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EEO Report File
WGBH Educational Foundation
11/21/2006 to 11/20/2007

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 (Woodshole, 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](#).

Full-time Job Openings

Job Title	Total Interviewed	Recruitment Services of Interviewees	Source Interviewees	Hire Source	Recruitment Source from Attachment A
Account Executive Development	7	Unsolicited	3	Unsolicited	(#1-#20)
		WGBH Web Site/Job Posting	4		
Account Executive Development	6	Employee Referral	1	WGBH Web Site/Job Posting	"#71, #99, (#1-#20)"
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	4		
Account Executive Development	3	Employee Referral	1	Unsolicited	(#1-#20)
		Unsolicited	2		
Account Executive Development	7	Employee Referral	2	WGBH Web Site/Job Posting	"#71, (#1-#20)"
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	4		
Account Executive	2	Current Employee	2	Current Employee	(#1-#20)
Account Executive	2	Current Employee	1	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	1		
Account Executive	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	2	Current Employee	2	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	(#1-#20)
Account Manager	1	Current Employee	1	Current Employee	"#114, (#1-#20)"
Accountant	1	Current Employee	1	Current Employee	(#1-#20)
Accountant	1	Other Internet Job Posting	1	Other Internet Job Posting	"#98, #71, (#1-#20)"
Accounts Manager	2	Current Employee	1	Current Employee	"#37, #73, #98, (#1-#20)"

		WGBH Web Site/Job Posting	1		
Accounts Payable Mgr	1	Current Employee	1	Current Employee	(#1-#20)
Acct Manager Client Services	1	Current Employee	1	Current Employee	(#1-#20)
Administrative Assistant 1	9	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	8		
Administrative Assistant 1	4	Other Internet Job Posting	2	Other Internet Job Posting	"#114, #37, (#1-#20)"
		WGBH Web Site/Job Posting	2		
Administrative Assistant 1	4	WGBH Web Site/Job Posting	4	WGBH Web Site/Job Posting	(#1-#20)
Archives Manager	1	Current Employee	1	Current Employee	(#1-#20)
Assistant Account Executive	2	Temp/Employment Agency	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Assistant Account Executive	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Assistant Account Executive	1	Unsolicited	1	Unsolicited	(#1-#20)
Assistant Account Executive	5	Current Employee	1	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	4		
Assistant Director	6	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	5		
Assistant Director	1	Current Employee	1	Current Employee	(#1-#20)
Assistant Production Designer	1	Unsolicited	1	Unsolicited	(#1-#20)
Assistant Rights Mgr	1	Current Employee	1	Current Employee	(#1-#20)
Assoc Dir Educ Print/Outreach	1	Current Employee	1	Current Employee	(#1-#20)
Assoc Interactive Designer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Designer	7	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Associate Designer	1	Current Employee	1	Current Employee	"#98, #73, (#1-#20)"
Associate Dir-Interactive	3	Current Employee	3	Current Employee	(#1-#20)
Associate Producer	14	Employee Referral	2	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	12		
Associate Producer	6	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		Not Listed	1		
		WGBH Web Site/Job Posting	4		
Associate Producer	4	Unsolicited	2	Unsolicited	(#1-#20)
		WGBH Web Site/Job Posting	2		
Associate Producer	2	Unsolicited	2	Unsolicited	(#1-#20)
Associate Producer	14	Employee Referral	7	Employee Referral	(#1-#20)
		Unsolicited	3		
		WGBH Web Site/Job Posting	4		
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)

Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	7	Current Employee	1	Employee Referral	(#1-#20)
		Employee Referral	2		
		WGBH Web Site/Job Posting	4		
Associate Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Associate Producer	6	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Not Listed	1		
		WGBH Web Site/Job Posting	4		
Associate Producer	7	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Employee Referral	2		
		WGBH Web Site/Job Posting	4		
Associate Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Associate Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Associate Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	3	Current Employee	3	Current Employee	(#1-#20)
Associate Producer	10	Current Employee	4	Employee Referral	(#1-#20)
		Employee Referral	3		
		WGBH Web Site/Job Posting	3		
Associate Producer	1	Current Employee	1	Current Employee	(#1-#20)
Associate Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Associate Researcher	1	Current Employee	1	Current Employee	(#1-#20)
Associate Researcher	1	Current Employee	1	Current Employee	(#1-#20)
Asst Dir Major Gifts	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Asst Dir Physical Plant	4	Employee Referral	1	Employee Referral	"#98, (#1-#20)"
		Other Internet Job Posting	2		
		WGBH Web Site/Job Posting	1		
Asst Director/Editor	11	Employee Referral	2	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	9		
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 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)
		Not Listed	2		
		WGBH Web Site/Job Posting	3		
Benefits Administrator	7	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		Other Internet Job Posting	4		
		WGBH Web Site/Job Posting	2		
Brand Director	1	Employment	1	Employment	(#1-#20)

		Agency		Agency	
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)
		Not Listed	1		
		Unsolicited	1		
		WGBH Web Site/Job Posting	3		
Business Manager	5	Employee Referral	3	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	2		
Business Manager	1	Unsolicited	1	Unsolicited	(#1-#20)
Business Manager	5	Current Employee	4	Current Employee	(#1-#20)
		Employee Referral	1		
Business Manager	5	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	4		
Business Manager	6	Current Employee	2	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	4		
Business Manager	2	Current Employee	2	Current Employee	(#1-#20)
Business Manager	6	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		Other Internet Job Posting	4		
		WGBH Web Site/Job Posting	1		
Business Manager	1	Unsolicited	1	Unsolicited	(#1-#20)
Business Manager	3	Current Employee	2	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	1		
Business Manager	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Caption Coordinator	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Caption Technician	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Caption Writer Trainee	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Comp & Benefits Assistant	6	Unsolicited	1	WGBH Web Site/Job Posting	"#98, #110, #17, #13"
		WGBH Web Site/Job Posting	5		"#19, #106, #108, #109"
Comp & Benefits Assistant	1	Employment Agency	1	Employment Agency	"#118, #110, (#1-#20)"
Computer Support Specialist	3	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	1		
Content Producer	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Coord Administrative Services	2	Employment Agency	1	Employment Agency	"#37, #98, (#1-#20)"
		WGBH Web Site/Job Posting	1		
Describer	13	Employee Referral	4	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	9		
Describer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Describer	2	Other Internet Job Posting	2	Other Internet Job Posting	"#98, (#1-#20)"
Describer	2	Employee Referral	2	Employee Referral	(#1-#20)

Describer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	"#98, #117, (#1-#20)"
Designer	1	Unsolicited	1	Unsolicited	(#1-#20)
Designer	1	Unsolicited	1	Unsolicited	(#1-#20)
Designer	1	Current Employee	1	Current Employee	(#1-#20)
Developer	2	College Listing	1	College Listing	(#1-#20)
		Employee Referral	1		
Development Assistant	6	Unsolicited	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	5		
Development Associate	2	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Development Associate	1	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
Development Associate	1	Current Employee	1	Current Employee	(#1-#20)
Development Associate	5	Other Internet Job Posting	4	WGBH Web Site/Job Posting	"#37, #73, #66, #73, #78"
		WGBH Web Site/Job Posting	1		(#1-#20)
Development Associate	11	Other Internet Job Posting	5	Other Internet Job Posting	"#76, #78, #37, #73"
		WGBH Web Site/Job Posting	6		"#66, (#1-#20)"
Development Producer	5	Unsolicited	2	Unsolicited	(#1-#20)
		WGBH Web Site/Job Posting	3		
Digital Archive Manager	2	Current Employee	1	Current Employee	"#98, #92, (#1-#20)"
		WGBH Web Site/Job Posting	1		
Dir Administration	6	Current Employee	6	Current Employee	(#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 National Corp Sponsorship	11	Employee Referral	3	Employee Referral	(#1-#20)
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	7		
Dir National Corp Sponsorship	3	Employee Referral	1	Employee Referral	"#77, #72, (#1-#20)"
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	1		
Dir of IT & Telecommunications	9	Unsolicited	1	Other Internet Job Posting	(#1-#20)
		Other Internet Job Posting	7		
		WGBH Web Site/Job Posting	1		
Dir Research	3	Employment Agency	3	Employment Agency	(#1-#20)
Director of Sales	19	Unsolicited	16	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Director of Sales	1	Unsolicited	1	Unsolicited	(#1-#20)
Director	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	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	Employee Referral	1	Employee Referral	(#1-#20)
Editor	1	Current Employee	1	Current Employee	(#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	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	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Editor	2	Unsolicited	2	Unsolicited	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Unsolicited	1	Unsolicited	(#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	Unsolicited	1	Unsolicited	(#1-#20)
Editor	1	Employee Referral	1	Employee Referral	(#1-#20)
Engineer	3	Current Employee	2	Current Employee	(#1-#20)
		Unsolicited	1		
Engineer	1	Current Employee	1	Current Employee	(#1-#20)
Engineer	3	Current Employee	2	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	1		
Events Manager	3	Other Internet Job Posting	3	Other Internet Job Posting	(#1-#20)
Executive Assistant	2	Employment Agency	2	Employment Agency	(#1-#20)
Executive Producer	16	Unsolicited	4	Unsolicited	(#1-#20)
		WGBH Web Site/Job Posting	12		
Executive Producer	4	Current Employee	1	Current Employee	(#1-#20)
		Employee Referral	2		
		WGBH Web Site/Job Posting	1		
Executive Producer	1	Current Employee	1	Current Employee	(#1-#20)
Field Producer	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Field Producer	5	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	4		
Field Producer	4	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	2		
Field Producer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Financial Compliance Analyst	1	Current Employee	1	Current Employee	(#1-#20)
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	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
Fundraising Projects Coord	2	Current Employee	2	Current Employee	"(#1-#20), #98, #73"
Fundraising Projects Coord	9	Current Employee	1	Other Internet Job Posting	"#73, #98, #72, #37"
		Other Internet Job	4		(#1-#20)

		Posting			
		WGBH Web Site/Job Posting	4		
Guest Booker	1	Current Employee	1	Current Employee	(#1-#20)
Human Resources Assistant	12	Employee Referral	1	Temp/Employment Agency	(#1-#20)
		Other Internet Job Posting	2		
		Temp/Employment Agency	2		
		WGBH Web Site/Job Posting	7		
Human Resources Assistant	1	Employment Agency	1	Employment Agency	(#1-#20)
Interactive Designer	1	Employee Referral	1	Employee Referral	(#1-#20)
Interactive Designer	1	Current Employee	1	Current Employee	(#1-#20)
Manager Partnership Develop	1	Current Employee	1	Current Employee	(#1-#20)
Manager	1	Current Employee	1	Current Employee	(#1-#20)
Marketing & Sales Associate	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Marketing Coordinator	4	Other Internet Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Marketing Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Coordinator	8	Current Employee	3	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	5		
Marketing Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Manager	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Marketing Manager	5	Current Employee	1	Current Employee	(#1-#20)
		Employee Referral	1		
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	2		
Marketing Manager	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Manager	5	Current Employee	1	Current Employee	"#76, #66, #78, (#1-#20)"
		Employee Referral	1		
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	2		
Marketing Manager	1	Current Employee	1	Current Employee	(#1-#20)
Marketing Representative	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Mgr Development System Support	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Mgr of Accounting	1	Current Employee	1	Current Employee	(#1-#20)
"Mgr,Cnsl Employee & Labor Rel"	2	Employee Referral	1	Employee Referral	"#110, (#1-#20)"
		Other Internet Job Posting	1		
Multimedia Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Multimedia Producer	2	Employee Referral	1	WGBH Web Site/Job Posting	"#98, #99, (#1-#20)"
		WGBH Web Site/Job Posting	1		
Multimedia	1	Current Employee	1	Current Employee	(#1-#20)

Producer					
Multimedia Project Manager	2	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Multimedia Sr Producer	1	Current Employee	1	Current Employee	"#98, #92, #72, (#1-#20)"
Multimedia Sr Producer	1	Current Employee	1	Current Employee	(#1-#20)
Network Engineer	1	Employment Agency	1	Employment Agency	(#1-#20)
Office Coordinator	7	Current Employee	2	Current Employee	"#37, #73, #98"
		Other Internet Job Posting	2		(#1-#20)
		Temp/Employment Agency	1		
		WGBH Web Site/Job Posting	2		
Operations Supervisor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Operations Supervisor	1	Current Employee	1	Current Employee	(#1-#20)
Outreach Project Director	1	Current Employee	1	Current Employee	(#1-#20)
Post Production Supervisor	12	Current Employee	4	WGBH Web Site/Job Posting	(#1-#20)
		Other Internet Job Posting	2		
		WGBH Web Site/Job Posting	6		
Post Production Supervisor	1	Current Employee	1	Current Employee	(#1-#20)
Prime Time Editor	1	Current Employee	1	Current Employee	(#1-#20)
Producer Special Projects	1	Employee Referral	1	Employee Referral	(#1-#20)
Producer	1	Employee Referral	1	Employee Referral	(#1-#20)
Producer	4	Current Employee	1	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	3		
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	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	6	Current Employee	3	WGBH Web Site/Job Posting	(#1-#20)
		Employee Referral	1		
		WGBH Web Site/Job Posting	2		
Production Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Production Assistant	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Assistant	6	Unsolicited	2	Unsolicited	(#1-#20)
		WGBH Web Site/Job Posting	4		
Production Assistant	14	Current Employee	2	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	1		
		WGBH Web Site/Job Posting	11		

Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	9	Current Employee	2	WGBH Web Site/Job Posting	(#1-#20)
		Employee Referral	1		
		WGBH Web Site/Job Posting	6		
Production Assistant	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Assistant	2	Employee Referral	2	Employee Referral	(#1-#20)
Production Assistant	8	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	1		
		WGBH Web Site/Job Posting	6		
Production Assistant	3	Current Employee	2	Current Employee	(#1-#20)
		WGBH Web Site/Job Posting	1		
Production Assistant	3	Employee Referral	2	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
Production Assistant	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Production Assistant	12	Current Employee	3	Current Employee	(#1-#20)
		Employee Referral	1		
		WGBH Web Site/Job Posting	8		
Production Assistant	5	WGBH Web Site/Job Posting	5	WGBH Web Site/Job Posting	(#1-#20)
Production Assistant	6	Current Employee	1	Unsolicited	(#1-#20)
		Employee Referral	1		
		Unsolicited	1		
		WGBH Web Site/Job Posting	3		
Production Assistant	2	Employee Referral	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	1		
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	1	Employee Referral	1	Employee Referral	(#1-#20)
Production Coordinator/AEEF	1	Unsolicited	1	Unsolicited	(#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 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	7	Current Employee	6	Current Employee	"#114, #73, #115"
		WGBH Web Site/Job Posting	1		(#1-#20)
Production Manager	4	Employee Referral	2	Employee Referral	(#1-#20)
		Unsolicited	2		
Production Secretary	11	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	9		
Production Secretary	6	Unsolicited	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	5		

Production Secretary	12	Current Employee	2	Current Employee	(#1-#20)
		Employee Referral	5		
		WGBH Web Site/Job Posting	5		
Production Secretary	7	Employee Referral	2	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	5		
Production Secretary	10	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Temp/Employment Agency	1		
		WGBH Web Site/Job Posting	8		
Production Secretary	8	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	7		
Program Materials Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Program Mkt Coordinator	18	Employee Referral	3	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	15		
Program Mkt Coordinator	1	Employee Referral	1	Employee Referral	(#1-#20)
Program Mkt Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Program Mkt Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Program Mkt Supervisor	1	Employee Referral	1	Employee Referral	(#1-#20)
Programming Coordinator	22	Employee Referral	6	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	16		
Programming Coordinator	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Proj Director Editorial	1	Employee Referral	1	Employee Referral	(#1-#20)
Project Director	1	Unsolicited	1	Unsolicited	(#1-#20)
Project Director	1	Other Internet Job Posting	1	Other Internet Job Posting	(#1-#20)
Project Director	1	Current Employee	1	Current Employee	(#1-#20)
Project Director	1	Current Employee	1	Current Employee	(#1-#20)
Project Finance & Dev Manager	1	Current Employee	1	Current Employee	(#1-#20)
Project Manager	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	Current Employee	1	Current Employee	(#1-#20)
Project Manager	1	Unsolicited	1	Unsolicited	(#1-#20)
Promotion Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Promotion Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Promotion Assistant	1	Unsolicited	1	Unsolicited	(#1-#20)
Promotion Assistant	4	WGBH Web Site/Job Posting	4	WGBH Web Site/Job Posting	(#1-#20)
Publicist	22	Employee Referral	6	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	16		
Publicist	24	Employee Referral	3	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	3		
		WGBH Web Site/Job Posting	18		
Publicist	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)

Publicist	1	Current Employee	1	Current Employee	(#1-#20)
Publicist	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	"#114, (#1-#20)"
Publicist	1	Current Employee	1	Current Employee	(#1-#20)
Publicist	1	Current Employee	1	Current Employee	(#1-#20)
Radio Producer	1	Current Employee	1	Current Employee	(#1-#20)
Radio Reporter/Announcer	1	Employee Referral	1	Employee Referral	(#1-#20)
Relocation Coordinator	2	Employee Referral	1	Employee Referral	(#1-#20)
		WGBH Web Site/Job Posting	1		
Research Assistant	12	WGBH Web Site/Job Posting	12	WGBH Web Site/Job Posting	(#1-#20)
Research Assistant	17	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Not Listed	1		
		Unsolicited	1		
		WGBH Web Site/Job Posting	14		
Rev&Data Admin/Data Entry Oper	5	Temp/Employment Agency	3	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	2		
Rev&Data Admin/Data Entry Oper	8	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		Temp/Employment Agency	1		
		WGBH Web Site/Job Posting	6		
Rev&Data Admin/Data Entry Oper	3	Other Internet Job Posting	1	WGBH Web Site/Job Posting	"#98, #73, #17"
		Temp/Employment Agency	1		(#1-#20)
		WGBH Web Site/Job Posting	1		
Rev&Data Admin/Data Entry Oper	3	Employee Referral	1	Temp/Employment Agency	"#73, #98, #37, #17"
		Temp/Employment Agency	1		(#1-#20)
		WGBH Web Site/Job Posting	1		
Rev&Data Admin/Data Entry Oper	1	Temp/Employment Agency	1	Temp/Employment Agency	(#1-#20)
Rights Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Royalties Coordinator	4	Other Internet Job Posting	1	WGBH Web Site/Job Posting	"#73, #98, #37, #19, #17"
		WGBH Web Site/Job Posting	3		(#1-#20)
Sales Manager	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	(#1-#20)
Sales Manager	1	Current Employee	1	Current Employee	(#1-#20)
Sales Representative	1	Current Employee	1	Current Employee	"#114, #115, #98"
Secretary/Office Coordinator	8	Employee Referral	1	Temp/Employment Agency	"#71, #98, #37, #73,"
		Temp/Employment Agency	1		(#1-#20)
		WGBH Web Site/Job Posting	6		
Secretary/Office Coordinator	1	Employment Agency	1	Employment Agency	(#1-#20)
Secretary/Office Coordinator	10	Current Employee	2	Current Employee	(#1-#20)
		Employee Referral	1		

		Unsolicited	1		
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	5		
Secretary/Office Coordinator	7	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Secretary/Office Coordinator	7	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Secretary/Office Coordinator	3	WGBH Web Site/Job Posting	3	WGBH Web Site/Job Posting	(#1-#20)
Secretary/Office Coordinator	8	Employee Referral	2	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	6		
Secretary	4	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Segment Producer	7	Employee Referral	2	Unsolicited	(#1-#20)
		Unsolicited	3		
		WGBH Web Site/Job Posting	2		
Segment Producer	1	Current Employee	1	Current Employee	(#1-#20)
Segment Producer	1	Current Employee	1	Current Employee	(#1-#20)
Senior Account Executive	2	Employee Referral	2	Employee Referral	(#1-#20)
Senior Financial Analyst	1	Current Employee	1	Current Employee	(#1-#20)
Senior Financial Analyst	1	Current Employee	1	Current Employee	(#1-#20)
Senior Program Producer	4	Current Employee	2	Current Employee	(#1-#20)
		Unsolicited	1		
		WGBH Web Site/Job Posting	1		
Series Producer	7	Current Employee	1	Current Employee	(#1-#20)
		Employee Referral	2		
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	3		
Series Producer	1	Current Employee	1	Current Employee	(#1-#20)
Special Projects Assistant	9	Unsolicited	2	WGBH Web Site/Job Posting	(#1-#20)
		Print Advertisement	1		
		WGBH Web Site/Job Posting	6		
Special Projects Assistant	5	WGBH Web Site/Job Posting	5	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	8	Current Employee	1	Unsolicited	(#1-#20)
		Employee Referral	3		
		Unsolicited	1		
		WGBH Web Site/Job Posting	3		
Special Projects Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	2	Current Employee	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		

Special Projects Assistant	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Special Projects Assistant	9	Employee Referral	1	Temp/Employment Agency	(#1-#20)
		Employment Agency	6		
		Temp/Employment Agency	1		
		WGBH Web Site/Job Posting	1		
Special Projects Assistant	1	Current Employee	1	Current Employee	(#1-#20)
Special Projects Assistant	1	Employment Agency	1	Employment Agency	(#1-#20)
Sr Benefits Administrator	7	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	"#110, #98, (#1-#20)"
		Other Internet Job Posting	4		
		Employee Referral	1		
Sr Developer	1	Current Employee	1	Current Employee	(#1-#20)
Sr Developer	1	Current Employee	1	Current Employee	(#1-#20)
Sr Major Gifts Officer	1	Current Employee	1	Current Employee	(#1-#20)
Sr Marketing Coordinator	1	Current Employee	1	Current Employee	(#1-#20)
Sr Member Dev & Service Rep	4	Employee Referral	1	WGBH Web Site/Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	3		
Sr Member Dev & Service Rep	3	Other Internet Job Posting	2	Other Internet Job Posting	"#71, ((#1-#20)"
		WGBH Web Site/Job Posting	1		
Sr Producer	5	Current Employee	2	Current Employee	"#72, (#1-#20)"
		WGBH Web Site/Job Posting	3		
Sr Producer	1	Unsolicited	1	Unsolicited	(#1-#20)
Sr Producer	2	Current Employee	1	Current Employee	(#1-#20)
		Unsolicited	1		
Sr Program Manager	1	Employment Agency	1	Employment Agency	(#1-#20)
Sr Publicist	1	Current Employee	1	Current Employee	(#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	1	Current Employee	1	Current Employee	(#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 Developer	1	Current Employee	1	Current Employee	(#1-#20)
Supervising Developer	1	Current Employee	1	Current Employee	(#1-#20)
Supervising Producer	4	Employee Referral	1	WGBH Web Site/Job Posting	"#98, (#1-#20)"
		Unsolicited	1		
		Print Advertisement	1		
		WGBH Web Site/Job Posting	1		
Supervisor	1	Current Employee	1	Current Employee	(#1-#20)
Supervisor	4	Current Employee	4	Current Employee	(#1-#20)
Supervisor	1	Current Employee	1	Current Employee	(#1-#20)
System Administrator	6	Other Internet Job Posting	5	Other Internet Job Posting	(#1-#20)
		WGBH Web Site/Job Posting	1		
System	1	Employee Referral	1	Employee Referral	(#1-#20)

Administrator					
System Administrator	1	Employment Agency	1	Employment Agency	"#71, #113, (#1-#20)"
Traffic Manager	1	Current Employee	1	Current Employee	(#1-#20)
Unit Manager	7	Employee Referral	2	Employee Referral	(#1-#20)
		Other Internet Job Posting	1		
		WGBH Web Site/Job Posting	4		
Unit Manager	5	WGBH Web Site/Job Posting	5	WGBH Web Site/Job Posting	(#1-#20)
Unit Manager	6	Employee Referral	3	WGBH Web Site/Job Posting	(#1-#20)
		Unsolicited	1		
		WGBH Web Site/Job Posting	2		
Unit Manager	1	Employee Referral	1	Employee Referral	(#1-#20)
Unit Manager	3	Current Employee	1	Current Employee	"#73, #98, #37"
		WGBH Web Site/Job Posting	2		(#1-#20)
Unit Manager	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)
Unit Manager	2	WGBH Web Site/Job Posting	2	WGBH Web Site/Job Posting	"#98, (#1-#20)"
Unit Manager	1	Current Employee	1	Current Employee	(#1-#20)
Unix Administrator	1	Temp/Employment Agency	1	Temp/Employment Agency	"#113, #71, (#1-#20)"
Volunteer Manager	7	Employee Referral	3	Other Internet Job Posting	(#1-#20)
		Unsolicited	1		
		Other Internet Job Posting	2		
		WGBH Web Site/Job Posting	1		
Web Developer	1	Employee Referral	1	Employee Referral	(#1-#20)
Web Developer	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	"#98, #92, #72"
					(#1-#20)
Writer/Editor	1	WGBH Web Site/Job Posting	1	WGBH Web Site/Job Posting	(#1-#20)

Attachment A

Recruitment Sources Used for all Full-time Openings

- | | | |
|---|--|--|
| 1) Action for Boston Comm. Develmt
178 Tremont Street
"Boston, MA 02111"
617-357-6000 x399
Contact: Delcenia Jackson
Hr@bostonabcd.org | 2) Emerson College
Office of Career Services
100 Beacon Street
"Boston, MA 02116"
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" | 8) People's Baptist Church
134 Camden St.
"Boston, MA 02118" | 9) D.E.A.F Inc.
215 Brighton Avenue
"Brighton, MA 02134" |

617-451-8147
Contact: George Zeller
Gzeller@jvs-boston.org

(617) 427-0424
Contact: Ms. Melinda Jacobs
mjacobs@pbcoston.org

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
Contact: Doreen Hodgekin
- 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

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 Advertising
PO Box 5375
"New York, NY 10185"
(212)-592-0132
Traci Dinkins
- 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
"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 Violence
"100 Boylston St., Ste. 860"
"Boston, MA 02116"
(617)-338-2350
Shirley Fan
www.atask.org
- 28) Asian/Pacific Amer Library Ass
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
- 31) Black Data Processing Association
BDPA- Boston-Metro West
- 32) BlackVoices.com
Tribune Towers

- "Boston, MA, 02210"
617-357-4900
Louisa
www.baystatebanner.com
- c/o MassPEP 555 Huntington Ave
"Boston MA, 02115"
603-785-3997
Edwin Sapp
- 435 N. Michigan Ave
Chicago IL 60611
312-222-4326
www.blackvoices.com
- 33) Boston Neighborhood Network TV and Multi Media Ctr
"8 Park Plaza, Suite 2240"
"Boston, MA 02116,"
617-720-2113
Nettrice Gaskins
www.bnntv.org
- 34) Community Enterprises
9 East Street
"Cambridge, MA 02141"
617-491-4200
Geoff Vercanteren
- 35) El Mundo
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 Commerce
67 Broad St

"Boston, Ma 02109"
617-261-4222
Israel Lopez
www.hacc.com
- 40) Hispanic Public Relations Assoc.
"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 Association
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 Accountants
7249 A hanover Pkway
"Greenbelt, MD 20770"
301-474-NABA
Mervyn Grant
www.nabainc.org
- 49) Nat'l Assoc. of Black Journalists
8701-A Adelphi Rd
Aldelphi 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 Exec
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
- 55) National Society of Hispanic MBAs
"1303 Walnut Hull Lande, Suite 300"
- 56) National Urban League Young Profs
88 Warren St

- Alexandra VA 2234
703-549-2207
www.nsbe.org
- "Irving, TX 75038"
213-243-0004
www.nshmba.org
- "Roxbury, MA 02119"
617-442-45159
Brandic Burton
- 57) Native American Journalist Assoc
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
617-262-1102
Lois Lindauer
www.LLLSearches.com/sisters.html
- 67) Society of Hispanic
Engineers
"5400 E. Olympic Blvd,
Suite 210"
Los Angeles CA 90022
323-725-3970
www.shpe.org
- 68) 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) Monster.com
800-666-7837 x 8180
Charles Cicalis
www.monster.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.idealists.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 Devment of
Greater Boston
"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"
- 79) Institute for Community
Inclusion
300 Longwood Ave
"Boston, MA 02115"
- 80) Asian American Civic Assoc

200 Tremont St
"Boston, MA 02116"

- 781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon
- Mia Simon
617-426-9492
Anh Nguyen
www.aaca-boston.org
- 81) UCLA Ctr for African American Studies
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.minorityprofessionalnetwork.com
- 85) Massachusetts Broadcasters Assoc
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 Telecomm
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) Bostonworks.com
888-566-4JOB
info@bostonworks.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
- 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 Flr"
"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"
- 109) Wellesley College
"106 Central St, Green Hall"
- 110) NEHRA
"1 Washington St, Ste 101"

	Rm 246"	
"Cambridge, MA 02138"	"Wellesley, MA 02481"	"Wellesley, MA 02481"
617-495-3119	781-283-2331	781-235-2900
111) Yahoo (hot jobs)	112) Userfriendly.org	113) Dice.com
1-877-HotJobs	130-8191 Westmnister Hwy Ste 716	"3 Park Ave, 33rd Flr"
	"Richmond, British Columbia"	"New York, NY 10016"
	"Canada, V6x"	212-725-6550
	604-940-3396	
114) Mediabistro.com	115) Talentzoo	116) LinkedIn.com
"494 Broadway, 4th Flr"	1736 Defor Pl.NW	1840 Embarcadero Rd
"New York, NY 10012"	"Atlanta, GA 30318"	"Palo Alto, CA 94303"
212-929-2588	404-607-1955	business@linkedin.com
117) Mandy	118) World at Work	
6 Lissenden Gardens	14040 N. Northsight Blvd	
London NWS 1LX England	"Scottsdale, AZ 85262"	
44(0)-207-482-8820	480-951-9191	
office@mandy.com	www.worldatwork.com	

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, 2005 - November 20, 2006

Menu Category

1-A) **National Association of Latino Independent Producers (NALIP)**

NALIP is a professional organization that consists of latino producers from the college level to professional media. This is an annual conference for producers to participate

- in seminars, learn new strategies and to sharpen their skills for the new media market. WGBH producers moderated a panel on documentary programming, participated on a writing panel and maintained a recruitment and information booth for the several hundred participants. The event was in March 2006 in Long Beach, CA.
- 4-A) WGBH National Productions implemented and hosted the PBS/CPB Producers Workshop in June 2006, 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.
- 4-B) **Sisters In Development**
This local organization is dedicated to cultivating women of color in the field of fundraising and development. Human Resources Business Partner continues to attend evening events and provide access to their growing membership. We were able to participate in several events held in October 2006.
- 4-C) **National Black Programmers Consortium**
WGBH hosted the NBPC 'Technology NOW' conference in November 2006. This conference was funded by CPB and WGBH. The consortia function as developers, producers, and distributors of radio and television programming that appeals to diverse audiences and harnesses the creative talents of minority communities. The conference was a three day event where several hundreds attended to hear key speakers in the industry and participated in professional development seminars.
- 5-A) **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 throughout the college education. There are approximately 75 internship opportunities offered annually. (through calendar year 2006)
- 5-B) **Internship College Fairs**
WGBH participated in two Internship College Fairs at Emerson College. They were held in March and October 2006. Several employees attended from the different production units, such as Antiques Roadshow, NOVA and Childrens Programming. Many students attended to get information of our opportunities.
- 8-A) **WGBH Employee Training & Development Programs**
WGBH also provided four professional development and production information seminars throughout 2006 to increase employees' professional growth. Topics covered: Shooting Historical Recreations, Funding, Pitching Projects - Filmmakers in Residence, Accessible Media. There were five training classes offered; 'Effective Performance through Leadership'. There were approximately 40 mid to senior level managers that participated in the training.
- 9-A) **WGBH Mentoring Program**
WGBH has launched the fourth year for the Mentor program in September 2006 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 Director, Diversity Recruitment and Mentoring Program administers the program.
- 10-A) **Howard University**
A few producers along with an Human Resource Business

Partner attended Howard University for an all day presentation. They provided program critiques and on-site interviewing tips to an audience of approximately 50 students. Howard University is a historically Black College so the students were mostly minority.

11-A) WGBH has maintained the contact with The Resource Partnership, a private non-profit employer-managed membership organization committed to the successful employment of both individuals with disabilities and their employers. As part of its membership, WGBH participated in the Massachusetts Business Leadership Network, and is active in the monthly meetings. The HR Director and one other manager attended the annual Resource Partnership meeting in September 2006. The title of the event was 'Open Doors to Opportunity'.

11-B) **Northeast Human Resources Association**
WGBH co-sponsored the annual diversity conference on February 7, 2006. A recruitment and information booth was displayed to assist participants of our job opportunities. It was well attended and WGBH outreach to a new audience of participants.

Metcalf Fellows Program

This is a fellowship program that funded by the National Science Foundation. WGBH is currently hosting two metcalf fellows; one in NOVA and one in radio program 'The World'. This program affords talented, energetic, young minority journalists a foot in the door by gaining valuable experience at hosting organizations such as WGBH.

Careers at WGBH

Join Our Team

Faces of WGBH

Workplace Culture

Nurturing a Diverse Workplace

WGBH in the Community

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