

WCVB-TV
EEO PUBLIC FILE REPORT
November 25, 2014 - December 1, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Operating Technician and Lighting Director Open Date: 10/8/2014 Hire Date: 2/9/2015	2-3, 5, 9, 11-14, 16-18, 21-23, 25, 27-28, 30, 32-33, 37-39, 41, 43-47, 49-50	23
News Photographer/News Editor/Truck Engineer Open Date: 11/21/2014 Hire Date: 3/2/2015	2-5, 8-9, 11-14, 16-18, 20, 22-23, 27-28, 30, 32-33, 37-39, 41, 43-47, 49-50	23
Assignment Editor Open Date: 11/21/2014 Hire Date: 12/29/2014	2-6, 8-9, 11-14, 16-18, 20, 22, 27-28, 30, 32-33, 36-39, 41, 43-47, 49-50	17
Program Administrator Open Date: 12/10/2014 Hire Date: 1/29/2015	2-6, 8-9, 11-16, 18, 20, 22-25, 27-28, 30, 32-33, 36-39, 41, 43-47, 49-50	25
Production Coordinator Open Date: 12/11/2014 Hire Date: 1/5/2015	1-6, 8-9, 11-18, 20, 22, 25, 27-28, 30, 32-33, 36-39, 41, 43-47, 49-50	17
Senior Promotion Producer Open Date: 1/26/2015 Hire Date: 9/14/2015	1-6, 8-9, 11-16, 18-22, 27-28, 30, 32-33, 36-39, 41, 43-47, 49-50	19
Engineering Maintenance Technician Open Date: 2/13/2015 Hire Date: 10/5/2015	2-4, 8-9, 11-16, 18, 20-22, 25, 27-28, 30, 32-34, 37-47, 49-50	40
Director of Programming and Communications Open Date: 3/10/2015 Hire Date: 4/7/2015	1-6, 9, 11-18, 20, 22-23, 25, 27-28, 30, 32-33, 36-41, 43-50	40
Multi-platform Account Executive Open Date: 3/20/2015 Hire Date: 8/17/2015	1-6, 8-9, 11-16, 18, 20-22, 27-28, 30, 32-33, 36-39, 41, 43-50	21
News Photographer/News Editor/Truck Engineer Open Date: 4/2/2015 Hire Date: 5/31/2015	2-6, 8-9, 11-18, 20-22, 27-28, 30-33, 37-39, 41-50	17
National Sales Assistant Open Date: 4/21/2015 Hire Date: 5/8/2015	1-6, 8-9, 11-16, 18, 20-22, 25, 27-28, 30, 32-33, 36-39, 41-50	21
Multi-platform Account Executive Open Date: 5/14/2015 Hire Date: 6/8/2015	1-6, 8-18, 20, 22, 27-28, 30, 32-33, 36-50	10
Multiplatform General Assignment Reporter Open Date: 5/14/2015 Hire Date: 9/1/2015	2-6, 8-9, 11-18, 20-22, 27-28, 30, 32-33, 36-39, 41-50	17
News Photographer/News Editor/Truck Engineer Open Date: 5/14/2015 Hire Date: 8/17/2015	2-6, 8-9, 11-18, 20-22, 27-28, 30, 32-33, 36-39, 41-50	21

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Building Facilities Manager Open Date: 6/5/2015 Hire Date: 8/31/2015	2-5, 8-9, 11-14, 16-18, 20, 22, 25, 27-28, 30, 32-33, 35, 37-39, 41-50	35
News Photographer/News Editor/Truck Engineer Open Date: 7/9/2015 Hire Date: 9/6/2015	2-6, 8-9, 11-18, 20, 22, 25, 27-28, 30, 32-33, 36-39, 41-50	17
Senior Promotion Producer Open Date: 7/9/2015 Hire Date: 9/23/2015	1-6, 8-9, 11-20, 22, 25, 27-30, 32-33, 36-39, 41-50	17
News Photographer/News Editor/Truck Engineer Open Date: 7/9/2015 Hire Date: 9/6/2015	2-6, 8-9, 11-18, 20, 22, 26-28, 30, 32-33, 36-39, 41-50	17
Newscast Producer Open Date: 7/9/2015 Hire Date: 9/8/2015	2-6, 8-9, 11-18, 20, 22-23, 27-28, 30, 32-33, 36-39, 41-50	17
Technical Operator Open Date: 7/29/2015 Hire Date: 10/19/2015	1-6, 8-9, 11-18, 21-22, 25, 27-28, 30, 32-33, 36-39, 41-50	17
Digital Client Services Manager Open Date: 9/14/2015 Hire Date: 10/26/2015	1-6, 8-14, 16-18, 22, 27-30, 32-33, 36-39, 41-50	10
Newscast Producer Open Date: 9/24/2015 Hire Date: 10/26/2015	2-9, 11-18, 21-23, 26-28, 30, 32-33, 36-39, 41-50	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	1
2	ABCD, Inc 178 Tremont St Boston, Massachusetts Phone : 617-269-5160 ext 133 Url : http://www.bostonabcd.org Email : chan.la@bostonabcd.org Fax : 1-617-423-7693 Chan Lah	N	1
3	American Council on Education One Dupont Circle NW Washington, District of Columbia 20036 Phone : 202 -939-9300 Url : http://www.ace.nche.edu Email : Phyllis_goodwin@ace.nche.edu Phyllis Goodwin	N	0
4	Asian American Civic Association 87 Tyler St 5th Floor Boston, Massachusetts Phone : 617 426-9492 ext 218 Url : http://aaca-boston.org/site/ Email : info@aaca-boston.org Fax : 1-617-482-2316 Erica MacDonald	N	0
5	Asian American Journalist Assoc-New England Chapter Massachusetts Phone : 781-433-4217 Url : http://www.aajane.org Email : newengland.aaja@gmail.com Susan Choi	N	0
6	Asian American Journalists Association 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 ext 103 Url : http://www.aaja.org Thuy-Tu Tran Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
8	Boston University One Silber Way Boston, Massachusetts Phone : 617 353 5862 Url : http://www.bu.edu Heather Reghitto Manual Posting	N	1
9	Broadcast Compliance Service 1700 Rockville Pike Rockville, Maryland 20852 Phone : 301-998-6136 Email : feigj@BCS-ok.com Career Services	N	0
10	Broadcasting and Cable 225 Wyman Street Waltham, Massachusetts Phone : 877-334-7629 Url : http://www.broadcastingcable.com/ Kristin Parker Manual Posting	N	2
11	Cardinal Cushing Spanish Ctr 76 Union Park St Boston, Massachusetts 02118 Phone : 617-542-9292 Email : shelley_rieman@ccab.org Elizabeth Zweig	N	0
12	Career Collaborative, Inc 77 Summer Street 11th Floor Boston, Massachusetts 02110 Phone : 617-424-6616 Url : http://www.careercollaborative.org Email : info@careercollaborative.org Fax : 1-617-424-6614 Jean August	N	0

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13	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Phone : 704-348-8000 Email : htv.careers@hearst.com HTV Careers	N	52
14	Collective Talent California Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
15	Connecticut School of Broadcasting 73 TV Place Needham, Massachusetts 02494 Phone : 781-559-0005 Url : http://www.gocsb.com/ Email : ecarey@gocsb.com Edward Carey	N	0
16	Crittention Women's Union One Washington Mall Boston, Massachusetts 02108 Phone : 617-259-2900 Url : http://www.liveworkthrive.org Email : mames@liveworkthrive.org Michael Ames	N	0
17	Current Employee	N	26
18	Department of Veterans Affairs VR&E 810 Vermont Ave NW Washington, District of Columbia 20420 Phone : 202-273-5400 Email : ellen.shaw-peterson@va.gov Ellen Shaw	N	0
19	Dolan Media Management 3 N Court St #1 Frederick, Maryland 21701 Phone : (301) 668-1511 Tom Dolan Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Emma L. Bowen Foundation 300 New Jersey Ave N.W. Suite 700 Washington, District of Columbia 20001 Phone : 202-524-6409 Url : http://www.cb.com Email : Phylis.eagle-oldson@nbcuni.com Fax : 1-202-524-6411 Phylis Eagle-Oldson	N	0
21	Employee Referral	N	17
22	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
23	Former Employee	N	6
24	Former Employee Referral	N	1
25	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : . Url : www.indeed.com Career Services Manual Posting	N	28
26	JournalismJobs.com . Bay Area, California Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Career Services Manual Posting	N	2
27	King & Bishop 275 Wyman St #110 Waltham, Massachusetts 02451 Phone : 617-797-6741 Url : http://www.kingbishop.com/ Email : nfay@kingbishop.com Fax : 1-781-890-1082 Neal Fay	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Latin American Student Organization, NorthEastern University Massachusetts Phone : 617-373-5845 Url : http://www.neu.edu.org Email : lasovpexternal@gmail.com Fax : 1-617-373-7888 Jessica Vasquez	N	0
29	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Phone : (650) 687-3600 Career Services Manual Posting	N	3
30	Massachusetts Rehabilitation Commission One Ashburton Place 11th Floor Boston, Massachusetts Phone : 617-204-3600 Url : http://www.mass.gov.com Email : paula.santagati@state.ma.us Paula Santagait	N	0
31	Media Bistro 475 Park Avenue South 4th Floor New York, New York 10016 Phone : 212-547-7893 Url : http://www.mediabistro.com/employers/account.asp Recruiter . Manual Posting	N	1
32	Media Line PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com/ Email : medialine@medialine.com Mark Shilstone	N	0
33	Merrimack College 315 Turnpike St North Andover, Massachusetts Phone : 978-837-5000 x3427 Url : http://www.merrimack.edu.org Email : keohanr@merrimack.edu Fax : 1-978-837-5247 Robert Keohan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	MetroBostonJobs.com . Boston, Massachusetts Phone : 800-984-3775 Url : http://www.metrobostonjobs.com/ Career Services Manual Posting	N	1
35	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : (978) 461-8000 Url : http://www.monster.com/ Career Services Manual Posting	N	1
36	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Url : http://www.nahj.org Corp Recruiter Manual Posting	N	0
37	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 3101 Phone : 603-627-9600 Url : http://nhab.org/ Email : info@nhab.org Fax : 1-603-627-9603 Anne Shea Jordan Walton	N	0
38	New Hampshire Employment Security 300 Hanover Street Manchester, New Hampshire Phone : 603-656-6551 Url : http://www.nh.gov/nhes Email : arlene.a.murphy@nhes.nh.gov Fax : 1-603-627-7982 Arlene Murphy	N	0
39	NLGJA 1420 K Street NW Suite 910 Washington, District of Columbia 20005 Email : info@nlcja.org Bach Polakowski	N	0

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40	Non-Employee Referral	N	4
41	North of Boston Convention & Visitors Bureau P.O Box 5193 Salisbury, Massachusetts Phone : 978-465-6555 Url : http://www.northboston.org Email : kristina@northofboston.org Kristina Smith	N	0
42	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	4
43	South Asian Journalist Association Massachusetts Url : http://www.sree.com Email : secretary@saja.org Shefali Kulkarni	N	0
44	The Links, Inc 1200 Massachusetts Ave NW Washington, District of Columbia 20005 Phone : 202-842-8686 Url : http://www.linksinc.com Email : danny.levy@att.net Fax : 1-202-842-4020 Joyce Lowe	N	0
45	The Partnership 155 Seaport Blvd 13th Floor Boston, Massachusetts Phone : 617-262-2828 Url : http://www.thepartnershipinc.org Email : info@thepartnershipinc.org Employer Relations	N	0
46	Triangle, Inc 420 Pearle St #5 Malden, Massachusetts Phone : 781-388-4320 Url : http://www.triangle-inc.org/ Email : dmuldoon@triangle-inc.org Debbie Muldoon	N	0

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47	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	2
48	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
49	Unity First 682 Sumner Ave Springfield, Massachusetts Phone : 413-221-7931 Url : http://www.unityfirst.com Email : tfondon@unityfirst.com Janine Fondon	N	0
50	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, Massachusetts Phone : 617-442-4519 Url : http://www.ulem.org Email : acervin@ulem.org Fax : 1-617-442-0562 Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			155

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/2/2014	Participation in events or programs sponsored by educational institutions	Mass Bay Technology Internship Program Event. Opportunity to personally connect with and recruit talented technical students for the spring and summer semesters. This event allowed students to interview for both full-time or part-time technical positions along with internships.	2	Human Resources IT Manager	0.25
2	1/1/2015	Establishment of an intern program designed to assist members of the community	Cityline Internship-WCVB-TV offers Cityline internships each year for minority students. In 2015 Nicole Derosiers, Cityline producer, mentored 3 students.	1	Producer	1.00
3	1/1/2015	Listing of each upper-level category opening in a job bank or newsletter	All job vacancy notifications are sent to media trade groups whose membership includes substantial participation by women and minorities including the following: National Association of Asian American Journalist-New England Chapter, Delta Sigma Theta Society, ABCD, American Council of Education, AAJA, Asian American Civic Association, National Association of Hispanic Journalists, and Southern Asian Journalist Association.	1	Human Resources	1.00
4	1/2/2015	Establishment of an intern program designed to assist members of the community	WCVB Internship Program-We offer over 15 different internships in various departments where employees mentor students. There is an internship coordinator along with department coordinators overseeing the program.	6	Human Resources Tech. Administrator Cityline Producer News Edit Manager	1.00
5	1/23/2015	Participation in events or programs sponsored by educational institutions	Boston College Internship Fair. This was an opportunity to personally connect and recruit talented students in a job fair/career fair setting for the spring and summer 2015 semesters. This event allowed recruiters to screen many interested students representing all majors and career interests.	2	Administrator- Technical Producer-Cityline	0.25

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6	2/24/2015	Participation in Job Fairs	Endicott Career/Internship Fair Opportunity to personally connect with and recruit talented students for the spring and summer semesters or part-time positions. Held each spring, features area employers and allows students & alumni to speak directly with employers. Over 80 vendors attended this internship fair which also gave a opportunity to meet with representatives from each club/organization for possible speaking engagement opportunities or recruitment as well.	1	Administrator-Technical	0.25
7	2/25/2015	Participation in events or programs sponsored by educational institutions	Emerson College Spring 2015 Internship Fair. Opportunity to personally connect and recruit talented students for the spring and summer internships.	1	Administrator - Technical	0.25
8	2/25/2015	Participation in Job Fairs	Boston University Job Fair for college of communications. Over 250 students majoring in advertising, public relations, print and broadcast journalism, film and television, communication research and general communications participated in this job fair looking for internships or job opportunities in the field of broadcasting.	1	Producer Cityline	0.25
9	3/1/2015	Participation in scholarship programs	Massachusetts Broadcaster Association sponsors The Student Scholarship toward pursuing a degree in a broadcasting field. WCVB-TV participates in the screening of the applications/raking of the finalist to help determine which deserving students will be awarded a scholarship. WCVB is ready, willing, and able to respond to potential applicant inquires about the scholarship program. We aired a PSA and internally emailed the application to all our interns. WCVB hosted the presentation of the awards and a tour of the station along with donating to the scholarship program.	2	President/GM Executive Assistant	1.00

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10	3/18/2015	Participation in events or programs sponsored by educational institutions	Stonehill College Spring Job and Internship Expo. Opportunity to personally connect with and recruit talented students for the summer internship program. We posted our internships in "Career Connection" prior to event so students we able to research and prepare before meeting us at this event.	2	Administrator Technical Producer-Cityline	0.25
11	3/25/2015	Participation in events or programs sponsored by educational institutions	Rodger Williams University- Annual Spring Career Fair. Included a networking lunch with members of the RWU Community along with a career fair for students, alumni and community members. This was an opportunity to meet and connect with the community and students for internships and job opportunities.	2	Producer-Cityline Unit Manager Chronicle	0.25
12	4/1/2015	Participation in Job Fairs	Bridgewater State University Internship and Job Fair. Bridgewater Alumni were also invited to attend. Opportunity to personally connect with and recruit talented students for Summer and Fall semesters. There were many alumni here seeking job opportunities.	2	Administrator - Technical Producer-Cityline	0.25
13	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer	0.25
14	4/22/2015	Participation in events sponsored by community groups	Mass Broadcasters Job Fair. Many radio and Television stations in the state of Massachusetts participate. This event affords the opportunity to meet with new and experienced broadcasters searching for career opportunities in broadcasting. Met with college students majoring in broadcasting and looking for internship opportunities.	2	Administrator- Technical Producer-Cityline	0.25

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15	4/23/2015	Participation in events or programs sponsored by educational institutions	Mass Bay Technology Internship Program-Speed Interviewing Event. Opportunity to connect with students who have state-of-the-art, workforce-ready technical skills. Employers sit at tables and interview students for 7 minutes. This was a chance to interview approximately 9-10 students with the expertise required for our technical internships.	2	Adminisrator - Technical IT manager	0.25
16	6/17/2015	Participation in scholarship programs	Kirby Perkins A Plus Scholarship Fund in memory of the late WCVB Kirby Perkins who started the segment A-Plus on WCVB's newscast. Candy Altman & Phil Chin are the Trustees. WCVB airs news pieces about 20 times per year profiling A Plus students. Scholarship recipients are selected from the pool. 4-6 scholarships are awarded each year. Award ceremony is held at WCVB and checks are presented by Bill Fine.	3	President & GM VP Corp. News Regional Account Mgr.	1.00
17	9/17/2015	Participation in events or programs sponsored by educational institutions	Boston College Business Career Expo. This event featured an intentional focus on organizations seeking student for full-time positions and internship opportunities. This was a chance to personally connect with students seeking internships for the spring and summer internships. Majors included marketing, information technology, communications, and business.	2	Producer-Cityline Unit Manager	0.25
18	9/18/2015	Participation in events sponsored by community groups	RTDNA Conference/Awards/Career. Dinner & conference. NAHJ National Association of Hispanic Journalist joined the conference this year. This was attended by Andrew Vrees, our News Director who discussed job opportunitiws and career advancement at WCVB-TV/Hearst, and the broadcast industry.	1	News Director	0.25

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19	10/1/2015	Participation in Job Fairs	Bridgewater State University Internship and Job Fair. Bridgewater Alumni were also invited to attend. Opportunity to personally connect with and recruit talented students for Summer and Fall semesters. There were many alumni here seeking job opportunities. This was attended by over 350 candidates networking and making contacts with over 60 organizations.	1	Administrator- Technical Producer-Cityline	0.25
20	10/15/2015	Participation in events or programs sponsored by educational institutions	Quinnipiac University School of Business & Communications sponsored a Women in Business and Media Brunch. Students were invited to receive special mentoring and networking with people in the field. A Career Fair followed this brunch allowing the opportunity to personally connect with students interested in internships.	1	Producer-Cityline	0.25
21	10/28/2015	Participation in events or programs sponsored by educational institutions	Emerson College Fall Internship Fair. Opportunity to personally connect and recruit talented students for the spring and summer internships.	1	Administrator- Technical	0.25
22	10/28/2015	Participation in events or programs sponsored by educational institutions	Rodger Williams College sponsored a Media Panel. Nicole Dersoiers attended. Nicole spoke about careers in broadcasting, journalism, and WCVB's internship program. Students from the society of Professional Journalist attended this event.	1	Producer Cityline	0.25
23	11/4/2015	Participation in events or programs sponsored by educational institutions	Boston University COM Career/Internship Fair. Opportunity to meet and connect with talented College of Communications students at Boston University seeking internships for both spring and summer.	2	Administrator- Technical Producer-Cityline	0.25

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24	11/8/2015	Participation in events sponsored by community groups	The Asian American Journalist Association had teamed up with the National Association of Black Journalist (Boston Chapter) sponsoring a resume workshop for members hunting for jobs and internships programs. Sangita Chandra attended offering resume critique, job hunting techniques, how to write a cover letter, networking, interview skills and information on how to dress for success.	1	Producer-Chronicle	0.25
TOTAL POINTS OVER REPORTING PERIOD:						9.75