

EEO PUBLIC FILE REPORT
 For
 WBUR-FM, WBUA-FM and WBUR-AM
 December 1, 2012 through November 30, 2013

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website: www.bu.edu/hr/jobs
 In addition, notices of full-time job openings are posted on the WBUR website: www.WBUR.org

Mailing Address:
 WBUR
 890 Commonwealth Avenue
 Boston, MA 02215

Telephone Number: 617-353-0909
Contact Person: Jean Wong
E-mail Address: Jwong@bu.edu

| <u>Job Title</u> | <u>Total Interviewed</u> | <u>Interviewees Source of Referral</u> | <u>Recruitment Sources Utilized for interviewees from Attachment A</u> |
|-------------------------------------|--------------------------|---|--|
| Coordinator, Sr, Payroll & A/P | 14 | BU Website; WBUR Website; internal referral; internal applicant | #43; #44; #45 |
| Technician II, Broadcast Rec | 2 | internal applicant | #43 and #44 |
| Producer, Assoc, Radio Boston | 1 | temporary employee | #1 through #44 |
| Producer, Assoc, On Point | 4 | BU Website; WBUR Website; outreach; internal applicants | #1 through #44 |
| Producer, Assoc, On Point | 14 | BU Website; WBUR Website; internal applicants; outside referral | #1 through #44 |
| Co-Host, Noon | 1 | outreach; outside referral; previous intern | #48 |
| Producer, Assoc. , Here & Now | 6 | BU Website; WBUR Website; outreach | #1 through #44 |
| Producer, Assoc, Here & Now | 1 | outreach | #1 through #44 |
| Staff Assistant III | 10 | BU Website; WBUR Website; internal referral | #1 through #44 |
| Mgr, Fundraising & Direct Marketing | 3 | outside referral; internal applicant | #1 through #44 |
| Associate, Marketing Membership | 23 | BU Website; WBUR Website | #1 through #44; #47 |
| Writer, Sr., News | 4 | BU Website; WBUR Website; outreach; internal applicant | #43 and #44 |
| Reporter II | 9 | BU Website; WBUR Website; outside referral; outreach | #1 through #44 |
| Producer, Field | 1 | temporary employee | #1 through #44 |
| Sr. Correspondent | 4 | outreach; outside referral | #1 through #44 |
| Exec Dir of News Content | 8 | BU Website; WBUR Website; outreach; internal applicant | #1 through #44; #46 |
| Writer, Sr., News | 3 | BU Website; WBUR Website; internal applicant | #43 and #44 |
| Admin, Nat'l Pgm | 13 | BU Website; WBUR Website | #1 through #44 |
| Producer, Social Media | 2 | internal referral | #1 through #44; #46 |
| Reporter II, Digital | 3 | BU Website; WBUR Website; outside referral | #1 through #44 |

**WBUR
EEO PUBLIC FILE REPORT
Attachment A**

Recruitment Sources used for Full-Time Job Openings

- 1 Action for Boston Community Development
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcencia Jackson
HR@bostonabcd.org
- 2 American Women in Radio & Television
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3290
www.AWRT.org
- 3 Asian American Journalists Assoc.
5 Third Street, Suite 1108
San Francisco, CA 94103
National@aaaja.org
Contact: Kathy Chow, Executive Director
415-346-2051
www.aaaja.org
- 4 Assoc of Fundraising Professionals
389 Main St, Suite 202
Malden, MA 02148
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon
- 5 Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905
- 6 BlackVoices.com
Tribune Towers
435 N. Michigan Ave
Chicago, IL 60611
312-222-4326
www.blackvoices.com
- 7 Career Collaborative, Inc.
77 Summer Street, 11th Floor
Boston, MA 02111
Attn: Mary Leviner, Employment Associate
(617) 424-6616
www.careercollaborative.org
- 8 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cpaboston.org
- 9 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwomanmanhattanchapter@yahoo.com
- 10 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger
- 11 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region
- 12 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacc.com
- 13 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org
- 14 Latino Professional Network
P.O. Box 960601
Boston, MA 02196-0601
p. 617-247-1818
f. 781-341-3810
Contact: Rick Colon
www.lpn.org

**WBUR
EEO PUBLIC FILE REPORT
Attachment A**

15 Massachusetts Broadcasters Assoc.
43 Riverside Ave.
PMB 401
Medford, MA 02155
800-471-1875
www.massbroadcasters.org

16 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com

17 National Assoc. of Asian American Professionals
NAAAP-Boston
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
www.naapboston.org

18 National Assoc. of Black Journalists-Boston Chapter
c/o Robin Washington
The Boston Globe
One Herald Square
Boston, MA
617-619-6666

19 National Association of Black Journalists
UNIVERSITY OF MARYLAND
8701-A Adelpia Road
Adelphia, MD 20783-1716
301-445-7100
fax 301-445-7101

20 National Assoc of Black Journalists
Executive Plaza
11350 McCormick Road, Suite 101
Hunt Valley, MD 21031

21 National Assoc of Hispanic Journalists
Hugo Balta, President
1050 Connecticut Ave NW, 10th Floor
Washington, DC 20036
202-662-7145
www.nahj.org

22 Nat'l Assoc. of Minority Media Executives
Toni Laws, Executive Director
7950 Jones Branch Drive
McLean, VA 22107
p. 1-888-968-7658
f. 703-854-7181
www.namme.org

23 National Council of Negro Women, Bos Chapter
c/o Barbara Robinson
PO Box 2804
Woburn, MA 01888-1404
978-535-7415

24 National Multicultural Institute
3000 Connecticut Ave NW, Suite 438
Washington, DC 20008
p. 202-483-0700
f. 202-483-5233
Contact: Kelly Reid, Program Manager
www.nmci.org

25 Native American Journalist Assoc
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201
405-325-9008
Contact: Jeff Harjo, Executive Director
www.naja.com

26 North of Boston Convention & Visitors Bureau
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.org

27 Operation A.B.L.E of Greater Boston
131 Tremont Street, Suite 301
Boston, MA 02111-1336
617-542-4180
Contact: Susan Jepson
Sjebson@operationable.net

28 The Partnership, Inc.
155 Seaport Blvd., 11th Floor
Boston, MA 02210
Attn: Suzanne Wilkins, Director Pgm Services
p. 617-262-2828
f. 617-988-6157
thepartnershipinc.org

**WBUR
EEO PUBLIC FILE REPORT
Attachment A**

- 29 Public Media Business Association
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3292
www.pmbaonline.org
- 30 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
www.ulem.org
- 31 Urban League of Rhode Island
246 Prairie Avenue
Providence, RI
401-351-5000
Contact: Louie King
- 32 Women in Development of Greater Boston
5 Wilson Ave.
Belmont, MA 02478
617-489-6777
Megan Panek, President
www.widgb.org
- 33 National Association of Colleges
and Employers
62 Highland Ave.
Bethlehem, PA 18017-9085
- 34 Commonwealth Compact
McCormack Graduate School of
Policy & Global Studies - Umass Boston
100 Morrissey Blvd
Boston, MA 02125
Attn: Tara DeSisto, Lead Project Manager
617-287-5511
- 35 Boston College
Office of Career Services
38 Commonwealth Ave.
Chestnut Hill, MA 02467
Attn: Roger Woolsey
- 36 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586
Contact: Matt Cardin
careers@emerson.edu
- 37 Emmanuel College
Office of Internships & Career Development
400 The Fenway
Boston, MA 02115
p. 617-735-9975
f. 617-264-7695
e. weilerbr.emmanuel.edu
Brie Weiler, Career Advisor
- 38 Mount Holyoke College
Career Development Center
50 College Street
South Hadley, MA 01075
413-538-2080
www.mtholyoke.edu/cdc
- 39 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.edu
- 40 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu
- 41 Suffolk University Career Services & Cooperative
8 Ashbuton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu
- 42 University of Massachusetts at Boston
Office of Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393
Contact: Mary Mahoney
617-287-5525
www.careers@umb.edu

WBUR
EEO PUBLIC FILE REPORT
Attachment A

43 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml

44 WBUR Website
www.wbur.org

45 Boston.craigslist.org
<http://boston.craigslist.org/>

46 Journalism Jobs
510-653-1521
<http://www.journalismjobs.com>

47 JobTarget, LLC
Dept CH 16743
Palatine, IL 60055-6743
860-437-5700

48 WBUR
Committee to Hire Radio Boston Co-Host
WBUR
890 Commonwealth Ave
Boston, MA 02215

ATTACHMENT B

MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

| Type of Activity | Description |
|--|--|
| <p>Internship Program</p> | <p>WBUR offers internship opportunities with the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston and internships in Digital Media. A total of 42 interns participated in the program during the Spring, Summer and Fall 2013 semesters.</p> |
| <p>Employee Training Program for personal and professional development</p> | <p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Get Trained." This training program offers work, health, and life series and professional development workshops to all employees. This integrated and unified series of workshops is offered through a collaborative effort of the University Training Group, which is comprised of staff from departments throughout the Boston University.</p> <p>The Office of Information Services and Technology offers free tutorials in computing to the Boston University community. These short, noncredit tutorials range from introductions to Pine and the UNIX operating system to in-depth sessions on popular application software packages such as Microsoft Word, Excel, and FileMaker Pro. Most tutorials feature hands-on training.</p> <p>In the Spring and Fall of 2013, WBUR participated in Boston University's "Getting Trained Series" and offered a rare behind-the-scenes tour of WBUR and its' news gathering and program operations. Participants were able to see a broadcast studio and learn about the technical equipment and production facilities of a radio station.</p> |
| <p>Participation in job banks and Career Fair</p> | <p>Boston University is a member of the Boston Consortium a group of 14 Boston colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. Boston University is part of the Boston Consortium's diversity outreach efforts which includes posting positions in 38 publications and hosting 4 job fairs a year.</p> <p>Thomas Bagarella, Manager of Employment and Training is Boston University's active member in the Boston Consortium.</p> <p>WBUR is a member of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p> |
| <p>Workshops and Conventions</p> | <p>It is the practice for all the WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>Attend regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</p> <p>South by Southwest conference (SXSW) conference in Austin, Texas on 3/4-3/7/2013.</p> <p>Public Media Business Association (PMBA) held in Washington DC on 6/1-6/3/2013.</p> |

ATTACHMENT B

MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

| Type of Activity | Description |
|--|---|
| <p>~Continued~ Workshops and Conventions</p> | <p>Public Radio Development and Marketing conference (PRDMC) held in Atlanta 7/9-7/11/13.</p> <p>Public Radio Program Directors Association (PRPD) conference held in Atlanta on 9/17-9/19/13.</p> <p>Online News Association (ONA) held in Atlanta 10/17-10/19/2013.</p> |
| <p>Other Activities</p> | <p>In WBUR's Managing Director of News & Programming, served on a panel with many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for their individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>WBUR and Boston University are members of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p> <p>Keith Woods, NPR's Vice President for Diversity in News and Operations and Carol Fulp, CEO of The Partnership, led a discussion on diversity with WBUR senior management on 11/29/13</p> <p>Carol Fulp, CEO of The Partnership, presented on diversity to WBUR's Board of Overseers, Executive Advisory Council and senior management on 1/16/2013. The topic: "Leading With Difference" and reflecting on the benefits and necessities of having diverse talent in our organizations.</p> <p>Next Generation Radio Project Manager Doug Mitchell spoke at WBUR's stationwide staff meeting on building a more diverse workforce in public radio on 2/6/2013.</p> <p>Matt Thompson, NPR's "codeswitch" editor presented to WBUR's Executive Advisory Board and Board of Overseers on 10/23/2013 on NPR's "Code Switch" a digital project that addresses overlapping themes of race, ethnicity and culture and how this plays out in the lives and communities, and how all of this is shifting.</p> |

Agencies Requesting Notification of Job Vacancies

| <u>Date Request Received</u> | <u>Name of Organization</u> | <u>Contact Person</u> | <u>Title</u> | <u>Street</u> | <u>City</u> | <u>State & Zip</u> |
|------------------------------|-----------------------------|-----------------------|--------------------------------|---|-------------|------------------------|
| 1/1/20/2012 | Commonwealth Compact | Tara DeSisto | Technical Lead Project Manager | McCormack Graduate School of Policy & Global Studies - Umass Boston 100 Morrissey Blvd | Boston | MA 02125 |