groups of middle school students at Walsh Middle School. He spoke with two groups of Middle school students about the process of becoming a TV reporter: from the education, the hard work, the trials and tribulations of the job. Eighth-graders must decide whether to attend Framingham High or a vocational school. The career fair helps students make that choice, said the Vice Principle.	1	Reporter

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22	5/24/2019	Participation in events or programs sponsored by educational institutions	A WCVB anchor spoke at Career Day at Shepleigh School in Kittery, Maine. More than two dozen adults spoke with seventh graders on Friday during "Career Day." Students heard 30-minute presentations from a wide variety of professionals, with careers spanning from carpentry and nursing, to news broadcasting and software engineering.	1	Anchor/Reporter
23	5/30/2019	Establishment of an intern program designed to assist members of the community	WCVB Intern Program hosted the 2019 Intern Orientation for our 2019 Summer 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 Summer internship program hosted a total of 30 students from a variety of colleges and universities.	8	President/GM News Director General Sales Manager Intern Coordinator
24	6/3/2019	Provision of training to personnel of unaffiliated non-profit organizations	An employee who is a veteran volunteers with American Corporate Partners, ACP, which is a national nonprofit organization providing corporate career counseling for return veterans and active duty military spouses. They match veterans who have successfully made the transition into civilian life with those facing the challenge for the first time. Connecting corporate professionals in career paths that closely relate to the protégé's personal goals. Greg completed a one year mentorship with a US Navy Veteran to help him work on projects, establish goals within his workplace and help build connections with his supervisors.	1	Sr. Creative Services Producer

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25	6/4/2019	Provision of training to personnel of unaffiliated non-profit organizations	An employee who is a veteran volunteers with American Corporate Partners, ACP, which is a national nonprofit organization providing corporate career counseling for return veterans and active duty military spouses. They match veterans who have successfully made the transition into civilian life with those facing the challenge for the first time. Connecting corporate professionals in career paths that closely relate to the protégé's personal goals. Greg began a second mentorship with a U.S. Navy veteran who is interested in Marketing. He is currently unemployed, so their focus is on résumé building, marketing military skills in the civilian world and how to prepare for interviews.	1	Sr. Creative Services Producer
26	6/13/2019	Participation in events sponsored by community groups	A WCVB reporter spoke at the Investigative Reporters & Editors Conference in Houston. The conference focused on rebooting skills and helped connect attendees to investigative journalists. There were hands-on classes and special presentations to learn how to improve reporting and storytelling.	1	Anchor/Reporter
27	6/17/2019	Establishment of training programs for station personnel	Our news director attended the Producer Academy in Florida to present a workshop on "how to coach anchors" to professionals from within Hearst and our partner stations Tegna.	1	News Director
28	7/10/2019	Participation in events sponsored by community groups	Our news director was invited to the Boston Civic Action Project to talk to grad students about the state of media and public policy. How can professionals in a given public policy role, government or private help to shape narratives in organizations like television, newspaper and radio.	1	News Director

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29	8/6/2019	Participation in events sponsored by community groups	Several employees from WCVB's news department traveled to the National Association of Black Journalists Convention in August. There, they met one on one with members of NABJ and review show materials, resumes and discuss career development – both within Hearst and in the industry as a whole.	3	News Director Producer Anchor/Reporter
30	9/4/2019	Establishment of an intern program designed to assist members of the community	WCVB-TV was selected as one of the 2019 Massachusetts Broadcasters Association Paid Internship stations. In the Fall of 2019, we are currently hosting an intern who was selected from the pool of MBA candidates. The MBA Paid internship Program is an educational program designed for students interested in pursuing a career in Over-the-Air Broadcasting or Communications. Over the course of the Summer or Fall semesters, students learn how a broadcast radio or television station operates.	2	President/GM Human Resources
31	9/23/2019	Participation in Job Fairs	WCVB participated in the Massachusetts Broadcasters Association Virtual Job Fair from September 23-27, 2019. The job fair included the posting of one position and we received 13 applications throughout the week.	1	Human Resources
32	10/10/2019	Participation in events or programs sponsored by educational institutions	Boston University Comm 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
33	10/17/2019	Participation in events sponsored by community groups	WCVB's Creative Service Director serves on the Program Advisory Board for Newton Public School's Career and Technical Education with a focus on Newton North TV. As a board member, it is their responsibility to advise, assist, and support personnel to improve planning, operation, and evaluation in the program area.	1	Creative Service Director

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34	11/1/2019	Sponsorship of events in the community designed to increase public awareness	WCVB is the media sponsor for the Pedro Martinez Foundation Gala. This Foundation raises money for kids education.	3	President/GM Creative Services Director Anchor/Reporter
35	11/12/2019	Participation in events sponsored by community groups	An anchor/reporter at WCVB hosted Cheers to Mentoring through the Mass Mentoring Partnership organization. She discussed their organization and introduced other speakers. The annual Cheers to Mentoring event brings more than 150 people together with the goal of raising awareness of the collective impact of positive youth-adult relationships. Mass Mentoring Partnership (MMP) uses this opportunity to present a \$20,000 MMP/ALKU scholarship to a young person who has benefited from his/her mentoring relationship and who is planning to attend a four-year educational institution after graduating from high school.	1	Anchor/Reporter
36	11/27/2019	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including Asian American Civic Association, AAJA, Latin American Student Organization NorthEastern, Equality Magazines, NLGJA, SAJA, and NAHJ.	4	News Director Anchor/Reporter Producer Producer