

WGBH
Attachment A

Recruitment Sources used for Full-time Openings

- 1) Action for Boston Comm. Develmt
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
Hr@bostonabcbcd.org
- 2) Emerson College
Office of Career Services
100 Beacon Street
617-824-8586
Contact: Amy Shea
careers@emerson.edu
- 3) Operation ABLE
119 Beach St, 4th Flr
Boston, MA 02111
617-542-4180
Contact: Susan Jepson
Sjebson@operationable.net
- 4) University of Mass. at Boston
Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393
617-287-5000
Contact: Mary Mahoney
Careers@umb.edu
- 5) Cambridge College
1000 Massachusetts Ave., #128
Cambridge, MA 02138
617-868-1000 x206
Contact: Robert Prague
- 6) Division of Employment(DET/DTA)
One Davis Square
Somerville, MA 02114
617-629-1496
Contact: Debra Garrett
Dgarrett@detma.org

7) Jewish Vocational Services
105 Chauncey St
Boston, MA 02111
617-451-8147
Contact: George Zeller
Gzeller@jvs-boston.org

8) People's Baptist Church
134 Camden St
Boston, MA 02118
(617) 427-0424
Contact: Ms. Melinda Jacobs
mjacobs@pbcboston.org

9) D.E.A.F. Inc.
215 Brighton Avenue
Brighton, MA 02134
617-254-4041
jemmart@deafinonline.org

10) Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger

11) Transition to Work
594 Columbia Rd. Suite #402
Dorchester MA, 02125
(617) 265-4123

12) South End Neighborhood Program
554 Columbus Ave.
Boston, MA 02118

13) Suffolk University
8 Ashburton Place
Boston, MA 02108-2770
(617) 573-8613
Contact: Maia Germain
mgermain@suffolk.edu
wcelesti@suffolk.edu

14) Jobs & Community Svcs
43 Hawkins St
Boston, MA 02114
Connie Doty

15) Work, Inc.
3 Arlington St.
Quincy, MA 02170
(617) 328-0300
Contact: Joanna Shapiro

16) Career Collaborative
434 Massachusetts Avenue Suite G3
Boston, MA 02118
(617) 424-6616
chris@careercollaborative.org

17) Northeastern University
Office of Career Services
P.O. Box 895
Boston, MA 02117
617-373-4249
Contact: Doreen Hodgakin

18) Enable, Inc./NETWorks
VR Staff
605 Neponset St.
Canton, MA 02021
(781) 828-4770

19) Boston College
Office of AHANA Student Programs
72 College Road
Chestnut Hill, MA 02167
617-552-3358
contact: Yvonne Mcbonnett

20) Allston/Brighton Community Dev
15 North Beacon St.
Allston, MA 02134
(617) 787-3874
Contact: Joanne Mckenna
Mhn@allstonbrightoncdc.org

21) African Ameri Library & Info
UCLA Ctr for African American Studies
PO Box 951545
Los Angeles, CA 90095
(773) 363-3939
Itibari Zulu

22) African Americans in Advertising
23 Asian American Journalists Assoc
AAJA, 1182 Market St, Suite 320
San Francisco CA 94102
schandra@hearst.com
415-346-2051
www.aaja.org

24) Asian American Lawyers Association 25) Asian American Civic Assoc
AALAM, P.O. Box 5655 200 Tremont St
Boston, MA 02114 Boston, MA 02110
Theodore Chuang (617)-426-9492
theodore.chuang@usdoj.gov Anh Nguyen

26) Asian American Resource Workshop
33 Harrison Ave., 3rd Fl
Boston, MA 02111-2008
(617)-426-5313
Eun Joung Lee

27) Asian Task Force Against Dom Violence 28) Asian/Pacific Amer Library Ass
100 Boylston St., Ste. 860 Macalaster College
Boston, MA 02116 1600 Grand Ave
(617)-338-2350 St. Paul, MN 55105
Shirley Fan 859-257-5679
www.atask.org Ganga Dakshinamurti, president

30) Bay State Banner 31) Black Data Processing Association
68 Fargo St BDPA- Boston-Metro West
Boston, MA, 02210 c/o MassPEP 555 Huntington Ave
617-357-4900 Boston MA, 02115
Louisa 603-785-3997
www.baystatebanner.com Edwin Sapp

33) Boston Neighb Network TV and MM Ct 34) Community Enterprises 35) El Mundo
8 Park Plaza, Suite 2240 9 East Street
Boston, MA 02116, Cambridge, MA 02141
617-720-2113 617-491-4200
Nettrice Gaskins Geoff Vercanteren
www.bnntv.org Elizabeth Tomes
www.elmundoboston.com

36) Esight Careers Network 37) HireCulture 38) HireDeaf.com
www.esightcareers.net hireCulture.org cs@hiredeaf.com
617-727-3668 x333 Penny Pimentel www.hiredeaf.com
www.hireculture.org

39) Hispanic Amer Chamber of Commerce 40) Hispanic Public Relations Ass 41) JournalismNext.com
67 Broad St 87 North Raymond Avenue, Suite 4
Boston, Ma 02109 Pasadena, CA 91103 1804 W. Abingdon Dr., Suite 202
617-261-4222 818-793-9335 Alexandria VA 22314
Israel Lopez Sandra Bernardo 703-629-0178
www.hacc.com www.hprala.org Eric Wee

42) Latino Professional Network
PO Box 6019
Boston, MA 02209
617-247-1818
Rick Colon
www.lpn.org

43) LatPro
8551 w Sunraise Blvd, Suite 302
Plantation, FL 33332
954-474-6880
Brigitte Viisscher
www.latpro.com

44) Massachusetts Black Lawyers Assoc
60 Temple Place, Suite 410
Boston MA 02111
617-292-8011
William "Mo" Cowan
www.mblaonline.org

45) NAACP Career Fair
2601 Ocean Park Blvd, Suite 200
Santa Monica CA 90405
301-309-4422
Randy Rawlins, Shomax
www.naacpcareerfair.com

46) Nat'l Black MBA Association 47)
PO Box 181188
Boston, MA 02118-0012
617-989-0331
Norman Shakespeare
info@bostonblackmba.org
www.bostonblackmba.org

Nat'l Assoc. of Asian Amer Profs
NAAAP-Boston
P.O. Box 381435
Cambridge, MA 02238-1435
(781) 937-7072
Wanda Wong
www.naaapboston.org

48) National Assoc of Black Accountants 49)
7249 A hanover Pkway
Greenbelt, MD 20770
301-474-NABA
Mervyn Grant
www.nabainc.org

Nat'l Assoc. of Black Journali: 50)
8701-A Adelphi Rd
Aldelphi MD 20783
301-445-7100
www.nabj.org

Nat'l Assoc of Hispanic Journalists
1000 National Press Building
Washington DC 20045
202-662-7145
nahj@nahj.org

51) Nat'l Assoc. of Minority Media Exec 52)
1921 Gallow Rd
Vienna VA 22182
703-893-2414
Jeanne Fox-Alston
www.namime.org

Nat'l Black Public Relations S 53)
6565 Sunset Blvd, Suite 301
Hollywood CA 90028
323-466-8221
Contact: Meta Mereday

National Multicultural Institute
3400 Connecticut Ave NW
Washington DC 20008
202-483-0700
www.ncmi.org

54) National Society of Black Engineers 55)
1454 Duke St
Alexandra VA 2234
703-549-2207
www.nsbeng.org

Natl Society of Hispanic MBA 56)
1303 Walnut Hill Lande, Suite 300
Irving, TX 75038
213-243-0004
www.nshmba.org

National Urban League Young Profs
88 Warren St
Roxbury, MA 02119
617-442-45159
Brandic Burton

57) Native American Journalist Assoc 58)
2259 36th Ave South
Minneapolis MN 55506

NativeJobs.com
Tribal Employment Newsletter
13 Briar Lance

59) Northeast Minority News
PO Box 4159
Hartford CT 06147

61-2-729-9244
info@naja.com
www.naja.com

Portland ME 04103
207-780-1420
Scott Gasperin
www.nativejobs.com

860-249-6065

60) Nosotros
650 N Bonson Ave, Suite 102
Hollywood CA 90004
323-671-4799
www.nosotros.org

61) Nubian Professionals
PO Box,
Ashland MA 01721

62) Organization of Black Designers
300 M St NW, Suite N110
Washington DC 20024
202-659-3918
OBDesign@aol.com
www.obd.org

63) Providence American Journal
131 Washington St. #212
Providence RI 02903
401-351-8860
www.providence.edu

64) RecruitAbility
PO Box 230636
Encinitas, CA 90023
www.recruit-ability.com

65) Sampan
Asian American Civic Association
200 Tremont St
Boston, MA 02110
617-426-9492 x206
Ya-Fen Evelyn Tang

66) Sisters in Development
Lois Lindauer Searches
437 Boylston St
Boston MA 02116
617-262-1102
Lois Lindauer
www.LLLsearches.com/sisters.html

67) Society of Hispanic Engineers (68)
5400 E Olympic Blvd, Suite 210
Los Angeles CA 90022
323-725-3970
www.shpe.org

Unity
1601 North Kent St, Suite 1003
Arlington VA 22209
703-469-2100
Anna Lopez
www.unityjournalists.org

69) Worktech Solutions
Institute for Community Inclusion
300 Longwood Avenue
Boston MA 02115
617-355-3066
Mia Simon

70) Hire Diversity.com
425 Pine Ave
Santa Barbara, CA 93117
732-531-5926
Kate Chambrovich
www.hirediversity.com

71) Webgrtrls International, Inc
P.O. Box 2425
New York, NY 10021
888-932-4775
www.webgrtrls.com

72) Current
1612 K St. NW, Suite 704
Washington, DC 20006
202-463-7055 x36
Danielle Mungin
www.current.org

73) Idealist.org
Action Without Borders, Inc.,
79 Fifth Ave, 17th Flr
New York, NY 10003
212-843-3973
Lea Pollicoff

74) America's Job Bank
www.ajb.dni.us/

www.idealist.org

- 75) Half the Planet Foundation
1875 Eye St. NW 12 Flr
Washington, DC 20006
202-429-6810
Debra Cook
www.halftheplanet.org
- 76) Women in Devment of Greater Bosl Adweek
93 Concord Ave, Suite 8
Belmont, MA 02478
617-489-6777
www.widgb.org
- 77) Adweek
770 Broadway, 7th Flr
New York, NY 10003
646-654-5113
Bob Hamerslough
www.adweek.com
- 78) Assoc of Fundraising Professionals
389 Main St, Suite 202
Malden, MA 02148
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon
- 79) Institute for Community Includs
300 Longwood Ave
Boston, MA 02115
Mia Simon
- 80) Asian American Civic Assoc
200 Tremont St
Boston, MA 02116
617-426-9492
Anh Nguyen
www.aaca-boston.org
- 81) UCLA Ctr for African American Studies: 82)
PO Box 951545
Los Angeles, CA 90095
773-363-3939
Itbari Zulu
- 82) Unityfirst
800-286-3659
Janine Fondon
www.unityfirst.com
- 83) Bridgestar
C/O The Bridgespan Group
535 Boylston St, 10th Flr
Boston, MA 02116
Maureen Curley
www.bridgestar.org
- 84) Minority Professional Network
PO Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com
- 85) Massachusetts Broadcasters 86)
43 Riverside Ave
PMB 401, Medford, MA 02155
800-471-1875
B. Allan Sprague
www.massbroadcasters.org
- 86) Nat'l Asian Amer Telecomm Assoc
145 Ninth St, Suite 350
San Francisco, CA 94103
415-863-0814
Ernestine Tayabas-Kim
www.naatanaet.org
- 87) Nat'l Black Programm Consortium
145 East 125th St., Suite 3R
New York, NY 10035
212-828-7588
Terrence Scott
www.nbpc.tv
- 88) Native American Public Telec 89)
1800 No. 33 St.
Lincoln, ME 68583
402-472-3522
Penny Costello
www.nativelecom.org
- 89) Pacific Islanders in Communicats
1221 Kapi'olani Blvd, Suite 6A4
Honolulu, HI 96814
808-591-0059
Gus Cobb-Adams
www.piccom.org
- 90) Latino Public Broadcasting
6777 Hollywood Blvd., Suite 512
Los Angeles, CA 90028
323-466-7110
- 91) Monstertrak
11845W Olympic Blvd, Suite 500
Los Angeles, CA 90064
1-800-999-8725
- 92) Boston Globe
320 Congress St
Boston, MA 02210-1205
617-929-8767

- Sharon Fernandez
- 93) Jamaica Plain Gazette
P O Box 1139
7 Harris Ave
Jamaica Plain, MA 02130
617-524-2626
Vira De Filippo
- 94) Broadcasting and Cable
P O Box 15157
North Hollywood, CA 91615
617-558-4532
Kristin Parker
www.broadcastingcable.com
- 95) American Institute of Graphic Art
164 Fifth Ave
New York, NY 10010
212-807-19690
www.aiga.org
- 96) New England Film.com
P O Box 391620
Cambridge, MA 02139
www.nefilm.com
- 97) Preferred Temp Agency
100 City Hall Plaza
Boston, MA 02108
617-723-1919
- 98) Online Job Posting
boston.Craigslist.com
- 99) Monster/Boston.com
888-566-4JOB
www.boston.com
- 100) Career Builder.com
866-438-1485
- 101) IEG (sponsorship)
640 North Lasalle, Ste 450
Chicago, IL 60610
312-458-7111
- 102) DEI
1645 Hennepin Ave, Ste 312
Minneapolis, MN 55403
888-454-2314
www.deiworksite.org
- 103) Associate Grant Makers
55 Court St, Ste 520
Boston, MA 02108
617-426-2066
- 104) Simmons College
300 The Fenway
Boston, MA 02115
617-521-2000
- 105) Lesley University
29 Everett St
Cambridge, MA 02138
617-349-8550
- 106) Boston University
19 Deerfield St, Third Fir
Boston, MA 02120
617-353-9200
- 107) New England Archivists
100 Institute Rd
Worcester, MA 01609
webcoordinator@newenglandarchivist.org
- 108) Harvard University
1563 Mass Ave, Pound Hall 312
Cambridge, MA 02138
617-495-3119
- 109) Wellesley College
106 Central St, Green Hall Rm 246
Wellesley, MA 02481
781-283-2331
- 110) NEHRA
1 Washington St, Ste 101
Wellesley, MA 02481
781-235-2900
- 111) Yahoo (hot jobs)
1-877-HotJobs
- 112) Userfriendly.org
130-8191 Westminister Hwy Ste 716
Richmond, British Columbia
Canada, V6x
604-940-3396
- 113) Dice.com
33rd Fir
New York, NY 10016
212-725-6550
- 114) Mediabistro.com
494 Broadway, 4th Fir
New York, NY 10012
212-929-2588
- 115) Talentzoo
1736 DeFor Pl, NW
Atlanta, GA 30318
404-607-1955
- 116) LinkedIn.com
1840 Embarcadero Rd
Palo Alto, CA 94303
business@linkedin.com
- www.monstertrak.com
- www.boston.com

- 117) Mandy
6 Lissenden Gardens
London NWS 1LX England
44(0)-207-482-8820
office@mandy.com
- 120) Suffolk University
8 Ashburton Place
Boston, MA 02108
617-573-8000
www.suffolk.edu
- 123) Indeed
470 West Ave, Suite 2002
Stamford, CT 06902
www.indeed.com
- 126) www.Authenticjobs.com
- 129) Bentley University
175 Forest St
Waltham, MA 02452
781-891-2000
www.bentley.edu
- 118) World at Work
14040 N. Northsight Blvd
Scottsdale, AZ 85262
480-951-9191
www.worldatwork.com
- 121) Chronicle of Philanthropy
1255 23rd St. N.W. Ste700
Washington, DC 20037
www.philanthropy.com
- 124) Lawjobs/Incisive Media
120 Broadway, 5th Flr
New York, NY 10271
www.lawjobs.com
- 127) www.freshwebjobs.com
- 119) Mass College of Art & Design
621 Huntington Ave
Boston, MA 02115
617-879-7000
www.massart.edu
- 122) Planned Giving Group of New England
411 Waverley Oaks Rd
Waltham, MA 02452
781-647-4343
www.pggnе.org
- 125) www.Paralegaljobs.org
888-818-5627
- 128) Babson College
231 Forest St
Babson Park, MA 02457
781-235-1200
www.babson.edu

Supplemental Outreach Initiatives

FCC menu Categories

- 1 Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions
- 2 Hosting of at least one job fair;
- 3 Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
- 4 Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
- 5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
- 6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
- 7 Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
- 8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
- 9 Establishment of a mentoring program for station personnel;
- 10 Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
- 11 Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
- 12 Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
- 13 Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
- 14 Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
- 15 Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- 16 Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Below is a list of Supplemental Outreach Initiatives that WGBH participated in from November 15, 2008 - November 13, 2009

- A) WGBH National Productions implemented and hosted the PBS/CPB Producers Workshop in June 2009, which

brought the station in contact with a diverse pool of participants. The program offers an array of intensive hands-on workshops with senior staff in various aspects of the art of producing. We continued to cultivate ongoing relationships with members of past Producers Workshops to generate new potential candidates for future job openings. This effort is overseen by a senior editorial staff producer.

B) Respectful Workplace Training

Participants will learn about WGBH's Respectful Workplace Policy and learn through interactive exercises what types of conduct and communication may be discriminatory and harassing and violate the policy. The training will also provide the tools needed to handle situations where participants think discriminatory or harassing conduct might be occurring.

C) The WGBH Internship Program

This yearly program is for local college and university students. The goal is to provide each student with an opportunity to learn and develop practical skills through real world experience. Approximately 150 internship opportunities are offered annually. Representatives from the Human Resources department maintain relationships with Career Services at different local, educational institutions through onsite visits and constant communications. This year we visited Boston College, Boston University, Brandeis College, and Emerson College.

D) Internship College Fairs

WGBH participated in several Internship Fairs during 2009: Two fairs at Emerson College (2/09 and 10/09) hosting about 700 students each time, two fairs at Brandeis University (3/09 and 9/09) one hosting 30 media majors and the second hosting 1,000 students, one fair at Boston College (2/09) hosting 60 students and one fair at Boston University (5/09) hosting 100 students. Human Resources provided information to many students about internships in all different departments and production units across the Foundation.

E) Commonwealth Compact

WGBH is an active participant in the diversity initiatives group of The Commonwealth Compact. The Compact, being convened by the McCormack Graduate School of Policy Studies at UMass Boston, seeks to increase diversity in the Bay State by encouraging people of all races, religions, nationalities, and genders to live and work in Massachusetts. Meetings are held monthly to discuss and collaborate on engaging and increasing a diverse workforce.

F) Northeast Human Resources Association

WGBH sponsored a table at the annual diversity conference on January 28, 2009. Our HR employees network with other HR professionals in the hopes of recruiting for job opportunities. It was well attended and WGBH outreach to a new audience of participants.

G) Metcalf Fellows Program

This is a fellowship program that funded by the National Science Foundation. WGBH currently has an employee from our radio program 'The World' that was accepted into the program. This program affords talented, energetic, young minority journalists a foot in the door by gaining valuable experience at hosting organizations such as WGBH.

H) Crimson Summer Academy at Harvard University

The Crimson Summer Academy at Harvard is a program that is designed to help low-income, high-achieving high school students from Boston and Cambridge public and parochial schools prepare for college. On July 15th, 2009, WGBH hosted 30 students for an interactive tour and discussion designed to expose students to the many career opportunities available in Media and at the Foundation.

I) VSA Arts of Massachusetts

VSA arts of Massachusetts promotes the involvement of people of all disabilities in the cultural life of our communities and developw arts-based teaching strategies in schools, opening new windows onto the general curriculum for all students. WGBH hosted the 'Putting Creativity to Work' conference. The conference attendees along with our employees engaged in rich discussion around the technologies that we've created and enhanced to serve the disability community.