

Note: Multiple attempts were made to file the WNEU/WBTS 2015-16 Annual EEO Report in WNEU's electronic public inspection file on December 1, 2016. Each attempt resulted in server error messages, including a "504 code" and an "invalid JSON response." A Help Case (ID# HD0000002888644) was then generated the same day. On December 5, 2016, we received a response from the FCC Licensing Support Center indicating that there had been an issue with the site which had been corrected as of the date of their message. We were further requested to advise them of any additional problems.

This filing is our attempt to refile the WNEU/WBTS 2015-16 Annual EEO Report originally filed on December 1, 2016.

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Account Executive

Date Job Filled: 03/10/2016

Recruitment Source

That Referred

Ultimate Hire: Referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Employee Referral	42 3 rd Ave. Burlington, MA 01803	James Arroyave – Talent Acquisition Recruiter	954-622-6839	no
Linkedin	Linkedin.com	James Arroyave	954-622-6839	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	954-622-6839	no
Indeed	Indeed.com	James Arroyave	954-622-6839	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Executive Producer

Date Job Filled: 01/26/2016

Recruitment Source

That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	James Arroyave	954-622-6839	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	954-622-6839	no
Indeed	Indeed.com	James Arroyave	954-622-6839	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Sales Assistant

Date Job Filled: 1/11/2016

Recruitment Source
That Referred

Ultimate Hire: NBCUNI Careers website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	James Arroyave	954-622-6839	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	954-622-6839	no
Indeed	Indeed.com	James Arroyave	954-622-6839	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Multi Media Journalist

Date Job Filled: 04/18/2016

Recruitment Source
That Referred

Ultimate Hire: Internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	James Arroyave	954-622-6839	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	954-622-6839	no
Indeed	Indeed.com	James Arroyave	954-622-6839	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Sports Anchor

Date Job Filled: 04/08/2016

Recruitment Source

That Referred

Ultimate Hire: internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	James Arroyave	954-622-6839	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	954-622-6839	no
Indeed	Indeed.com	James Arroyave	954-622-6839	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WNEU

Job Title: Topical News Writer/Producer/Editor

Date Job Filled: 10/6/2016

Recruitment Source

That Referred

Ultimate Hire: NBCUNI Careers Website

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	James Arroyave	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	James Arroyave	617-893-1071	no
Indeed	Indeed.com	James Arroyave	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Production Specialist

Date Job Filled: 11/3/2016

Recruitment Source

That Referred

Ultimate Hire: employee referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No
Employee Referral	160 Wells Ave. Newton, MA 02459	Scott Kessler		no

RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)

Station: WBTS

Job Title: Assistant Director

Date Job Filled: 11/03/2016

Recruitment Source
That Referred

Ultimate Hire: internal

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Research Director

Date Job Filled: 9/14/2016

Recruitment Source

That Referred

Ultimate Hire: intercompany transfer

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Photographer

Date Job Filled: 9/19/2016

Recruitment Source

That Referred

Ultimate Hire: referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No
Employee referral	160 Wells Ave	Frank Holland	617-630-5000	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Reporter

Date Job Filled: 10/10/2016

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: PT Writer

Date Job Filled: 10/3/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Production Specialist

Date Job Filled: 9/30/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Production Specialist

Date Job Filled: 9/30/2016

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Investigative Producer

Date Job Filled: 9/30/2016

Recruitment Source
That Referred

Ultimate Hire: employee referral

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No
Employee Referral	160 Wells Ave.	Karen Hensel	617-630-5000	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Web Producer

Date Job Filled: 10/24/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Photographer

Date Job Filled: 10/12/2016

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Editor/Shooter

Date Job Filled: 10/17/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Traffic Coordinator

Date Job Filled: 10/24/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Photographer

Date Job Filled: 11/2/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: PT Writer

Date Job Filled: 11/17/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEED)

**JOB VACANCY
RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)**

Station: WBTS

Job Title: Production Specialist

Date Job Filled: 11/17/2016

Recruitment Source

That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

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RECRUITMENT SOURCE DATA FORM
(To Be Attached to Annual Public File EEO Report)

Station: WBTS

Job Title: Managing Editor

Date Job Filled: 10/28/2016

Recruitment Source
That Referred

Ultimate Hire: nbcunicareers

Name of Recruitment Source	Address of Recruitment Source	Contact Person	Telephone	Has this source requested notices?
Linkedin	Linkedin.com	Scott Kessler	617-893-1071	no
Nbcunicareers.com	http://www.nbcunicareers.com/	Scott Kessler	617-893-1071	no
Indeed	Indeed.com	Scott Kessler	617-893-1071	no
Emerson College	120 Boylston St. Boston, MA 02116		617-824-8586	No

(ATTACH ADDITIONAL SHEETS AS NEEDED)

ANNUAL PUBLIC FILE EEO REPORT

(To be completed by each station or employment unit annually and posted in each station's online public inspection file and on each station's web site)

Call Sign of Station(s):

WNEU/WBTS

1. List all full-time job vacancies filled by any station covered by this report during the past year.

Account Executive - WNEU
Executive Producer- WNEU
Sales Assistant- WNEU
Multi Media Journalist - WNEU
Sports Anchor- WNEU
Topical News Writer/ Producer/ Editor-WNEU
Research Director – WBTS
Photographer – WBTS
Reporter- WBTS
PT Writer – WBTS
Production Specialist – WBTS
Production Specialist – WBTS
Investigative Producer – WBTS
Web Producer – WBTS
Photographer – WBTS
Editor/Shooter – WBTS
Photographer – WBTS
Production Specialist – WBTS
Assistant Director – WBTS
Traffic Coordinator – WBTS
Production Specialist - WBTS
PT Writer – WBTS
Managing Editor - WBTS

2. For each vacancy listed, attach to this report the relevant and completed Recruitment Source Data Form. See attached.
3. In total, how many interviewees did the station (or station group) interview for all the full-time job vacancies identified in response to Question 1?

4. In total, how many persons interviewed by the station for any of the above-listed job vacancies were referred to the station from each of the recruitment sources used by the station? Please provide this information in matrix form.

Name of Recruitment Source	Total Number of Interviewees Referred During Year
Nbcunicareers.com	27
Internal	8
Employee Referral	7
Online Advertising	11
Social Media	3
Other	12

5. Please summarize the employment unit's broad outreach initiatives during the past year. Please identify each initiative in which the station substantially participated; the date(s) of each initiative; the names and titles of the station personnel who participated in each initiative; and a short summary of the nature and extent of the station's participation in each initiative.

1. WNEU Telemundo Boston and WBTS NBC Boston Internship Program

The stations continue to participate in an Internship Program throughout each semester. This dynamic elite program identifies qualified students to experience building newscasts and participating in learning the news media business in the Boston English and Hispanic Language Markets. We have a total of 5-7 interns each semester working in a variety of functions within the stations.

2. El Mundo Boston Latino Career Expo March 2016 Boston, MA

Attended by Kate Minichiello, HR Manager and Emily Leung, this career fair event was sponsored by the local Hispanic Newspaper, El Mundo

3. Friday October 2016 El Mundo Annual Breakfast Boston, MA

A special celebration which honors the celebration of Hispanic Heritage Month; a large number of professionals from the Boston community participate on this yearly event.

4. Emerson College Recruitment Career Fair October 2016

Kate Minichiello and Emily Leung participated in this local college effort to reach local recent college graduates. This is an opportunity to speak to both current college students and early career individuals who are interested in a career in broadcast journalism and other media and communications fields.

5. Southern New Hampshire University Recruitment Career Fair October 4, 2016

Kate Minichiello and Scott Kessler participated in this local college effort to reach local recent college graduates. This is an opportunity to speak to both current college students and early career individuals who are interested in a career in broadcast journalism and other media, business and communications fields.

6. Equal Employment Opportunity Training.

All Station employees, including management, are required to attend a course designed to prevent harassment and discrimination. Training is offered to ensure 100% participation.

7. Internal Skills Enhancement Programs.

Employees of the Station are provided with training and development opportunities designed to enhance their ability to assume positions of greater responsibility. Various programs are provided via external vendors and internal NBCU sponsored programs. During this last reporting period, Station employees participated in the following development courses: JUMP, PIVOT, LEAD; all leadership development courses facilitated by NBCU's training team. In addition, online courses on a variety of topics are available to all employees. Courses include: Negotiation Skills, Time Management, Team Building, Goal Setting, Project Management, Communication Skills and Conflict Management.

NBCUNIVERSAL OWNED STATIONS GROUP IS AN EQUAL OPPORTUNITY EMPLOYER