## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anchor Reporter</td>
<td>2, 4-10, 12-13, 15, 17-18, 20-21, 23-24, 26-27, 29-32, 34, 36-42, 44</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 10/16/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 12/18/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance Technician</td>
<td>2, 4-10, 12-15, 17, 20-21, 23-24, 26-27, 29-32, 36-42, 44</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 11/2/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/2/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payroll/HR Administrator</td>
<td>3-10, 12-13, 15, 17-18, 20-24, 26-32, 36-42, 44</td>
<td>3</td>
</tr>
<tr>
<td>Open Date: 12/1/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/21/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chronicle Producer</td>
<td>4-10, 12-13, 15-17, 20-24, 26-27, 29-32, 36-42, 44</td>
<td>16</td>
</tr>
<tr>
<td>Open Date: 12/4/2017</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/14/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program Administrator</td>
<td>4-8, 10, 12-18, 20-21, 23-24, 26-27, 29-32, 36-45</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 1/23/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 5/4/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Editor</td>
<td>4-8, 10, 12-13, 15, 17-18, 20-24, 26-27, 29-32, 36-45</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 2/1/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/2/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Service Coordinator</td>
<td>4-6, 8, 10-13, 15-18, 20-21, 24, 26-27, 29-30, 32-33, 36-45</td>
<td>33</td>
</tr>
<tr>
<td>Open Date: 2/22/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 6/28/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Service Specialist</td>
<td>1, 4-6, 8, 10, 12-13, 15-18, 20-21, 23-24, 26-27, 29-32, 36-45</td>
<td>16</td>
</tr>
<tr>
<td>Open Date: 3/9/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 4/9/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chronic Photographer/Technician</td>
<td>4, 8, 10, 12, 15, 17-18, 20-21, 23-24, 26-27, 29-32, 36-45</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 5/24/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/20/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>News Photographer/News Editor/Truck Engineer</td>
<td>4, 8, 10, 12, 15, 17, 20-21, 23-24, 26-27, 29-32, 36-45</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 5/25/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/15/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter/Producer Chronicle</td>
<td>4-6, 8, 10, 12-18, 20-21, 23-27, 29-32, 36-45</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 6/29/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 7/23/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Newscast Director</td>
<td>4-8, 10, 12-15, 17, 20-21, 23-27, 29-32, 36-45</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 7/18/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/10/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assignment Editor/Planning Editor</td>
<td>4-8, 10, 12-13, 15-17, 20-21, 23-27, 29-32, 35-45</td>
<td>35</td>
</tr>
<tr>
<td>Open Date: 7/30/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/24/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operations Technician</td>
<td>4-8, 10, 12-15, 17, 20-21, 23-27, 29-32, 35-45</td>
<td>35</td>
</tr>
<tr>
<td>Open Date: 8/1/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/17/2018</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maintenance Technician</td>
<td>4-8, 10, 12-15, 17-18, 20-21, 23-27, 29-32, 36-45</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 8/1/2018</td>
<td>Hire Date: 11/26/2018</td>
<td></td>
</tr>
<tr>
<td>Public Affairs Producer</td>
<td>4-8, 10, 12-13, 15-18, 20-21, 23-27, 29-33, 36-45</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 8/13/2018</td>
<td>Hire Date: 9/12/2018</td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>4-8, 10, 12-15, 17-21, 23-27, 29-33, 36-45</td>
<td>14</td>
</tr>
<tr>
<td>Open Date: 8/15/2018</td>
<td>Hire Date: 11/6/2018</td>
<td></td>
</tr>
<tr>
<td>Digital Editor</td>
<td>4-8, 10, 12-13, 15, 17-21, 23-27, 29-32, 36-45</td>
<td>18</td>
</tr>
<tr>
<td>Open Date: 8/23/2018</td>
<td>Hire Date: 10/25/2018</td>
<td></td>
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</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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.ca@bostonabcd.org  
Fax: 1-617-423-7693  
Chan Lah | N                                                                                                      | 0                                                                 |
| 3         | Agency Referral                                                                                         | N                                                                 | 1                                                                 |
| 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                                                                 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification?</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Bates College Broadcast/Production Program&lt;br&gt;1101 S Yakima Ave&lt;br&gt;Tacoma, Washington 98405&lt;br&gt;Phone: 253-680-7761&lt;br&gt;Email: <a href="mailto:rrobinson@bates.etc.edu">rrobinson@bates.etc.edu</a>&lt;br&gt;Roland Robison</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Boston University&lt;br&gt;One Silber Way&lt;br&gt;Boston, Massachusetts&lt;br&gt;Phone: 617 353 5862&lt;br&gt;Url: <a href="http://www.bu.edu">http://www.bu.edu</a>&lt;br&gt;Heather Reghittio&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Cardinal Cushing Spanish Ctr&lt;br&gt;76 Union Park St&lt;br&gt;Boston, Massachusetts 02118&lt;br&gt;Phone: 617-542-9292&lt;br&gt;Email: <a href="mailto:shelley_rieman@ccab.org">shelley_rieman@ccab.org</a>&lt;br&gt;Elizabeth Zweig</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Career Collaborative, Inc&lt;br&gt;77 Summer Street 11th Floor&lt;br&gt;Boston, Massachusetts 02110&lt;br&gt;Phone: 617-424-6616&lt;br&gt;Url: <a href="http://www.careercollaborative.org">http://www.careercollaborative.org</a>&lt;br&gt;Email: <a href="mailto:info@careercollaborative.org">info@careercollaborative.org</a>&lt;br&gt;Fax: 1-617-424-6614&lt;br&gt;Jean August</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Career Fair&lt;br&gt;Careers.HearstTelevision.com&lt;br&gt;214 N. Tryon St&lt;br&gt;Charlotte, North Carolina 28202&lt;br&gt;Phone: 704-348-8000&lt;br&gt;Email: <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a>&lt;br&gt;HTV Careers</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>12</td>
<td>Collectiv Talent&lt;br&gt;California&lt;br&gt;Phone: 813-254-9695&lt;br&gt;Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>&lt;br&gt;Michael Bille</td>
<td>N</td>
<td>49</td>
</tr>
<tr>
<td>13</td>
<td>Current Employee</td>
<td>N</td>
<td>7</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | 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 |
| 16        | Employee Referral                                    | N | 12 |
| 17        | EqualityMagazines.com  
13351 Riverside Dr. #514  
Sherman Oaks, California 91423  
Phone : 818.654.0870  
Jeff Palmatier  
Manual Posting | N | 0 |
| 18        | Indeed.com  
177 Broad Street 6th Floor  
Stamford, Connecticut 06901  
Phone : 760.653.1521  
Url : www.indeed.com  
Career Services  
Manual Posting | N | 17 |
| 19        | JournalismJobs.com  
Bay Area, California  
Phone : 510-653-1521  
Email : contact@journalismjobs.com  
Career Services | N | 0 |
| 20        | 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>21</td>
<td>Latin American Student Organization, NorthEastern University, Massachusetts</td>
<td>N</td>
<td>0</td>
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<tr>
<td></td>
<td>Phone: 617-373-5845, Email: <a href="mailto:jasovpexternal@gmail.com">jasovpexternal@gmail.com</a>, Fax: 1-617-373-7888, Jessica Vasquez</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>LinkedIn.com, 2029 Stierlin Court, Mountain View, California 94043, Phone: (650) 687-3600, Career Services, Manual Posting</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>23</td>
<td>Mass Broadcasters, 43 Riverside Ave PMB 401, Medford, Massachusetts 02155, Phone: 800-471-1875, Email: <a href="mailto:jorday@massbroadcasters.org">jorday@massbroadcasters.org</a>, Fax: 1-617-274-8833, Jordan Walton</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>24</td>
<td>Massachusetts Rehabilitation Commission, One Ashburton Place 11th Floor, Boston, Massachusetts, Phone: 617-204-3600, Email: <a href="mailto:paula.santagati@state.ma.us">paula.santagati@state.ma.us</a>, Paula Santagati</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>25</td>
<td>Media Bistro, 475 Park Avenue South 4th Floor, New York, New York 10016, Phone: 212-547-7893, Email: mediabistro.com/employers/account.asp Recruiter, Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>26</td>
<td>Media Line, PO Box 519009, Pacific Grove, California 93950, Phone: 800-237-8073, Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>, Mark Shilstone</td>
<td>N</td>
<td>0</td>
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</table>
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<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 27        | 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 |
| 28        | Monster.com  
133 Boston Post Road  
Weston, Massachusetts 02493  
Phone : (978) 461-8000  
Url : http://www.monster.com/  
Career Services  
Manual Posting | N | 1 |
| 29        | 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 |
| 30        | 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 |
| 31        | 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 |
| 32        | NLGJA  
1420 K Street NW Suite 910  
Washington, District of Columbia 20005  
Email : info@nlgia.org  
Bach Polakowski | N | 0 |
# II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
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<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td>Non-Employee Referral</td>
<td>N</td>
<td>3</td>
</tr>
<tr>
<td>34</td>
<td>NWT Group&lt;br&gt;2110 Elmwood&lt;br&gt;Bryan, Texas 77802&lt;br&gt;Phone : 888-374-7907&lt;br&gt;Url : <a href="http://www.nowhiringtalent.com/">http://www.nowhiringtalent.com/</a>&lt;br&gt;Fax : 1-817-987-3600&lt;br&gt;Linda Levy</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>35</td>
<td>Previous Employee</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>36</td>
<td>RecruitMilitary&lt;br&gt;422 West Loveland Ave&lt;br&gt; Loveland, Ohio 45140&lt;br&gt;Phone : 5136835020&lt;br&gt;Robert Walker&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td>South Asian Journalist Association Massachusetts&lt;br&gt;Url : <a href="http://www.sree.com">http://www.sree.com</a>&lt;br&gt;Email : <a href="mailto:secretary@saja.org">secretary@saja.org</a>&lt;br&gt;Shefali Kulkarni</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>The Partnership&lt;br&gt;155 Seaport Blvd 13th Floor&lt;br&gt;Boston, Massachusetts&lt;br&gt;Phone : 617-262-2828&lt;br&gt;Url : <a href="http://www.thepartnershipinc.org">http://www.thepartnershipinc.org</a>&lt;br&gt;Email : <a href="mailto:info@thepartnershipinc.org">info@thepartnershipinc.org</a>&lt;br&gt;Employer Relations</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>39</td>
<td>Triangle, Inc&lt;br&gt;420 Pearle St #5&lt;br&gt;Malden, Massachusetts&lt;br&gt;Phone : 781-388-4320&lt;br&gt;Url : <a href="http://www.triangle-inc.org/">http://www.triangle-inc.org/</a>&lt;br&gt;Email : <a href="mailto:dmuldoon@triangle-inc.org">dmuldoon@triangle-inc.org</a>&lt;br&gt;Debbie Muldoon</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>40</td>
<td>TV Jobs&lt;br&gt;PO Box 4116&lt;br&gt;Oceanside, California 92052&lt;br&gt;Phone : 760-754-8177&lt;br&gt;Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a>&lt;br&gt;Mark Halloway&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 |
| 43        | 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 |
| 44        | 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 |
| 45        | 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:** 98
III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/7/2018</td>
<td>Participation in scholarship programs</td>
<td>The Emma Bowen Fellows Program provides multi-year internships to students of color at media companies across the country. Each student works as a summer intern, gaining significant on-the-job training in their field. Emma Bowen Foundation and the station provide scholarship money to the student.</td>
<td>2</td>
<td>President/GM News Director</td>
</tr>
<tr>
<td>1/12/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WCWB-TV sponsored a Job Shadow with students from Bridgewater State University. The day consisted of a power point demonstration on our internship program that we offer. The students had a station tour, this gave the students an opportunity to see how the station works. We had a Q&amp;A session with the students at the end of the day.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
</tr>
<tr>
<td>1/24/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WCWB Internship Program, We offer over 12 different internships in different departments were employees mentor students. The intern coordinator along with department coordinators overseeing the program. Orientation is held each semester. Bill Fine along with other dept heads give an overview on the internship program, while also giving the history of their growth and jobs in broadcast.</td>
<td>4</td>
<td>President/GM News Director Intern Coordinator Producer City Line</td>
</tr>
<tr>
<td>2/14/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Stonehill College Job &amp; Internship Expo. We had the opportunity to meet &amp; greet students for our summer internship program. We posted our internship program on Handshake prior to the event. This gave the students opportunity to research WCWB and prepare for meeting us. We connected with some talented students and were able to recruit them.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
</tr>
<tr>
<td>2/15/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WCWB -TV participated in Boston College Expert in Residence Program. There was an opportunity to speak with students in the communications major on their resumes and have students ask questions, Students learned about the different parts industry.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
</tr>
</tbody>
</table>
## III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WCVB -TV participated in Boston University COMM Intern Fair. Students in attendance at the Internship Fair were articulate and engaged, expressed an interest in broadcast internships and careers, and seem eager to start an internship program.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
</tr>
<tr>
<td>7</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WCVB -TV participated in Emerson College internship fair. We had the opportunity to meet a number of students for summer and fall internship program. The students had a lot of questions and were very positive about having the opportunity to work as an intern for WCVB.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
</tr>
<tr>
<td>8</td>
<td>Participation in scholarship programs</td>
<td>Massachusetts Broadcaster Association sponsors a Student Scholarship Award towards 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 award 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 our interns. WCVB also hosted the presentation of the awards and a tour of the station along with donating to the scholarship program.</td>
<td>2</td>
<td>President/GM Internship Coordinator</td>
</tr>
<tr>
<td>9</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Curry College Internship Fair, WCVB had the opportunity to personally connect and recruit students for the summer internship program.</td>
<td>1</td>
<td>Internship Coordinator</td>
</tr>
<tr>
<td>10</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Lesley University Internship Fair. WCVB -TV had the opportunity to meet with students and discuss about our internship program.</td>
<td>1</td>
<td>Internship Coordinator</td>
</tr>
<tr>
<td>11</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Bridgewater State University Job &amp; Internship Fair. WCVB was able to meet with students that were interested in our internship program that we offer at WCVB. We meet with talented students that showed a lot of interest in broadcasting.</td>
<td>2</td>
<td>Internship Coordinator Producer Cityline</td>
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| 12     | 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. The interns coordinators along with the dept heads oversees the program. Orientation are help each semester, Bill Fine along with other dept heads will give an overview of the Internship program while also giving the history of their career growth and jobs in broadcast media area. Students have the opportunity to ask questions to Bill Fine, Paige Harrison or any other dept head. | 4                             | President/GM  
News Director  
Intern Coordinator  
Producer City Line |
| 13     | 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 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                             | Human Resources                                        |
| 14     | Provision of training to management                                                                       | Hearst’s Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the “transferability” or applicability of those skills and qualifications to a broadcast/news gathering/digital business; the process and “pipeline” for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment. | 1                             | Director of Veteran Recruiting                          |
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<td>8/30/2018</td>
<td>Participation in Job Fairs</td>
<td>Veterans Job Fair at Gillette Stadium. We met with many Veterans from all branches of service. They were well prepared with resumes, asking questions about working at a news station. We met Veterans that have experience with film, photography, radio and TV broadcasting.</td>
<td>2</td>
<td>Director of Veteran Recruiting Payroll/HR Administrator</td>
</tr>
<tr>
<td>9/13/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Boston College Fall Career &amp; Internship Fair. WCVCB had the opportunity to meet and discuss our Fall internship program to students. We met with talent students who showed a positive interest in broadcasting.</td>
<td>2</td>
<td>Internship Coordinator Payroll/HR Administrator</td>
</tr>
<tr>
<td>9/26/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Bridgewater State University Fall Internship &amp; Job Fair. This event was opened to all students and alumni. This was an opportunity to speak with students that are interested in our internship program.</td>
<td>2</td>
<td>Internship Coordinator Payroll/HR Administrator</td>
</tr>
<tr>
<td>10/3/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Emerson College Fall Internship Fair. We had the opportunity to personally meet and recruit talented students for our Spring &amp; Summer internship program. We meet with students who had interest in writing, journalism, communications.</td>
<td>2</td>
<td>Internship Coordinator Payroll/HR Administrator</td>
</tr>
<tr>
<td>10/4/2018</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WCVCB Internship program, we offer internships in different departments. Employees in the departments will mentor the students. Orientation is held each semester. Bill Fine and Paige Harrison will give an overview of working in broadcast and the history of their growth. Each students has the opportunity to ask questions.</td>
<td>4</td>
<td>President/GM News Director Intern Coordinator Producer City Line</td>
</tr>
<tr>
<td>10/10/2018</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Boston University College of Communications Fall Career Fair. We had the opportunity to connect with communication students for our Spring and Summer Internship program.</td>
<td>2</td>
<td>Internship Coordinator Payroll/HR Administrator</td>
</tr>
</tbody>
</table>