

EEO PUBLIC FILE REPORT 2017

ANNUAL EEO Public File Report for WHDH, Boston, MA and WLVI, Cambridge, MA (12/1/16-11/30/17)

EEO Recruitment Outreach

Any reference to WHDH or WHDH-TV also refers to WLVI as well.

Job vacancies, which were filled within the reporting period, are listed with information on the sources utilized for recruitment. The list identifies the sources utilized for each position, the recruitment source of the hiree and the number of persons interviewed from each source.

All of the sources listed below in the "Agency Mailing List" received notices for all of the job vacancies filled during the preceding year. Specifically, WHDH sent mailings biweekly to these agencies announcing all job opportunities at WHDH and inviting interested applicants to submit resumes, view the latest job and internship opportunities on our website, etc.

In addition, several of the vacancies specify "ADS" in the "Recruiting Sources" column. "ADS" is a general term for WHDH's external advertising of open positions. Unlike those sources listed in the "Agency Mailing List," these ADS sources, which are listed separately below, are only utilized for certain vacancies. With respect to each vacancy filled during the preceding year, the particular ADS source(s) is/are separately listed in the "Recruiting Sources" column.

All open positions also are posted on the stations' websites, www.whdh.com, www.wlvi.com, along with internship information. The Massachusetts Division of Unemployment Assistance accesses these sites to update its job data bank.

All employment notices and advertisements or listings indicate that WHDH is an equal opportunity employer.

Outreach Initiatives (12/1/16-11/30/17)

1. Human Resources for WHDH-TV attended Emerson College's 2017 Spring Internship and Career Fair on March 23, 2017. Current students learned about career and internship opportunities currently available at the station.
2. Human Resources for WHDH-TV attended Boston University's Fall Career Fair on October 18, 2017. This career fair included an opportunity to meet with current and future job prospects for our stations and discuss current job openings and internship opportunities available.

3. WHDH-TV hosted a student from 6/26/17 – 8/18/17 as part of the Mayor's Summer Jobs Program/MA Work-Based Learning Program in collaboration with Boston Private Industry Council (PIC Program). This student worked in several different departments throughout the station in order to gain an overall understanding of the broadcast/communications industry and our organization specifically.
4. Program Services department conducted 19 station tours for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry.
5. Human Resources Manager hosted students at WHDH for college internships during 3 semesters- Spring, Summer and Fall 2017. WHDH had a total of 54 interns from a variety of colleges listed below. Each intern attended an orientation at the start of his or her semester. Internships are advertised with mailings to local colleges and by posting all on our website at all times.

Student Interns during reporting period were from the following colleges:

College/University	# Students
American University	1
Boston College	1
Boston University	6
Bridgewater State College	6
Brigham Youth University	1
Clemson University	1
Elon University	1
Emerson College	6
Emmanuel College	1
Fitchburg State College	2
Fisher College	1
Framingham State College	1
Keene State College	1
Lassel College	1
Lyndon State College	1
Marist College	1
Merrimack College	1
New York University	1
North Shore Community College	1
Northeastern University	2
Roger Williams University	1
Secton Hall University	1

Suffolk University	4
University of Colorado	1
University of Connecticut	1
University of Maryland	1
University of Massachusetts	8
TOTAL	54

AGENCY MAILING LIST

ABCD Employment and Training
 Attn: Harold Mezoff (617) 348-6401
 178 Tremont Street
 Boston, MA 02111

Ad Club Foundation
 Attn: Molly Sullivan (617) 262-1100
 22 Batterymarch Street
 Boston, MA 02109-4812

Asian American Civic Association
 Attn: Ivy Mah (617) 426-9492
 87 Tyler Street, 5th Floor
 Boston, MA 02111

Boston Globe
 Attn: Business Section, Larry Edelman (617) 929-3045
 P.O. Box 55819
 Boston, MA 02205

Boston NAACP
 Attn: Human Resources (617) 427-9494
 330 Martin Luther King BLVD
 Roxbury, MA 02119

Cambridge Employment Programs
 Attn: Josh Foley (617) 349-6200
 51 Inman Street
 Cambridge, MA 02139

Community Team Work Inc.
 Attn: Lisa Wholey (978) 459-0551
 155 Merrimack Street

Lowell, MA 01852

Crittenton Women's Union
Attn: Elyse Pipitone (617) 259-2900
One Washington Mall 3rd Fl
Boston, MA 02108

EDGE Publications, Inc.
Attn: HR Dept. (617) 422-0707
434 Massachusetts Ave
Suite 501
Boston, MA 02118

Emerson College
Attn: Career Services, Carol Spector (617) 824-8586
216 Tremont Street
Boston, MA 02116

Emmanuel College
Attn: Career Services, Maureen Asburn (617) 735-9930
400 The Fenway
Boston, MA 02115

Enable Inc.
Attn: Wendy Moran (781) 828-4770
605 Neponset St.
Canton, MA 02121

Greater Lawrence Community Action
Council Attn: HR Dept. (978) 681-4900
305 Essex Street
Lawrence, MA 01840

La Alianza
Attn: Marisol Amaya-Aluigi (617) 427-7175
1000 Massachusetts Ave. # 101
Boston, MA 02118

Lesley University
Career Resource Center
Attn: Shayna Silva (617) 349-8550
29 Everett St.
Cambridge, MA 02138

N.A.A.C.P Brockton Branch
Attn: Miles Jackson (508) 587-0502

P.O. Box 1535,
Brockton, MA 02303

NAHJ
Attn: Career Center (888) 281-9066
1050 Connecticut Ave NW FI 10
Washington, DC 20036-5334

New England Institute of Art
Attn: Tai Irwin (800) 903-4425
10 Brookline Place West
Brookline, MA 02445

New England Institute of Technology
Career Services
Attn: Kathleen Dohoney (401) 739-5000
One New England Tech Blvd.
East Greenwich, RI 02818-1205

Salem State University
Attn: Stephen Maser (978) 542-6797
352 Lafayette Street
Salem, MA 01970

Urban League of MA
Attn: Darnell Williams (617) 442-4519
88 Warren St.
Roxbury, MA 02119

Wentworth Career Center
Wentworth Hall, # 3
Attn: Robbin Beauchamp (617) 989-4112
550 Huntington Avenue
Boston, MA 02115

Youth Build Cambridge
Attn: Career Counselor (617) 242-1460
1175 Cambridge Street.
Cambridge, MA 02139

ADS SOURCES

Monster.com – 3 interviewees from this source

LinkedIn.com – 16 interviewees from this source

TVjobs.com

TVNewscheck.com

Local Universities including:

Boston University/www.joinhandshake.com

Boston College/www.joinhandshake.com

Emerson College/Emerson.edu

Bates College/www.joinhandshake.com

Stonehill College/www.joinhandshake.com

Suffolk University/www.joinhandshake.com

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If your organization would like to receive job vacancy notices from WHDH-TV, please send us your Name, address, telephone number, e-mail address, fax number and contact person to the following address:

Dawn Eggleston at deggleston@whdh.com, Human Resources Manager

ANNUAL EEO PUBLIC FILE REPORT WHDH BOSTON, MA and WLVI, CAMBRIDGE, MA

12/01/2016-11/30/2017

JOB #	JOB TITLE	RECRUITING SOURCES	NUMBER OF REFERRALS PER SOURCE	NUMBER INTER-VIEWED PER SOURCE	HIRE SOURCE
3612	Producer	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN/SCHOOL ADS-tvjobs.com	11 1	2 1	website
3615	Writer	WHDH WEBSITE INTERNAL POSTINGS AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN	4 1	4 1	website
3620	Associate Director/Stage Mngr	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS SCHOOL/FORMER INTERN EMPLOYEE REFERRAL	3 10	3 7	internal posting
3621	Assignment Editor	INTERNAL POSTINGS WHDH WEBSITE	1 11	1 2	website

		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN				
		ADS-tvjobs.com, Monster.com, Journalismjobs.com	2			
		EMPLOYEE REFERRAL				
3622	Account Executive	WHDH WEBSITE	2			
		INTERNAL POSTINGS		1		internal posting
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN				
		EMPLOYEE REFERRAL				
		ADS-tvjobs.com, LinkedIn.com	48			
3623	Writer	WHDH WEBSITE	17	3		website
		INTERNAL POSTINGS	1	1		
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
3629	Sales Assistant	WHDH WEBSITE	6			
		INTERNAL POSTINGS				
		AGENCY MAILINGS				
		AGENT REFERRAL				
		ADS-tvjobs.com, LinkedIn.com, Boston University, Boston College	122	7		
		EMPLOYEE REFERRAL	1	1		employee referral
3633	Anchor/Reporter	WHDH WEBSITE	4			
		INTERNAL POSTINGS				
		EMPLOYEE REFERRAL				
		AGENCY MAILINGS				
		AGENT	4	4		agent
3634	Reporter	INTERNAL POSTINGS				

		WHDH WEBSITE	16		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		AGENT	5	5	agent
3635	Sales Assistant	INTERNAL POSTINGS			
		WHDH WEBSITE	12		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		FORMER INTERN	1	1	
		ADS-tvjobs.com, LinkedIn.com, Boston University, Boston College, Monster.com	159	7	LinkedIn
3637	Assignment Editor	INTERNAL POSTINGS			
		WHDH WEBSITE	37	3	website
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		ADS-Monster.com, tvjobs.com	13		
3640	Producer	INTERNAL POSTINGS			
		WHDH WEBSITE	5	2	website/recruiter
		AGENCY MAILINGS			
		FORMER EMPLOYEE			
		AGENT REFERRAL			
3646	Senior Help Desk Specialist	INTERNAL POSTINGS	1	1	
		WHDH WEBSITE	10	4	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		ADS-Monster.com, tvjobs.com	106	3	Monster.com

3647	Director of Admin and Fianance	INTERNAL POSTINGS WHDH WEBSITE	7	2	
		EMPLOYEE REFERRAL	2	2	employee referral
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		ADS-Monster.com, TVNewscheck.com			
3650	Sales Assistant	INTERNAL POSTINGS			
		EMPLOYEE REFERRAL	3	3	employee referral
		WHDH WEBSITE	9	3	
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		ADS- LinkedIn.com, tvjobs.com, Boston University, Boston College	66	2	
3653	Graphic Designer	INTERNAL POSTINGS			
		WHDH WEBSITE	1	1	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		SCHOOL/FORMER INTERN			
3656	Traffic Assistant	INTERNAL POSTINGS			
		WHDH WEBSITE	3		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	employee referral
		ADS-Linkedin.com, tvjobs.com, Boston College, Stonehill College, Bates College	21	2	

