

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Anchor Reporter Open Date: 10/16/2017 Hire Date: 12/18/2017	2, 4-10, 12-13, 15, 17-18, 20-21, 23-24, 26-27, 29-32, 34, 36-42, 44	12
Maintenance Technician Open Date: 11/2/2017 Hire Date: 5/2/2018	2, 4-10, 12-15, 17, 20-21, 23-24, 26-27, 29-32, 36-42, 44	14
Payroll/HR Administrator Open Date: 12/1/2017 Hire Date: 5/21/2018	3-10, 12-13, 15, 17-18, 20-24, 26-32, 36-42, 44-45	3
Chronicle Producer Open Date: 12/4/2017 Hire Date: 5/14/2018	4-10, 12-13, 15-17, 20-24, 26-27, 29- 32, 36-42, 44-45	16
Program Administrator Open Date: 1/23/2018 Hire Date: 5/4/2018	4-8, 10, 12-18, 20-21, 23-24, 26-27, 29- 32, 36-45	14
Assignment Editor Open Date: 2/1/2018 Hire Date: 4/2/2018	4-8, 10, 12-13, 15, 17-18, 20-24, 26-27, 29-32, 36-45	18
Digital Client Service Coordinator Open Date: 2/22/2018 Hire Date: 6/28/2018	4-6, 8, 10-13, 15-18, 20-21, 24, 26-27, 29-30, 32-33, 36-45	33
Digital Client Service Specialist Open Date: 3/9/2018 Hire Date: 4/9/2018	1, 4-6, 8, 10, 12-13, 15-18, 20-21, 23- 24, 26-27, 29-32, 36-45	16
Chronicle Photographer/Technician Open Date: 5/24/2018 Hire Date: 8/20/2018	4, 8, 10, 12, 15, 17-18, 20-21, 23-24, 26- 27, 29-32, 36-45	12
News Photographer/News Editor/Truck Engineer Open Date: 5/25/2018 Hire Date: 8/15/2018	4, 8, 10, 12, 15, 17, 20-21, 23-24, 26- 27, 29-32, 36-45	12
Reporter/Producer Chronicle Open Date: 6/29/2018 Hire Date: 7/23/2018	4-6, 8, 10, 12-18, 20-21, 23-27, 29-32, 36-45	14
Newscast Director Open Date: 7/18/2018 Hire Date: 9/10/2018	4-8, 10, 12-15, 17, 20-21, 23-27, 29-32, 36-45	14
Assignment Editor/Planning Editor Open Date: 7/30/2018 Hire Date: 9/24/2018	4-8, 10, 12-13, 15-17, 20-21, 23-27, 29- 32, 35-45	35
Operations Technician Open Date: 8/1/2018 Hire Date: 9/17/2018	4-8, 10, 12-15, 17, 20-21, 23-27, 29-32, 35-45	35

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
Maintenance Technician Open Date: 8/1/2018 Hire Date: 11/26/2018	4-8, 10, 12-15, 17-18, 20-21, 23-27, 29-32, 36-45	14
Public Affairs Producer Open Date: 8/13/2018 Hire Date: 9/12/2018	4-8, 10, 12-13, 15-18, 20-21, 23-27, 29-33, 36-45	18
Producer Open Date: 8/15/2018 Hire Date: 11/6/2018	4-8, 10, 12-15, 17-21, 23-27, 29-33, 36-45	14
Digital Editor Open Date: 8/23/2018 Hire Date: 10/25/2018	4-8, 10, 12-13, 15, 17-21, 23-27, 29-32, 36-45	18

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	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 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 : rrobinson@bates.ctc.edu Roland Robison	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	Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts 02118 Phone : 617-542-9292 Email : shelley_rieman@ccab.org Elizabeth Zweig	N	0
10	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
11	Career Fair	N	1
12	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	49
13	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Current Employee	N	7

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
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 : . Url : www.indeed.com Career Services Manual Posting	N	17
19	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php 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

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
21	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
22	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	3
23	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
24	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-204-3600 Url : http://www.mass.gov.com Email : paula.santagati@state.ma.us Paula Santagati	N	0
25	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-547-7893 Url : http://www.mediabistro.com/employers/account.asp Recruiter . Manual Posting	N	0
26	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 1, 2017 - November 30, 2018

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	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@nlgja.org Bach Polakowski	N	0

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
33	Non-Employee Referral	N	3
34	NWT Group 2110 Elmwood Bryan, Texas 77802 Phone : 888-374-7907 Url : http://www.nowhiningtalent.com/ Fax : 1-817-987-3600 Linda Levy	N	1
35	Previous Employee	N	2
36	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
37	South Asian Journalist Association Massachusetts Url : http://www.sree.com Email : secretary@saja.org Shefali Kulkarni	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

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 Summer 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

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/7/2018	Participation in scholarship programs	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.	2	President/GM News Director
2	1/12/2018	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 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&A session with the students at the end of the day.	2	Internship Coordinator Producer Cityline
3	1/24/2018	Establishment of an intern program designed to assist members of the community	WCVB 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.	4	President/GM News Director Intern Coordinator Producer City Line
4	2/14/2018	Participation in events or programs sponsored by educational institutions	Stonehill College Job & Internship Expo. We had the opportunity to meet & 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 WCVB and prepare for meeting us. We connected with some talented students and were able to recruit them.	2	Internship Coordinator Producer Cityline
5	2/15/2018	Participation in events or programs sponsored by educational institutions	WCVB -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.	2	Internship Coordinator Producer Cityline

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	2/21/2018	Participation in events or programs sponsored by educational institutions	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.	2	Internship Coordinator Producer Cityline
7	3/29/2018	Participation in events or programs sponsored by educational institutions	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.	2	Internship Coordinator Producer Cityline
8	4/2/2018	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. 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.	2	President/GM Internship Coordinator
9	4/4/2018	Participation in events or programs sponsored by educational institutions	Curry College Internship Fair, WCVB had the opportunity to personally connect and recruit students for the summer internship program.	1	Internship Coordinator
10	4/10/2018	Participation in events or programs sponsored by educational institutions	Lesley University Internship Fair. WCVB -TV had the opportunity to meet with students and discuss about our internship program.	1	Internship Coordinator
11	4/12/2018	Participation in events or programs sponsored by educational institutions	Bridgewater State University Job & 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.	2	Internship Coordinator Producer Cityline

WCVB-TV
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	6/7/2018	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	6/29/2018	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	8/28/2018	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

WCVB-TV

EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	8/30/2018	Participation in Job Fairs	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.	2	Director of Veteran Recruiting Payroll/HR Administrator
16	9/13/2018	Participation in events or programs sponsored by educational institutions	Boston College Fall Career & Internship Fair. WCVB had the opportunity to meet and discuss our Fall internship program to students. We meet with talent students who showed a positive interest in broadcasting.	2	Internship Coordinator Payroll/HR Administrator
17	9/26/2018	Participation in events or programs sponsored by educational institutions	Bridgewater State University Fall Internship & 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.	2	Internship Coordinator Payroll/HR Administrator
18	10/3/2018	Participation in events or programs sponsored by educational institutions	Emerson College Fall Internship Fair. We had the opportunity to personally meet and recruit talented students for our Spring & Summer internship program. We meet with students who had interest in writing, journalism, communications.	2	Internship Coordinator Payroll/HR Administrator
19	10/4/2018	Establishment of an intern program designed to assist members of the community	WCVB 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.	4	President/GM News Director Intern Coordinator Producer City Line
20	10/10/2018	Participation in events or programs sponsored by educational institutions	Boston University College of Communications Fall Career Fair. We had the opportunity to connect with communication students for our Spring and Summer Internship program.	2	Internship Coordinator Payroll/HR Administrator