

EEO Report File
WGBH Educational Foundation
11/21/07 to 11/14/08

The report below lists all full-time vacancies filled during the reporting period for all stations. All stations represented are: WGBH TV, WGBX TV, WGBH Radio, (Boston MA) and WCAI/ WNAN Radio (Woodhole, MA.) All open full-time positions are listed on the WGBH website, the WGBH intranet, the WGBH telephone job line, the job book located in the WGBH studio building lobby, and are posted on bulletin boards internally. In addition, notices of all full-time job openings are sent to the local organizations and agencies listed in Attachment A, below.

Job Title	Total Interviewed	Recruitment Services of Interviewees	Source Interviewees	Hire Source	Recruitment Source from Attachment A
Account Executive Development	7	Unsolicited WGBH Web Site/Job Posting	3 4	Unsolicited	(#1-#20)
Account Executive Development	6	Employee Referral Other Internet Job Posting WGBH Web Site/Job Posting	1 1 4	WGBH Web Site/Job Posting	(#1-#20), #116, #77
Account Executive Development	4	Unsolicited WGBH Web Site/Job Posting	1 3	WGBH Web Site/Job Posting	(#1-#20)
Account Executive Development	2	Unsolicited WGBH Web Site/Job Posting	1 1	WGBH Web Site/Job Posting	(#1-#20), #37
Account Executive Development	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Account Executive	11	Current Employee Other Internet Job Posting WGBH Web Site/Job Posting	1 3 7	WGBH Web Site/Job Posting	(#1-#20), #114
Account Executive	1	Current Employee	1	Current Employee	(#1-#20)

Account Executive	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	5	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	1		
		WGBH Web Site/Job Posting	3		
Account Manager	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Account Manager	3	Employee Referral	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	2		
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	9	Other Internet Job Posting	3	WGBH Web Site/Job Posting	(#1-#20), #37, #73,
		WGBH Web Site/Job Posting	6		#99, #114, #123
Account Manager	2	Current Employee	1	Current Employee	(#1-#20), #37
Accountant	1	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
		Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Acct Manager Client Services	2	Current Employee	2	Current Employee	(#1-#20)
Administrative Assistant 1	9	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	8		
Assistant Account Executive	10	College Listing	1	WGBH Web Site/Job Posting	(#1-#20), #37, #73,
		Current Employee	2		#114, #41, #52
		Other Internet Job Posting	3		
		WGBH Web Site/Job Posting	4		

Assistant Account Executive	3	Employee Referral Other Internet Job Posting WGBH Web Site/Job Posting	1 1 1	Other Internet Job Posting	(#1-#20)
Assistant Account Executive	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Assistant Controller	1	Employment Agency	1	Employment Agency	(#1-#20)
Assistant Director	6	Employee Referral WGBH Web Site/Job Posting	1 5	WGBH Web Site/Job Posting	(#1-#20)
Assistant Editor	9	Employee Referral WGBH Web Site/Job Posting	2 7	WGBH Web Site/Job Posting	(#1-#20)
Assistant Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Assistant Editor	2	Unsolicited	2	Unsolicited	(#1-#20)
Assistant Production Designer	2	Current Employee WGBH Web Site/Job Posting	1 1	Current Employee	(#1-#20)
Assoc Interactive Designer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Developer	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Associate Developer	2	Current Employee Employee Referral	1 1	Employee Referral	(#1-#20)
Associate Producer	14	Employee Referral WGBH Web Site/Job Posting	2 12	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	6	Employee Referral Unsolicited	1 1	WGBH Web Site/Job Posting	(#1-#20)

Associate Producer	4	WGBH Web Site/Job Posting	4	2	Unsolicited	(#1-#20)
				2	Unsolicited	
Associate Producer	2	Unsolicited	2	2	Unsolicited	(#1-#20)
				7	Employee Referral	(#1-#20)
Associate Producer	14	Employee Referral	7	3	Unsolicited	
		WGBH Web Site/Job Posting	4			
Associate Producer	1	Employee Referral	1	1	Employee Referral	(#1-#20)
Associate Producer	2	Unsolicited	2	2	Unsolicited	(#1-#20)
Associate Producer	1	Unsolicited	1	1	Unsolicited	(#1-#20)
Associate Producer	6	Current Employee	1	1	WGBH Web Site/Job Posting	(#1-#20)
		Employee Referral	1			
		WGBH Web Site/Job Posting	4			
Associate Producer	4	WGBH Web Site/Job Posting	4	4	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	3	WGBH Web Site/Job Posting	3	3	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	1	Current Employee	1	1	Current Employee	(#1-#20)
Associate Producer	1	WGBH Web Site/Job Posting	1	1	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	2	Employee Referral	1	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	1			

Associate Producer	4	Current Employee Employee Referral	1 3	Employee Referral	(#1-#20)
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Associate Producer	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20), #99, #100, #114
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Researcher	1	Current Employee	1	Current Employee	(#1-#20)
Associate Researcher	2	Current Employee WGBH Web Site/Job Posting	1 1	Current Employee	(#1-#20)
Associate Researcher	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Asst Dir Major Gifts	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Asst Director/Editor	11	Employee Referral WGBH Web Site/Job Posting	2 9	WGBH Web Site/Job Posting	(#1-#20)
Asst Director/Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Asst Director/Editor	1	Unsolicited	1	Unsolicited	(#1-#20)

Asst Director/Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Asst Director/Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Asst Director/Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Asst Director/Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Asst Director/Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Asst Facility & Staff Sched	6	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	2		
		WGBH Web Site/Job Posting	3		
Broadcast Coordinator	3	Employee Referral	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	2		
Building Service Technician	1	Employee Referral	1	Employee Referral	(#1-#20)
Business & Production Mgr	1	Current Employee	1	Current Employee	(#1-#20)
Business Director	1	Current Employee	1	Current Employee	(#1-#20)
Business Manager	4	Employee Referral	4	Employee Referral	(#1-#20)
Business Manager	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Business Manager	7	Employee Referral	2	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	2		
		WGBH Web Site/Job Posting	3		
Business Manager	5	Employee Referral	3	WGBH Web Site/Job Posting	(#1-#20)

Business Manager	1	WGBH Web Site/Job Posting	2	1	Unsolicted	(#1-#20)
Business Manager	6	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)	
		Employee Referral	2			
		WGBH Web Site/Job Posting	3			
Caption Coordinator	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)	
Caption Coordinator	1	Current Employee	1	Current Employee	(#1-#20)	
Caption Technician	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)	
Caption Technician	1	Current Employee	1	Current Employee	(#1-#20)	
Caption Writer Trainee	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)	
Caption Writer Trainee	2	Employee Referral	1	Other Internet Job Posting	(#1-#20), #98	
		Other Internet Job Posting	1			
Caption Writer Trainee	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20), #98	
Caption Writer Trainee	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20), #98	
Caption Writer Trainee	1	Employee Referral	1	Employee Referral	(#1-#20), #98	
Caption Writer	1	Current Employee	1	Current Employee	(#1-#20)	
Carpenter	1	Unsolicted	1	Unsolicted	(#1-#20)	

Carpenter	1	Unsolicited	1	Unsolicited	(#1-#20)
Carpenter	1	Current Employee	1	Current Employee	(#1-#20)
Chief Technology Officer	1	Employee Referral	1	Employee Referral	(#1-#20)
Content Producer	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Contract Compliance Mgr	1	Current Employee	1	Current Employee	(#1-#20)
Contracts Manager	1	Current Employee	1	Current Employee	(#1-#20)
Contracts Manager	8	Employee Referral Other Internet Job Posting WGBH Web Site/Job Posting	2 1 5	WGBH Web Site/Job Posting	(#1-#20), #98, #37 #125, #124
Coordinating Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Coordinating Producer	1	Current Employee	1	Current Employee	(#1-#20)
Co-Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Database System Administrator	1	Current Employee	1	Current Employee	(#1-#20)
Describer	13	Employee Referral WGBH Web Site/Job Posting	4 9	WGBH Web Site/Job Posting	(#1-#20)
Describer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20), #98
Designer	1	Unsolicited	1	Unsolicited	(#1-#20)

Designer	1	Unsolicted	1	Unsolicted	(#1-#20)
Developer	2	College Listing	1	College Listing	(#1-#20)
		Employee Referral	1		
Developer	5	Other Internet Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	2		
Development Assistant	7	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Development Associate	2	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Development Producer	5	Unsolicted	2	Unsolicted	(#1-#20)
		WGBH Web Site/Job Posting	3		
Development Producer	1	Unsolicted	1	Unsolicted	(#1-#20)
Dir Administration	1	Current Employee	1	Current Employee	(#1-#20)
Dir Database Mkt & Dev Ops	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Dir Endwmt & Planned Giving	1	Print Advertisement	1	Print Advertisement	(#1-#20), #37, #73, #98, #76, #78, #121 #122
Dir Membership	1	Current Employee	1	Current Employee	(#1-#20)
Dir National Corp Sponsorship	5	Employee Referral	3	Employee Referral	(#1-#20)
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	1		
Dir Operations/Caption Center	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)

Dir Trustee & Overseer Rel	9	Current Employee Other Internet Job Posting WGBH Web Site/Job Posting	5 1 3	Current Employee	(#1-#20), #37, #73, #122
Director of Sales	19	Unsolicited Other Internet Job Posting WGBH Web Site/Job Posting	2 14 3	WGBH Web Site/Job Posting	(#1-#20)
Director of Sales	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Director	4	Current Employee Other Internet Job Posting WGBH Web Site/Job Posting	1 1 2	WGBH Web Site/Job Posting	(#1-#20), #72, #77, #98, #99, #116
Director	1	Current Employee	1	Current Employee	(#1-#20)
Director	3	Current Employee Unsolicited Other Internet Job Posting	1 1 1	Current Employee	(#1-#20), #98, #99
Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)

Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	5	Other Internet Job Posting WGBH Web Site/Job Posting	2 3	Other Internet Job Posting	(#1-#20), #99, #100, #114
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)

Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#1-#20)
Editor	2	Unsolicited	2	Unsolicited	(#1-#20)
Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Executive Assistant	4	Not Listed WGBH Web Site/Job Posting	1 3	WGBH Web Site/Job Posting	(#1-#20)
Executive Assistant	6	Current Employee Unsolicited Other Internet Job Posting Temp/Employment Agency WGBH Web Site/Job Posting	1 1 1 1 2	Temp/Employment Agency	(#1-#20)
Executive Producer	16	Unsolicited WGBH Web Site/Job Posting	4 12	Unsolicited	(#1-#20)
Field Producer	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Field Producer	4	Current Employee Employee Referral Unsolicited WGBH Web Site/Job Posting	1 1 1 1	WGBH Web Site/Job Posting	(#1-#20)
Field Producer	4	Unsolicited Other Internet Job Posting WGBH Web Site/Job Posting	1 1 2	WGBH Web Site/Job Posting	(#1-#20)

Field Producer	1	Current Employee	1	Current Employee	(#1-#20)
Field Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Fundraising Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20), #98
Fundraising Projects Coord	2	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Fundraising Projects Coord	5	Unsolicited	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	4		
Fundraising Projects Coord	1	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
Fundraising Projects Coord	1	Unsolicited	1	Unsolicited	(#1-#20)
Fundraising Projects Coord	1	Current Employee	1	Current Employee	(#1-#20)
Fundraising Projects Coord	1	Current Employee	1	Current Employee	(#1-#20)
General Manager Radio	1	Current Employee	1	Current Employee	(#1-#20)
Guest Booker	5	WGBH Web Site/Job Posting	5	WGBH Web Site/Job Posting	(#1-#20)
Human Resources Assistant	3	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
		WGBH Web Site/Job Posting	2		
Information Security Officer	4	Employee Referral	1	Other Internet Job Posting	(#1-#20), #99, #113
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	2		

Interactive Designer	1	Current Employee	1	Current Employee	(#1-#20)
Major Gifts Officer	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20), #37, #66, #73, #76, #78
Manager Partnership Develop	4	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Employee Referral	1		
		WGBH Web Site/Job Posting	2		
Manager	1	Current Employee	1	Current Employee	(#1-#20)
Managing Producer	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Coordinator	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Marketing Coordinator	5	Current Employee	1	Employee Referral	(#1-#20), #98
		Employee Referral	1		
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	2		
Marketing Manager	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Marketing Manager	2	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
		WGBH Web Site/Job Posting	1		
Marketing Representative	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Marketing Representative	1	Current Employee	1	Current Employee	(#1-#20)
Mgr Budget Development	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)

Mgr of Employment	1	Unsolicited	1	Unsolicited	(#1-#20)
Multimedia Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Multimedia Producer	5	Current Employee WGBH Web Site/Job Posting	1 4	Current Employee	(#1-#20)
Multimedia Sr Producer	1	Current Employee	1	Current Employee	(#1-#20)
National Account Director	1	Employee Referral	1	Employee Referral	(#1-#20)
National Account Director	1	Employee Referral	1	Employee Referral	(#1-#20)
Network Engineer	1	Employee Referral	1	Employee Referral	(#1-#20), #99, #113
Operations Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Operations Supervisor	1	Current Employee	1	Current Employee	(#1-#20)
Outreach Project Director	4	Unsolicited Other Internet Job Posting WGBH Web Site/Job Posting	1 2 1	Other Internet Job Posting	(#1-#20)
Outreach Project Director	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Outreach Project Director	1	Current Employee	1	Current Employee	(#1-#20)
Paralegal	3	Other Internet Job Posting	3	Other Internet Job Posting	(#1-#20), #98, #99 #120
Paralegal	2	Other Internet Job Posting WGBH Web Site/Job Posting	1 1	Other Internet Job Posting	(#1-#20), #98, #114

Paralegal	4	Employment Agency Other Internet Job Posting WGBH Web Site/Job Posting	1 1 2	Other Internet Job Posting	(#1-#20), #98, #99, #106
Post Production Supervisor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Post Production Supervisor	4	Current Employee Employee Referral	2 2	Employee Referral	(#1-#20)
Producer/TV Pledge	2	Employee Referral Unsolicited	1 1	Unsolicited	(#1-#20)
Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Producer	4	Current Employee WGBH Web Site/Job Posting	1 3	Current Employee	(#1-#20)
Producer	1	Current Employee	1	Current Employee	(#1-#20)
Producer	9	WGBH Web Site/Job Posting	9	WGBH Web Site/Job Posting	(#1-#20), #37, #73, #98, #114, #116
Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Producer	1	Current Employee	1	Current Employee	(#1-#20)
Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Producer	5	Other Internet Job Posting WGBH Web Site/Job Posting	3 2	Other Internet Job Posting	(#1-#20), #41, #98, #114
Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)

Producer	1	Current Employee	1	Current Employee	(#1-#20)
Producer	1	Current Employee	1	Current Employee	(#1-#20)
Product Manager	1	Unsolicited	1	Unsolicited	(#1-#20)
Production Assistant	4	Employee Referral	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	3		
Production Assistant	7	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		Not Listed	1		
		WGBH Web Site/Job Posting	5		
Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	9	Employee Referral	4	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	5		
Production Assistant	7	Current Employee	4	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	3		
Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	9	College Listing	1	WGBH Web Site/Job Posting	(#1-#20)
		Current Employee	1		
		Other Internet Job Posting	2		
		WGBH Web Site/Job Posting	5		
Production Assistant	7	Current Employee	1	Employee Referral	(#1-#20)
		Employee Referral	2		
		WGBH Web Site/Job Posting	4		

Production Assistant	2	Employee Referral	2	Employee Referral	(#1-#20)
Production Assistant	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Production Assistant	7	Employee Referral Unsolicited WGBH Web Site/Job Posting	3 2 2	Employee Referral	(#1-#20)
Production Assistant	3	Current Employee WGBH Web Site/Job Posting	2 1	Current Employee	(#1-#20)
Production Assistant	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Production Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Production Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Production Coordinator/AEEF	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Production Coordinator/AEEF	1	Current Employee	1	Current Employee	(#1-#20)
Production Coordinator/AEEF	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Coordinator/AEEF	3	Employee Referral WGBH Web Site/Job Posting	1 2	Employee Referral	(#1-#20)

Production Coordinator/AEEF	1	Current Employee	1	Current Employee	(#1-#20)
Production Coordinator/AEEF	4	Employee Referral	1	Other Internet Job Posting	(#1-#20)
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	2		
Production Coordinator/AEEF	1	Current Employee	1	Current Employee	(#1-#20)
Production Coordinator/AEEF	1	Current Employee	1	Current Employee	(#1-#20)
Production Coordinator/AEEF	1	Current Employee	1	Current Employee	(#1-#20)
Production Coordinator/AEEF	1	Unsolicited	1	Unsolicited	(#1-#20)
Production Coordinator/Radio	8	Current Employee	6	Current Employee	(#1-#20)
		Employee Referral	1		
		WGBH Web Site/Job Posting	1		
Production Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Manager	4	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Production Manager	1	Current Employee	1	Current Employee	(#1-#20)
Production Manager	1	Current Employee	1	Current Employee	(#1-#20)
Production Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Secretary	11	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	9		

Production Secretary	5	Current Employee WGBH Web Site/Job Posting	2 3	Current Employee	(#1-#20)
Production Secretary	2	Current Employee Employee Referral	1 1	Current Employee	(#1-#20)
Production Secretary	10	Current Employee Employee Referral WGBH Web Site/Job Posting	3 1 6	Employee Referral	(#1-#20)
Production Secretary	10	Current Employee Employee Referral WGBH Web Site/Job Posting	5 1 4	Current Employee	(#1-#20)
Program Mkt Coordinator	18	Employee Referral WGBH Web Site/Job Posting	3 15	WGBH Web Site/Job Posting	(#1-#20)
Program Mkt Coordinator	1	Employee Referral	1	Employee Referral	(#1-#20)
Program Mkt Supervisor	1	Employee Referral	1	Employee Referral	(#1-#20)
Programming Coordinator	22	Employee Referral WGBH Web Site/Job Posting	6 16	WGBH Web Site/Job Posting	(#1-#20)
Project Coordinator	3	Current Employee WGBH Web Site/Job Posting	1 2	WGBH Web Site/Job Posting	(#1-#20)
Project Director	1	Unsolicited	1	Unsolicited	(#1-#20)
Project Director	1	Current Employee	1	Current Employee	(#1-#20)
Project Manager	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)

Project Manager	1	Unsolicited	1	Unsolicited	(#1-#20)
Project Manager	3	Unsolicited Other Internet Job Posting WGBH Web Site/Job Posting	1 1 1	WGBH Web Site/Job Posting	(#1-#20), #98, #99
	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Project Manager	1	Current Employee	1	Current Employee	(#1-#20)
Promotion Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Promotion Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Publicist	22	Employee Referral WGBH Web Site/Job Posting	6 16	WGBH Web Site/Job Posting	(#1-#20)
	24	Employee Referral Unsolicited WGBH Web Site/Job Posting	3 3 18	WGBH Web Site/Job Posting	(#1-#20)
Publicist	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Publicist	1	Current Employee	1	Current Employee	(#1-#20)
Radio Associate Producer	4	Current Employee Unsolicited Other Internet Job Posting	2 1 1	Unsolicited	(#1-#20), #98, #102
	1	Current Employee	1	Current Employee	(#1-#20)
	1	Current Employee	1	Current Employee	(#1-#20)

Radio Producer	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Radio Reporter/Announcer	1	Employee Referral	1	Employee Referral	(#1-#20)
Relocation Coordinator	2	Employee Referral WGBH Web Site/Job Posting	1 1	Employee Referral	(#1-#20)
Research Assistant	12	WGBH Web Site/Job Posting	12	WGBH Web Site/Job Posting	(#1-#20)
Research Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Research Assistant	3	College Listing Other Internet Job Posting WGBH Web Site/Job Posting	1 1 1	WGBH Web Site/Job Posting	(#1-#20)
Research Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20), #37, #73, #98
Research Assistant	4	Unsolicited Other Internet Job Posting WGBH Web Site/Job Posting	1 1 2	WGBH Web Site/Job Posting	(#1-#20)
Research Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Research Manager	1	Current Employee	1	Current Employee	(#1-#20)
Research Manager	1	Current Employee	1	Current Employee	(#1-#20)
Researcher	1	Current Employee	1	Current Employee	(#1-#20)
Rev&Data Admin/Data Entry Oper	5	Temp/Employment Agency WGBH Web Site/Job Posting	3 2	WGBH Web Site/Job Posting	(#1-#20)

Rights Manager	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Sales & Marketing Mgr	1	Unsolicited	1	Unsolicited	(#1-#20), #98, #99
Science Editor	1	Current Employee	1	Current Employee	(#1-#20)
Secretary/Office Coordinator	8	Employee Referral	1	Temp/Employment Agency	(#1-#20)
		Temp/Employment Agency	1		
		WGBH Web Site/Job Posting	6		
Secretary/Office Coordinator	1	Employment Agency	1	Employment Agency	(#1-#20)
Secretary	7	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Segment Producer	7	Employee Referral	2	Unsolicited	(#1-#20)
		Unsolicited	3		
		WGBH Web Site/Job Posting	2		
Senior Account Executive	4	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Senior Account Executive	1	Current Employee	1	Current Employee	(#1-#20)
Senior Account Executive	1	Employee Referral	1	Employee Referral	(#1-#20)
Senior Financial Analyst	3	Other Internet Job Posting	2	Other Internet Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Series Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Series Producer	1	Current Employee	1	Current Employee	(#1-#20)

Special Projects Assistant	9	Unsolicited Print Advertisement WGBH Web Site/Job Posting	2 1 6	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	6	Current Employee Employee Referral WGBH Web Site/Job Posting	1 2 3	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	8	Current Employee WGBH Web Site/Job Posting	3 5	Current Employee	(#1-#20)
Special Projects Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Special Projects Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Special Projects Assistant	5	Current Employee WGBH Web Site/Job Posting	1 4	Current Employee	(#1-#20)
Special Projects Assistant	3	Employee Referral WGBH Web Site/Job Posting	1 2	Employee Referral	(#1-#20)
Special Projects Assistant	10	Career Fair Current Employee Other Internet Job Posting WGBH Web Site/Job Posting	1 1 3 5	WGBH Web Site/Job Posting	(#1-#20), #98
Sr Accountant	1	Unsolicited	1	Unsolicited	(#1-#20)
Sr Comp and Benefits Analyst	1	Unsolicited	1	Unsolicited	(#1-#20)
Sr Developer	2	Current Employee Employee Referral	1 1	Employee Referral	(#1-#20)

Sr Developer	1	Current Employee	1	Current Employee	(#1 -#20)
Sr Developer	1	Current Employee	1	Current Employee	(#1 -#20)
Sr Development Associate	1	Current Employee	1	Current Employee	(#1 -#20)
Sr Interactive Designer	1	Employee Referral	1	Employee Referral	(#1 -#20)
Sr Interactive Designer	1	Current Employee	1	Current Employee	(#1 -#20)
Sr Marketing Coordinator	10	Unsolicited	3	Other Internet Job Posting	(#1 -#20), #77, #114, #98, #119
		Other Internet Job Posting	3		
		WGBH Web Site/Job Posting	3		
			1		
Sr Marketing Manager	2	Current Employee	1	Current Employee	(#1 -#20)
		Other Internet Job Posting	1		
Sr Member Dev & Service Rep	4	Employee Referral	1	WGBH Web Site/Job Posting	(#1 -#20)
		WGBH Web Site/Job Posting	3		
Sr Producer	1	Employee Referral	1	Employee Referral	(#1 -#20)
Sr Radio Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1 -#20)
Sr Researcher	1	Employee Referral	1	Employee Referral	(#1 -#20)
Sr Researcher	5	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1 -#20)
		WGBH Web Site/Job Posting	4		
Sr Researcher	1	Current Employee	1	Current Employee	(#1 -#20)

Staff Assistant	1	Employee Referral	1	Employee Referral	(#1-#20)
Staff Assistant	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Stenocaptioner	1	Employee Referral	1	Employee Referral	(#1-#20)
Supervising Producer	1	Current Employee	1	Current Employee	(#1-#20)
Supervising Producer	1	Current Employee	1	Current Employee	(#1-#20)
Supervisor	2	Current Employee	2	Current Employee	(#1-#20)
System Administrator	1	Employment Agency	1	Employment Agency	(#1-#20), #99, #113
Unit Manager	7	Employee Referral Other Internet Job Posting WGBH Web Site/Job Posting	2 1 4	Employee Referral	(#1-#20)
Unit Manager	5	WGBH Web Site/Job Posting	5	WGBH Web Site/Job Posting	(#1-#20)
Unit Manager	6	Employee Referral Unsolicited WGBH Web Site/Job Posting	3 1 2	WGBH Web Site/Job Posting	(#1-#20)
Unit Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Unit Manager	5	Current Employee Employee Referral Other Internet Job Posting WGBH Web Site/Job Posting	1 1 1 2	Other Internet Job Posting	(#1-#20), #98, #99
Unit Manager	4	Employee Referral	1	Employee Referral	(#1-#20), #98, #116

Unit Manager	1	Current Employee	1	Current Employee	(#1-#20)
Unix Administrator	1	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
VP Finance & Administration	7	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	5		
Web Content Producer	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Web Developer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20), #30, #35, #37, #72, #98, #99, #116, #71, #126, #127
Web Developer	1	Current Employee	1	Current Employee	(#1-#20), #98, #99, #116, #72
Web Developer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Web Developer	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Web Developer	1	Current Employee	1	Current Employee	(#1-#20)
Writer/Editor	9	Employee Referral	1	Employee Referral	(#1-#20)
		Unsolicited	2		
		Other Internet Job Posting	3		
		WGBH Web Site/Job Posting	3		

Attachment A Recruitment Sources Used for all Full-time Openings

- 1) Action for Boston Comm. Developm:
- 2) Emerson College
- 3) Operation ABLE

178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
Hr@bostonabcd.org

Office of Career Services
100 Beacon Street
Boston, MA 02116
617-824-8586
Contact: Amy Shea
careers@emerson.edu

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@pbcoston.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 Colombia 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

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

Contact: Doreen Hodgekin

- 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

Additional Recruitment Sources used for Full-time Openings

- 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 Advert
PO Box 5375
New York, NY 10185
(212)-592-0132
Traci Dinkins
- 23) Asian American Journalists Assoc
AAJA, 182 Market St, Suite 320
San Francisco CA 94102
schandra@hearst.com
415-346-2051
www.aaja.org
- 24) Asian American Lawyers Associat
AALAM, P.O. Box 5655
Boston, MA 02114
Theodore Chuang
theodore.chuang@usdoj.gov
- 25) Asian American Civic Assoc
200 Tremont St
Boston, MA 02110
(617)-426-9492
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 Domestic
100 Boylston St., Ste. 860
Boston, MA 02116
(617)-338-2350
Shirley Fan
www.atask.org
- 28) Asian/Pacific Amer Library /
Macalaster College
1600 Grand Ave
St. Paul, MN 55105
859-257-5679
Ganga Dakshinamurti, president
- 29) Assoc of Latino Prof in Finance
510 W Sixth St, Suite 400
Los Angeles, CA 90014
213-243-0004
Ernesto Galvan
- 30) Bay State Banner
68 Fargo St
Boston, MA, 02210
617-357-4900
Louisa
www.baystatebanner.com
- 31) Black Data Processing Assoc
BDPA- Boston-Metro West
c/o MassPEP 555 Huntington Ave
Boston MA, 02115
603-785-3997
Edwin Sapp
- 32) BlackVoices. com
Tribune Towers
435 N. Michigan Ave
Chicago IL 60611
312-222-4326
www.blackvoices.com
- 33) Boston Neighborhood Network TV
- 34) Community Enterprises
- 35) El Mundo

- 8 Park Plaza, Suite 2240
Boston, MA 02116,
617-720-2113
Nettrice Gaskins
www.bnntv.org
- 9 East Street
Cambridge, MA 02141
617-491-4200
Geoff Vercauteren
- 408 S. Huntington Ave
Boston, MA 02130
617-522-5060
Elizabeth Tomes
www.elmundoboston.com
- 36) Esight Careers Network
www.esightcareers.net
- 37) HireCulture
hireCulture.org
617-727-3668 x333
Penny Pimentel
www.hireculture.org
- 38) HireDeaf.com
cs@hiredeaf.com
www.hiredeaf.com
- 39) Hispanic American Chamber of Co
67 Broad St
Boston, Ma 02109
617-261-4222
Israel Lopez
www.hacc.com
- 40) Hispanic Public Relations As:
87 North Raymond Avenue, Suite 400
Pasadena, CA 91103
818- 793-9335
Sandra Bernardo
www.hprala.org
- 41) JournalismNext.com
1804 W. Abingdon Dr., Suite 202
Alexandria VA 22314
703-629-0178
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 Visscher
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 Associator
PO Box 181188
Boston, MA 02118-0012
617-989-0331
Norman Shakespeare
info@bostonblackmba.org
www.bostonblackmba.org
- 47) 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 Accounta
7249 A hanover Pkway
Greenbelt, MD 20770
301-474-NABA
Mervyn Grant
www.nabainc.org
- 49) Nat'l Assoc. of Black Journa
8701-A Adelphi Rd
Aidelphi MD 20783
301-445-7100
www.nabj.org
- 50) 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 Executives
1921 Gallow Rd
Vienna VA 22182
703-893-2414
Jeanne Fox-Alston
www.namme.org
- 52) Nat'l Black Public Relations Society
6565 Sunset Blvd, Suite 301
Hollywood CA 90028
323-466-8221
Contact: Meta Mereday
- 53) National Multicultural Institute
3400 Connecticut Ave NW
Washington DC 20008
202-483-0700
www.ncmi.org
- 54) National Society of Black Engineers
1454 Duke St
Alexandria VA 2234
703-549-2207
www.nsbeng.org
- 55) National Society of Hispanic Professionals
1303 Walnut Hill Lane, Suite 300
Irving, TX 75038
213-243-0004
www.nshmba.org
- 56) National Urban League Young Professionals
88 Warren St
Roxbury, MA 02119
617-442-45159
Brandic Burton
- 57) Native American Journalist Association
2259 36th Ave South
Minneapolis MN 55506
612-729-9244
info@naja.com
www.naja.com
- 58) NativeJobs.com
Tribal Employment Newsletter
13 Briar Lance
Portland ME 04103
207-780-1420
Scott Gasperin
www.nativejobs.com
- 59) Northeast Minority News
PO Box 4159
Hartford CT 06147
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
- 67) Society of Hispanic Engineers
5400 E. Olympic Blvd, Suite 210
Los Angeles CA 90022
323-725-3970
- 68) Unity
1601 North Kent St, Suite 1003
Arlington VA 22209
703-469-2100

617-262-1102
Lois Lindauer
www.LLLsearches.com/sisters.html

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

www.shpe.org

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

Anna Lopez
www.unityjournalists.org

71) Webgrrls International, Inc
P.O. Box 2425
New York, NY 10021
888-932-4775
www.webgrrls.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 Policoff
www.idealist.org

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

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 Devtment of Great
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 Professional:
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 Incl
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 Stu
PO Box 951545
Los Angeles, CA 90095
773-363-3939
Itibari 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.minorityprofessionálnetwork.com
- 85) Massachusetts Broadcasters
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.naatanet.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 Tele
1800 No. 33 St.
Lincoln, ME 68583
402-472-3522
Penny Costello
www.nativetelecom.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
Sharon Fernandez
- 91) Monstertrak
11845W. Olympic blvd, Suite 500
Los Angeles, CA 90064
1-800-999-8725
www.monstertrak.com
- 92) Boston Globe
320 Congress St
Boston, MA 02210-1205
617-929-8767
www.boston.com
- 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.deiworksites.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
- 106) Boston University
- 107) New England Archivists

- 29 Everett St.
Cambridge, MA 02138
617-349-8550
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
3 Park Ave, 33rd Flr
New York, NY 10016
212-725-6550
114. Mediabistro.com
494 Broadway, 4th Flr
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
117. Mandy
6 Lissenden Gardens
London NWS 1LX England
44(0)-207-482-8820
office@mandy.com
- 118) World at Work
14040 N. Northsight Blvd
Scottsdale, AZ 85262
480-951-9191
www.worldatwork.com
- 119) Mass College of Art & Design
621 Huntington Ave
Boston, MA 02115
617-879-7000
www.massart.edu
- 120) Suffolk University
8 Ashburton Place
Boston, MA 02108
617-573-8000
www.suffolk.edu
- 121) Chronicle of Philanthropy
1255 23rd St. N.W. Ste700
Washington, DC 20037
www.philanthropy.com
- 122) Planned Giving Group of New England
411 Waverley Oaks Rd
Waltham, MA 02452
781-647-4343
www.pggne.org
- 123) Indeed
470 West Ave, Suite 2002
Stamford, CT 06902
www.indeed.com
- 124) Lawjobs/Incisive Media
120 Broadway, 5th Flr
New York, NY 10271
www.lawjobs.com
- 125) www.Paralegaljobs.org
888-818-5627
- 126) www.Authenticjobs.com
- 127) www.freshwebjobs.com
- 100 Institute Rd
Worcester, MA 01609
webcoordinator@newenglandarchivist.org

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 21, 2007 - November 14, 2008

- A) WGBH Mentoring Program
WGBH has launched the fifth year for the Mentor program in September 2007 with 26 participants. The mentor and protégé team meets regularly to work together to help the protégé achieve his/her professional development goals. The program's objective is to develop and retain talented, skilled, motivated, and productive employees. The Human Resources Business partner for National Programming and Mentoring Program administers the program.
- B) WGBH National Productions implemented and hosted the PBS/CPB Producers Workshop in June 2008, 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.
- C) 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.
- D) Bridging the Communication Gap Training
Bridging the Communication Gap focuses on communication styles and chips away at the variables that can have a negative impact on communication across functions, cubes, computers, conference rooms and desks. Since communication styles affect all aspects of human interaction and organizational performance, knowledge of their characteristics and impact is key to working productively and building stronger relationships.
- E) Influencing Performance Through Effective Leadership Training
Influencing Performance through Effective Leadership (Day 1) enables managers to determine employee performance management requirements by assessing employee competence/ability and commitment/willingness in relation to the range of the work performed by their direct reports, or others whose performance they manage/influence without the benefit of a reporting relationship. Influencing Performance through Effective Leadership Training (Day 2) gets participants right into the "deep end of the performance management pool" by enabling them to use performance feedback and performance discussions to reinforce desired performance, and to address minor and more serious variations from expected performance.
- F) The National Society for Hispanic Professionals Career Fair
The National Society for Hispanic Professionals' purpose is to provide Hispanic professionals with networking

and leadership opportunities and to provide information on education, careers and more. The career fair was held on May 21st, 2008. Two representatives from WGBH's Human Resources Department attended the event to provide information about career opportunities to the several hundred attendees.

- G) Idealist Job Fair at Boston University
Idealist.org is an interactive site where people and organizations can exchange resources and ideas, locate opportunities and supporters, and take steps toward building a world where all people can lead free and dignified lives. Idealist held a Career Fair at Boston University on February 5th, 2008. Two representatives from WGBH's Human Resources Department attended the event to provide information about career opportunities.
- H) The WGBH Internship Program
This yearly program, for local college and university students is offered for academic credit. The goal is to provide a college student with an opportunity to learn and develop practical skills through real work experience. There are approximately 100 internship opportunities offered annually. Representatives from the Human Resources department maintain relationships with Career Services at different local, educational institutions by occasional onsite visits. This year we visited Boston College and Northeastern University.
- I) Internship College Fairs
WGBH participated in two Internship Fairs in 2008 at Emerson College on October 22nd, 2008 and Brandeis University on February 12th, 2008. Human Resources provided many students with information about different Internship opportunities across the Foundation.
- J) The Communications Careers Information Exchange
The College Career Centers of Boston (CCCOB) hosts this annual information exchange in order to give students and professionals an opportunity to network with different organizations within the Communications industry. Two Human Resources representatives participated in the round table discussions providing information about WGBH and job and internship opportunities. The event was held on October 22nd, 2008. Boston College, Boston University, Emmanuel College, Northeastern University, Simmons College and Suffolk University all participated.
- K) Unity is a coalition of the four-minority journalist professional associations (Asian American, African American, Hispanic, Native American). Along with commercial media and public television and radio colleagues (WETA, Maryland Public Television CPB, PBS, NPR, WNYC Radio and Minnesota Public Radio), WGBH recently participated in a Career Fair at the 2008 UNIT Journalists of Color Conference in Washington, DC. About 500 of the 7,000 conference participants stopped by the WGBH recruitment booth during a four-day period, which was manned by the Director of Human Resources, the Assoc Director of Human Resources, and Human Resources Business Partner.

L) 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.