

**Annual EEO Public File Report**  
WGBH Educational Foundation  
November 19, 2020 - November 20, 2021

This Annual EEO Public File Report lists all full-time vacancies filled during the reporting period for the employment unit comprised of the following Massachusetts stations:

WGBH-TV (Boston)	WCAI(FM) (Woods Hole)
WGBX-TV (Boston)	WNAN(FM) (Nantucket)
WGBH(FM) (Boston)	WZAI(FM) (Brewster)
WFXZ (CD) (Boston)	WCRB(FM) (Lowell)

All open full-time positions were listed on the station's website.

Notices for all open full-time positions were sent to each of the organizations listed in Appendix C.

In addition, notices of all full-time job openings are automatically posted to [www.indeed.com](http://www.indeed.com), [LinkedIn.com](http://LinkedIn.com), and [Glassdoor.com](http://Glassdoor.com).

The employment unit uses the resources of eQuest to further disseminate information about job openings. The mission of eQuest is to provide diverse communities with a trusted professional network that pairs candidates with employers who are serious about building a diverse workforce. Every open job posting is listed with eQuest and is then funneled through over 40 affinity professional organizations. eQuest also sends job listings to a pool of over 400 community organizations within a 50-mile radius of the job position's location. (More information in Appendix C).

In addition to sources listed in Appendix C and those notified via eQuest, advertisements or notices used for particular position openings are listed in the Recruitment Report (Appendix A).

Appendices:

Appendix A: Recruitment Report listing all full-time positions that were filled during the current reporting period, including recruitment sources.

Appendix B: A summary of the Supplemental Outreach initiatives undertaken by the Human Resources team during the current reporting period.

Appendix C: Recruitment Source List. Each organization listed in Appendix-C1 receives notice of all full-time openings.

Appendix A  
Recruitment Source List For Hires

A	B	C	D
Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1 R001140 - Human Resource Assistant	1	Current Employee	
2 R001027 - Project Manager, NOVA	10	Websites -> WGBH.org	Friends of Harvard Business School African American alumni association; HBS Latino Alumni; Diversity and Cross-Cultural Professionals; CPB.org
3			She + Geeks Slack Channel, <a href="http://CPB.org">CPB.org</a>
4 R000930 - Associate Digital Designer	4	Social Network -> Indeed	
5 R000973 - Radio Associate Producer	5	Social Network -> LinkedIn	
6 R001046 - Digital Editor for NOVA	5	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , <a href="http://CPB.org">CPB.org</a>
7 R001100 - Caption Writer	4	Social Network -> LinkedIn	
8 R000608 - Technology Specialist for Information Technology	13	Social Network -> LinkedIn	She + Geeks Slack Channel, <a href="http://CPB.org">CPB.org</a>
9 R000908 - Digital Email Program Manager	8	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , <a href="http://CPB.org">CPB.org</a>
10 R001035 - Digital Reporter/Editor	10	Employee/Former Employee Referral	
11 R001081 - Caption News Broadcast Coordinator	3	Employee/Former Employee Referral	
12 R001105 - Assignment Editor for The World	7	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
13 R001052 - Development Associate, Operations	8	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
14 R001095 - Archivist	10	Assoc. of Moving Image Archivists listserve	
15 R001109 - Radio Associate Producer for Under the Radar	15	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
16 R001148 - Project Finance Analyst	5	Social Network -> Indeed	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
17 R001165 - Senior Producer	1	Employee/Former Employee Referral	

Appendix A  
Recruitment Source List For Hires

	A	B	C	D
	Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1	R000996 - FRONTLINE/Newmark Journalism School Fellowship	7	CUNY	
18	R001074 - Radio Production Assistant	5	Social Network -> LinkedIn	
19	R001139 - Creative Producer for Molly of Denali	11	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
20	R001194 - Staff Accountant	7	Direct Source -> Recruiter	<a href="http://CPB.org">CPB.org</a>
21	R001138 - Interim Executive Producer - The World	6	Stanton Chase search firm	
22	R001198 - Unit Manager, NOVA	1	Employee/Former Employee Referral	
23	R001157 - Production Assistant	9	Employee/Former Employee Referral	
24	R001168 - Business Manager for Antiques Roadshow	5	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
25	R001195 - Development Associate	7	Websites -> WGBH.org	
26	R001264 - Interim Managing Editor for The World	4	Stanton Chase search firm	
27	R001162 - Technology Operations Lead	7	Employee/Former Employee Referral	She + Geeks Slack Channel, <a href="http://thepartnershipinc.org">thepartnershipinc.org</a> , <a href="http://CPB.org">CPB.org</a>
28	R001205 - Digital Editor/Reporter	1	Employee/Former Employee Referral	
29	R001227 - Digital Producer/Announcer	1	Employee/Former Employee Referral	
30	R001255 - Descriptor for Media Access Group/Los Angeles	2	Enter	
31	R001130 - Communications Mgr, Children's Media+Education	7	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a> , <a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
32	R001258 - Production Ass't Children's Media-: Wombats!	9	Employee/Former Employee Referral	
33	R001300 - Associate Story Editor	1	Employee/Former Employee Referral	

Appendix A  
Recruitment Source List For Hires

	A	B	C	D
	Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1				
35	R001182 - Managing Producer, Podcasts	6	Social Network -> LinkedIn Employee/Former Employee Referral	CPB.org, thepartnershipinc.org
36	R001259 - Accounts Payable Analyst R001112 - Chief Equity and Inclusion Officer, Vice President	3 12	WBBU	<u>CPB.org</u>
37				
38	R001159 - Digital Associate Producer for World Channel	7	Social Network -> LinkedIn Direct Source -> Current Employee	<u>CPB.org</u>
39	R001325 - Rights and Permissions Coordinator	5	Social Network -> Indeed	<u>thepartnershipinc.org</u>
40	R001285 - Accessibility Analyst R001312 - Project Communications & Marketing Coordinator	3 12	Websites -> WGBH.org Direct Source -> Current Employee	<u>thepartnershipinc.org</u>
41				
42	R001228 - Production Assistant for Greater Boston	11	Employee/Former Employee Referral	
43	R001371 - Digital Producer, NOVA	1	Social Network -> Indeed	<u>CPB.org</u>
44	R001226 - Director of Learning and Development	18	Websites -> WGBH.org	
45	R001311 - Radio Reporter/Announcer for CAI	2	Social Network -> LinkedIn	<u>thepartnershipinc.org</u>
46	R001315 - Account Coordinator	8	Employee/Former Employee Referral	She + Geeks Slack Channel
47	R001327 - Associate Digital Designer	8	Websites -> WGBH.org	
48	R001337 - HR Operations Specialist	11	Employee/Former Employee Referral	<u>CPB.org</u>
49	R001120 - Digital Producer for GBH News	6	Social Network -> LinkedIn	
50	R001322 - Fundraising Project Coordinator	12	Current Employee	
51	R001342 - Production Assistant for Children's Media	5	Current Employee	
52	R001443 - Descriptor	1	Current Employee	

Appendix A  
Recruitment Source List For Hires

	A	B	C	D
	Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1	R001326 - General Manager for Children's Programming	6	Employee/Former Employee Referral	CPB.org
53	R001376 - Marketing Coordinator	5	Websites -> WGBH.org	thepartnershipinc.org
54	R000926 - Director of Audience Development	1	Employee/Former Employee Referral	
55	R001373 - Assistant Editor for Antiques Roadshow	6	Websites -> WGBH.org	CPB.org
56	R001454 - Sr. Program Mgr, Inclusive Social Studies Curriculum	1	Employee/Former Employee Referral	
57	R001471 - Digital Production Assistant	1	Current Employee	
58	R001465 - Producer	1	Direct Source -> Current Employee	
59	R001412 - Descriptor	11	Employee/Former Employee Referral	
60	R001429 - Talent Acquisition Specialist	12	Social Network -> LinkedIn	thepartnershipinc.org
61	R001360 - Archivist	8	Job Fair -> Job Fair	
62	R001418 - Radio Associate Producer for Morning Edition	8	Websites -> WGBH.org	CPB.org
63	R001432 - Descriptor	1	Websites -> WGBH.org	
64	R001329 - Workday Business System Analyst	3	Social Network -> LinkedIn	thepartnershipinc.org
65	R001340 - Human Resource Business Partner	11	Social Network -> LinkedIn	
66	R001354 - Digital Project Manager	7	Employee/Former Employee Referral	thepartnershipinc.org
67	R001377 - Senior Development Associate	7	Employee/Former Employee Referral	the partnership inc.org, Women in Development, Association of Fundraising Professional - MA Chapter, New England Blacks in Philanthropy
68	R001401 - Project Manager-IT	13	Social Network -> Indeed	thepartnershipinc.org
69	R001417 - Communications and Media Relations Coordinator	9	Direct Source -> Internal Recruiter	
70				

Appendix A  
Recruitment Source List For Hires

	A	B	C	D
	Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1				
71	R001355 - Social Studies Curriculum Specialist	13	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
72	R001455 - Radio Reporter/Announcer	1	Employee/Former Employee Referral	
73	R001457 - Radio Production Assistant	2	Employee/Former Employee Referral	
74	R001503 - Special Projects Assistant	4	Employee/Former Employee Referral	
75	R001422 - Financial Analyst	5	Direct Source -> Recruiter	
76	R001506 - Managing Director-Frontline	1	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
77	R001225 - FRONTLINE/Columbia Journalism School Fellow	2	Columbia Univ.	
78	R001313 - Member Engagement Coordinator	15	Websites -> WGBH.org	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
79	R001428 - Post Production Audio Engineer	1	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
80	R001512 - Radio Producer/Announcer	1	Current Employee	
81	R001526 - Director of Communications	1	M2 search firm	
82	R001563 - Production Assistant - Molly of Denali	1	Websites -> WGBH.org	
83	R001562 - Manager of Board Relations	10	Social Network -> LinkedIn	the partnership inc.org, New England Blacks in Philanthropy, <a href="http://CPB.org">CPB.org</a>
84	R001460 - Digital Coordinating Producer	7	indeed.com	
85	R001521 - Assistant Account Executive	4	Social Network -> LinkedIn	
86	R001613 - Assistant General Counsel	1	Current Employee	
87	R001307 - Studio Production Manager	4	Employee/Former Employee Referral	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> ; <a href="http://CPB.org">CPB.org</a>
88	R001323 - Project Manager-Creative Group	30	Social Network -> LinkedIn	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a> ; <a href="http://CPB.org">CPB.org</a>
89	R001554 - Associate Producer - Local TV Productions - GBH News	2	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>

Appendix A  
Recruitment Source List For Hires

	A	B	C	D
	Job Requisition ID and Job Posting Title	Number of Candidates Interviewed	Hire Source	Job Postings Used In Addition To Those Listed in Appendix C
1				
90	R001557 - Engineer R001225-1 - Frontline/Columbia Journalism School	1	Employee/Former Employee Referral	
91	Fellow R001449 - Marketing Assistant, ANTIQUES ROADSHOW	1	Columbia Univ.	
92		10	Websites -> WGBH.org Social Network -> Glassdoor	<a href="http://thepartnershipinc.org">thepartnershipinc.org</a>
93	R001488 - Broadcast Maintenance Engineer R001520 - Associate Producer for Basic Black - GBH News	4	Employee/Former Employee Referral	<a href="http://CPB.org">CPB.org</a>
94	R001553 - Senior Digital Editor	3	Websites -> WGBH.org	<a href="http://CPB.org">CPB.org</a>
96	R001620 - Reporter	1	Employee/Former Employee Referral	
97	R001602 - Diversity Relations Coordinator	1	Beacon Hill Staffing	
98	R001578 - Event Producer	5	<a href="http://wgbh.org">wgbh.org</a>	
99	R001445-Associate Director of Marketing R001298- Executive Editor for GBH News `	12	LinkedIn	
100		25	Stanton Chase search firm	
101	R001600 Fundraising Projects Coordinator	2	<a href="http://wgbh.org">wgbh.org</a>	
102	R001672 Fundraising Projects Coordinator	2	<a href="http://wgbh.org">wgbh.org</a>	
103	R001674- Production Assistant for GBH News	1	<a href="http://wgbh.org">wgbh.org</a>	
104				
105				

**Appendix B**  
 Supplemental Outreach Activities  
 WGBH Educational Foundation  
 November 19, 2020 - November 20, 2021

During the current reporting period, GBH engaged in the following Supplemental Outreach Activities as part of its continuing efforts to create and maintain a diverse workforce providing educational programming to its communities of license and nationwide.

**1. Participation in Job Fairs**

<b>Date Attended</b>	<b>University/College/Organization</b>	<b>Career Fair?</b>	<b>Internship Expo?</b>	<b>Networking Event?</b>	<b>GBH Representatives</b>
7/14 - 7/16/2021	National Association of Hispanic Journalists Convention Career Fair	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
8/18 - 8/20/2021	National Association of Black Journalists Convention Career Fair	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
08/24- 08/28/2021	AAJA Virtual Convention and Career Fairs	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
09/09- 09/12/2021	NLGA: The Associate of LGBTQ Journalists Virtual Convention	Yes	No	Yes	Susan Guinan and Alyssa Mullen-Zidik
03/31/2021	Current Magazine	Yes	No	Yes	Alyssa Mullen-Zidik



## 2. Internship Programs

GBH's hosts interns for the fall, spring, and summer semesters. GBH internships are short-term work experiences that allow students to observe and participate in a professional work environment and explore how their interests relate to possible careers in media. The GBH internship program provides important learning opportunities that can help students make informed decisions about their career path. GBH interns have the opportunity to:

- Get an inside view of a major media organization and learn about the culture at GBH
- Gain valuable and practical skills and knowledge
- Make professional connections in media to enhance their network
- Get experience in media that enables students to make career transitions

As indicated in Appendix A (Recruitment Report), a number of open full-time positions were filled by individuals who had been or were interns.

The total number of GBH interns for the reporting period of November 18, 2020, to November 7, 2021, were 115 (including one Emma Bowen intern).

Beginning 2021, GBH established that all interns are to be paid in order to broaden our candidate pool by attracting students who cannot afford to take unpaid positions.

## 3. Training Programs for Station Personnel

### LinkedIn Learning Self-Directed Online Trainings

From November 1, 2020, to date, there were 59 employee logins to the LinkedIn learning system. 44 employees viewed content on the site totaling 1,277 videos watched for 67 hours of content and 45 completed courses. The range of courses completed focused on management skills, personal development, time management, and Microsoft Suite technical training.

### Human Resources Led Virtual Trainings

Online Management Skills training on delivering feedback, coaching for employee success and goal setting was provided to managers of people. Training was self-directed and available to employees through GBH's LMS system. Launched an adaptive management series, focused on adapting management practices to a remote work environment, delivered virtually by the GBH Human Resources team. Training sessions included recognition while remote, managing through challenging times, and leading through challenges.

### NOVA Collective Training (no relation to GBH's NOVA)

Nova Collective facilitated two training programs: "Understanding Social Identity & Bias" and "Allyship & Bias Intervention."

This six-hour training was mandatory for all GBH staff, project contract, and interns.

### 4. Participation in Career Events Sponsored by Educational Institutions

Date Attended	University/College/Organization	Career Fair?	Internship Expo	Networking Event?	GBH Representatives
2/19/2021	Georgetown Government, Education & Non-Profit Career Fair	Yes	Yes	Yes	Marybeth Boucher
2/25/2021	Howard University Spring 2021 Virtual All Majors Career Fair	Yes	Yes	Yes	Marybeth Boucher and Paul Singer
2/26/2021	George Washington University Internship Fair	Yes	Yes	Yes	Susan Guinan and Alyssa Mullen-Zidik
2/26/2021	Savannah College of Art and Design Career and Internship Fair	Yes	Yes	Yes	Marybeth Boucher, Kacie Quinn and Sydney Isaacs
3/3/2021	2021 NOLA Virtual Career Expo (Dillard, Loyola University New Orleans, Southern University at New Orleans, University of New Orleans, and Xavier University of Louisiana)	Yes	Yes	Yes	Marybeth Boucher and Ari Daniel

3/5/2021	Syracuse University Newhouse Diversity Communications Career Fair	Yes	Yes	Yes		Marybeth Boucher and Pam Johnston
3/10/2021	MassArt Creative Internship & Job Fair	Yes	Yes	Yes		Marybeth Boucher
3/10/2021	Temple University Klein Internship and Career Fair	Yes	Yes	Yes		Susan Guinan and Alyssa Mullen-Zidik
3/18/2021	Emerson School of Communications & Journalism Internship Fair	Yes	Yes	Yes		Marybeth Boucher and Paul Singer
4/12/2021 & 6/14/2021	Columbia University Grad School of Journalism Career Fair	Yes	Yes	Yes		Alyssa Mullen-Zidik, Alex Clark, Christina Monnen, Laura Colarusso, Jennifer Wehnt
September 14th	Virtual GW Part-time Job and Internship Fair	Yes	Yes	Yes		Susan Guinan and Shantalle Ruiz
September 17th	NYU Fall 2021 Virtual Job and Internship Fair	Yes	Yes	Yes		Susan Guinan and Shantalle Ruiz
September 17th	Stony Brook University: VIRTUAL Business, Communications, and Journalism Job & Internship Fair (Fall 2021)	Yes	Yes	Yes		Shantalle Ruiz
September 23rd	Boston College Fall 2021 Virtual Career & Internship Fair	Yes	Yes	Yes		Shantalle Ruiz
September 28th	Howard University Fall 2021 Virtual All Majors Job & Internship Fair	Yes	Yes	Yes		Shantalle Ruiz
September 29th	Fall 2021 Virtual HBCU Career Expo	Yes	Yes	Yes		Shantalle Ruiz
October 1	Syracuse University Newhouse Diversity Communications Career Fair	Yes	Yes	Yes		Shantalle Ruiz
October 20th	Hofstra Virtual Communication & Media Career and Internship Fair	Yes	Yes	Yes		Shantalle Ruiz
October 22nd	The Newmark J-School Virtual Career Fair	Yes	Yes	Yes		Shantalle Ruiz, Alyssa Mullen-Zidik and Jennifer Wehnt

## 5. Other Outreach Activities

### A. Professional Networking & Community Events

#### Simmons Leadership Conference

**Date:** March 23, 2021

**Attended by:** Employees attended this conference virtually from departments across the organization.

**Summary:** The Simmons Leadership Conference is a women's professional development event. The conference packed in more than 15 nationally renowned leaders from the worlds of business, media, politics, education, and entertainment—each offering candid stories about experiences along the way to the top, as well as practical knowledge, innovative ideas, and principles for success for women on their own professional paths.

#### NAHJ Virtual Conventions and Career Fairs

**Date:** 7/14/2021 - 7/16/2021

**Attended by** Susan Guinan Alyssa Mullen- Zidik

**Summary:** GBH representatives attended the career fairs of the three journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers and multi-day career fairs.

#### NABJ Virtual Conventions and Career Fairs

**Date:** 8/18/2021 - 8/20/2021

**Attended by** Susan Guinan Alyssa Mullen- Zidik

**Summary:** GBH representatives attended the career fairs of the three journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers and multi-day career fairs.

### **AJJA Virtual Convention and Career Fairs**

**Date:** 08/24-08/28

**Attended by:** Susan Guinan Alyssa Mullen-Zidik

**Summary:** GBH representatives attended the career fairs of the three journalism conventions as part of the Public Media Village organized by NPR. These conferences featured comprehensive journalism training, specialty programming, national newsmakers and multi-day career fairs.

### **NLGA: The Associate of LGBTQ Journalists Virtual Convention**

**Date:** 09/09-09/12/2021

**Attended by:** Susan Guinan and Alyssa Mullen-Zidik

**Summary:** The Association of LGBTQ Journalist Virtual Convention and Career Fair features a career and community expo with over 35 breakout and plenary sessions as well as opportunities to network and connect. As part of the Think Public Media both GBH representatives attended the career expo to meet and recruit LGBTQ journalists.

### **B. Educational Partnerships**

GBH partners with many local high schools, universities, and colleges on networking events, mentoring, internships, and seminars. GBH also has cultivated relationships with the following organizations that specialize in cultivating and developing diverse talent:

#### **Emma Bowen Foundation**

Established in 1989, the Emma L. Bowen Foundation is dedicated to creating career opportunities in the media industry for youth of color through programs that focus on scholastic achievement, direct work experience and professional development. Together with 46 corporate sponsors, the GBH currently supports more than 200 students each year through a paid multi-year internship program for students of color working at media companies across the country. GBH hosted and mentored one intern through the Emma Bowen Foundation from June 2021 through August 2021.

**Appendix C**  
Recruitment Source List  
WGBH Educational Foundation  
November 19, 2020 – November 20, 2021

---

WGBH partners with eQuest to share all job openings. They are shared on 28 job boards (Appendix C-1) and through community outreach (Appendix C-2).

For community outreach eQuest partners with over 400 organizations nationally and sends to organizations within a 50-mile radius of a job position's location.

In addition, all these job opening announcements are aggregated on indeed.com, LinkedIn and Glassdoor for further distribution.

## Appendix C-1 Local Job Board Outreach

November 19, 2020 - November 20, 2021

### Job Board Postings

Alternatives, Inc. - Kelly Seddiki (Kelly.Seddiki@alternativesnet.org)  
American Job Center Enfield - Lorna McLeod (lorna.mcleod@ct.gov)  
American Job Center Torrington One-Stop Center - Michelle Caffee (DOL Business Service Representative) (michelle.caffee@ct.gov)  
American Job Center Torrington One-Stop Center - Stephen Romano (DOL Business Service Representative) (stephen.romano@ct.gov)  
Berkshire Works - (dnash@detma.org)  
BerkshireWorks - Pittsfield - (dnash@detma.org)  
Bryant University - Patricia Miernicki (pmiernic@bryant.edu)  
Cape Cod Community College - Chet Yacek (cyacek@capecod.edu)  
Career Opportunities - Orleans, MA 02653 (kdower@jeccorp.com)  
CareerWorks - (info@careerworks.org)  
CareerWorks - Brockton, MA 02301 (info@careerworks.org)  
Eastern Nazarene College Quincy, MA - (dianne.f.mcdonough@enc.edu)  
Las Centro Americas - Merari Alvarado (info@centrolasamericas.org)  
Lasell College Career Services Edwards Student Center - Career Services Lasell College (careerServices@lasell.edu)  
Massachusetts Bay (MassBay) Community College - Julie Ginn (Director of Career and Internship Services) (jginn@massbay.edu)  
Massachusetts Department of Veterans Services - David Pomeranz (cpoppe@massmail.state.ma.us)  
Rhode Island Indian Council - Chester Bliss (chesterbliss@yahoo.com)  
Roxbury Community College - P. Paul Alexander (palexander@rcc.mass.edu)  
Socio-Economic Development Center for Southeast Asians - (admin.sedc@gmail.com)  
Southeast Asian Coalition of Central Massachusetts - Ms. Thua Le (info@seacma.org; info@seacma.org)  
Southeastern Massachusetts SER - (fabral@ser-jobs.com)  
University of Rhode Island - Audrey Tessier (atessier@uri.edu)  
Veterans' Employment and Training Service - Wethersfield, CT - VPA Linnai-Anne Camacho (mrdion@capitalworkforce.org)  
Vocational Rehabilitation - Berkshire - Berkshire Works (dnash@detma.org)  
Vocational Rehabilitation - Holyoke - (drew.ritter@mrc.state.ma.us)  
Vocational Rehabilitation - Lawrence - (paula.santagati@mrc.state.ma.us)  
Vocational Rehabilitation - Worcester - (ellen.spencer@mrc.state.ma.us)  
Worcester State University - Carol Faron (cfaron@worcester.edu)

## Appendix C-2 Postings With Job Boards

eQuest Compliance Solution		
Board Name	Board Description	Target Audience
State Employment Boards and community organizations	Jobs are sent to the applicable state boards (based on the state entered into the ATS). The jobs listings are also sent to the following locations within a 50-mile radius of the zip code: local employment offices, local veteran's offices, local organizations/associations, local colleges/universities, and local vocational/rehabilitation centers	Veterans, Disability, Women, Minority, Public
<b>Hire A Hero</b>	Hire A Hero was created as a pipeline for returning service members and their families to reach out through online social networking tools, allowing them to make connections to find a rewarding career. Today Hire A Hero has over 300,000 registrations and sees over 3 million unique visits a year. Jobs are also sent to Military1.com.	Veterans
<b>JOFDAV</b>	disABLEDperson, Inc. and the associated job board Job Opportunities for Disabled American Veterans (JOFDAV) are the basis for a public charity organization established 2002, whose primary focus is disability employment. Jobs listings are also sent to the following sites, when applicable: Jooble, Glassdoor, Facebook, Gobquest.mass.gov, LinkedIn, Jobcase, Careeronestop, Ziprecruiter, SimplyHired, Jobtome, IHire.com, Askearn, Petersons.com, sourceamerica.org,	Disabled American Veterans
<b>recruitABILITY</b>	RecruitABILITY is a public charity whose primary focus is disability employment. They are affiliated with disABLEDperson, Inc. where employment services are offered at <a href="http://www.disabledperson.com">www.disabledperson.com</a> . Jobs listings are also sent to: Facebook, escosia.org, job.trovit, veteransfamiliesunited.org, jobfinder.usaa360.com, askearn.gov, dogpile.com, simplyhired.com, askjan.org, bestjobsusa.com	Disabled Persons
<b>Additional Job Boards</b>	<a href="http://www.africanamericancareers.org">http://www.africanamericancareers.org</a> , <a href="http://www.africanamericanjobs.org">http://www.africanamericanjobs.org</a>	African American Community
	<a href="http://www.nativeamericancareers.org/">http://www.nativeamericancareers.org/</a> , <a href="http://www.americanindeianjobs.org/">http://www.americanindeianjobs.org/</a>	Native American Community
	<a href="http://www.asiancareers.org/">http://www.asiancareers.org/</a> , <a href="http://www.sd-asianworkforce.com/">http://www.sd-asianworkforce.com/</a> , <a href="http://www.asianjobs.org/">http://www.asianjobs.org/</a>	Asian American Community
	<a href="http://www.diabilityjobs.org/">http://www.diabilityjobs.org/</a> , <a href="http://www.disabilitycareers.org/">http://www.disabilitycareers.org/</a>	Persons with Disabilities
	<a href="http://www.gaycareers.org/">http://www.gaycareers.org/</a> , <a href="http://www.gayjobs.org/">http://www.gayjobs.org/</a>	Gay/Lesbian Community
	<a href="http://www.hispaniccareers.org/">http://www.hispaniccareers.org/</a> , <a href="http://www.usd-hispanicworkforce.com/">http://www.usd-hispanicworkforce.com/</a> , <a href="http://www.hispanicjobs.org/">http://www.hispanicjobs.org/</a>	Hispanic American Community
	<a href="http://www.seniorscareers.org">http://www.seniorscareers.org</a> , <a href="http://www.seniorjobs.org">http://www.seniorjobs.org</a>	Senior Citizen Community
	<a href="http://www.usd-veterans.com/">http://www.usd-veterans.com/</a> , <a href="http://www.veteranscareers.org/">http://www.veteranscareers.org/</a> , <a href="http://www.veteranjobs.org/">http://www.veteranjobs.org/</a> , <a href="http://www.usd-disablevets.com/">http://www.usd-disablevets.com/</a>	Veteran Community
<a href="https://www.usd-workingwomen.com/">https://www.usd-workingwomen.com/</a> , <a href="http://www.womenscareers.org/">http://www.womenscareers.org/</a> , <a href="http://www.womensjobs.org">http://www.womensjobs.org</a>	Women Community	