

EEO PUBLIC FILE REPORT 2019

ANNUAL EEO Public File Report for WHDH, Boston, MA and WLVI, Cambridge, MA (12/1/18-11/30/19)

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 (12/1/18-11/30/19)

1. Human Resources for WHDH-TV attended Emerson College’s 2019 Spring Internship and Career Fair on March 13, 2019. Current students learned about career and internship opportunities currently available at the station.
2. Human Resources for WHDH-TV attended Emerson College’s Fall Internship Fair on September 19, 2019. Current students learned about career and internship opportunities currently available at the station.

3. Human Resources Manager attended National Association of Black Journalists (NABJ) August 7-11, 2019 in Aventura, Florida. 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.
4. Program Services department conducted 15 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 2019. WHDH had a total of 46 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:

2019 Intern Totals	
College/University	Amount
Bentley University	1
Boston College	1
Boston University	3
Bridgewater State University	2
Bryant University	1
Coastal Carolina University	1
Curry College	1
Emerson	10
Emmanuel	1
Endicott	2
Franklin Pierce	1
Holy Cross	1
Las Positas College	1
Loyola University	1
Merrimack College	1
Providence College	1
Salem State	1
Salve Regina	1
Springfield College	1
Suffolk University	5
Stonehill College	1
Syracuse University	1
Quinnipiac University	1
University of New Hampshire	2

University of Massachusetts	2
University of Massachusetts - Lowell	1
Wheaton College	1
Total	46

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: Jasmine Huang (617) 426-9492
 87 Tyler Street, 5th Floor
 Boston, MA 02111

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

EMPath
 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

Lesley University
Career Resource Center
Attn: Laryssa Feliciano (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

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

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

ADS SOURCES

Monster.com

LinkedIn.com – 31 interviewees from this source

Journalismjobs.com

Indeed.com – 7 interviewees from this source

TV Newscheck.com

Mediabistro.com

Tvjobs.com

Spotsndots.com

Investigative Reporters and Editors (IRE)

Local Universities including:

Boston University/www.joinhandshake.com

Emerson College/Emerson.edu

Bates College/www.joinhandshake.com

Stonehill College/www.joinhandshake.com

Suffolk University/www.joinhandshake.com

Salem State University/www.joinhandshake.com

Simmons College/www.joinhandshake.com

Bates College/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

12/01/2018-11/30/2019

JOB #	JOB TITLE	RECRUITING SOURCES	NUMBER OF REFERRALS PER SOURCE	NUMBER INTER-VIEWED PER SOURCE	HIRE SOURCE
3745	Sales Account Executive/New Business	WHDH WEBSITE INTERNAL POSTINGS AGENCY MAILINGS SCHOOL/FORMER INTERN EMPLOYEE REFERRAL	1 1 1 1	1 1	
		ADS-LinkedIn, Monster, Spotsndots.com, handshake.com-Boston University, Suffolk University, Salem State University, Bates College, Simmons College, Stonehill College	144	3	LinkedIn
3748	Traffic Assistant	WHDH WEBSITE INTERNAL POSTINGS AGENCY MAILINGS AGENT REFERRAL EMPLOYEE REFERRAL	189	6	website

		ADS-LinkedIn, Monster, handshake.com-Boston Univeristy, Suffolk University, Salem State University, Bates College, Simmons College, Stonehill College				
3749	Producer	WHDH WEBSITE	17			
		INTERNAL POSTINGS				
		EMPLOYEE REFERRAL	1	1		employee referral
		AGENCY MAILINGS				
		ADS-LinkedIn, tvjobs	1	1		
3751	Vizrt Supervisor	WHDH WEBSITE	26			
		INTERNAL POSTINGS	1	1		internal candidate
		EMPLOYEE REFERRAL				
		AGENCY MAILINGS				
		ADS-LinkedIn, Monster, Indeed, tvjobs, TV Newscheck, Motionographer.com				
3753	Graphics Operator- Vizrt	INTERNAL POSTINGS	1	1		internal candidate
		WHDH WEBSITE				
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1		
		AGENT				
		SCHOOL/FORMER INTERN				
		ADS-LinkedIn, Monster, Indeed, tvjobs, TV Newscheck				
3755	Anchor/Reporter	INTERNAL POSTINGS	10			
		WHDH WEBSITE				

		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		AGENT REFERRALS	2	2		agent referral
		ADS-tvjobs.com				
3757	New Media Manager	INTERNAL POSTINGS				
		WHDH WEBSITE	10			
		AGENCY MAILINGS				
		FORMER EMPLOYEE				
		AGENT REFERRAL				
		ADS-LinkedIn, Monster, Spotsndots.com, TV Newscheck, handshake.com-Boston Univeristy, Suffolk University, Salem State University, Bates College, Simmons College, Stonehill College	6	6		LinkedIn
3758	Anchor/Reporter	INTERNAL POSTINGS				
		WHDH WEBSITE	9	1		
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		AGENT REFERRALS	1	1		agent referral
		ADS-tvjobs.com				
3765	Sales Assistant	INTERNAL POSTINGS				
		WHDH WEBSITE	80	2		
		EMPLOYEE REFERRAL				
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN	1	1		former intern

		ADS-LinkedIn, Spotsndots.com, handshake.com-Boston Univeristy, Suffolk University, Salem State University, Bates College, Simmons College, Stonehill College	1	1		
3766	Sports Producer	INTERNAL POSTINGS				
		EMPLOYEE REFERRAL	1	1		
		WHDH WEBSITE	22	1		
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN	1	1		former intern
	Accounts Payable Coordinator	INTERNAL POSTINGS		1		
3769		WHDH WEBSITE	1	1		
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		SCHOOL/FORMER INTERN				
		ADS- LinkedIn.com, Indeed, Monster, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College	252	6		Indeed.com
3770	Sales Assistant	INTERNAL POSTINGS				
		WHDH WEBSITE	68	2		
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1		employee referral

		ADS- LinkedIn.com, tvjobs.com, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College	6	6		
	Sales Account Executive	INTERNAL POSTINGS				
		WHDH WEBSITE	45			
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL		1		employee referral
		ADS- LinkedIn.com, spots n dots, tvjobs.com, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College		3		
	Social Media Producer	INTERNAL POSTINGS				
3783		EMPLOYEE REFERRAL	1	1		
		WHDH WEBSITE				
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN				
		ADS-journalismjobs.com, LinkedIn, Indeed, Monster	155	4		Indeed.com
3784	Sales Assistant	INTERNAL POSTINGS	1	1		
		EMPLOYEE REFERRAL				
		WHDH WEBSITE				
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN				

		ADS- LinkedIn.com, tyjobs.com, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College	21	2	LinkedIn
3786	Investigative Reporter	INTERNAL POSTINGS			
		EMPLOYEE REFERRAL			
		WHDH WEBSITE	12		
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		AGENT REFERRALS	1	1	agent referral
		ADS-journalismjobs.com, tyjobs.com, IRE.com			
3790	Account Executive	INTERNAL POSTINGS			
		EMPLOYEE REFERRAL			
		WHDH WEBSITE			
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		ADS- LinkedIn.com, tyjobs.com, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College	25	3	LinkedIn
3798	Payroll Coordinator	INTERNAL POSTINGS			
		EMPLOYEE REFERRAL			
		WHDH WEBSITE			
		AGENCY MAILINGS			

		SCHOOL/FORMER INTERN				
		ADS-LinkedIn, Indeed, Monster	31	3	3	LinkedIn
3799	FT Videotape Coordinator	INTERNAL POSTINGS		1	1	internal candidate
		EMPLOYEE REFERRAL		1	1	
		WHDH WEBSITE	28	2	2	
		AGENCY MAILINGS				
		SCHOOL/FORMER INTERN				
		ADS- LinkedIn.com, tvjobs.com, handshake.com- Boston University, Boston College, Salem State University, Simmons College, Bates College, Stonehill College				