

EEO PUBLIC FILE REPORT 2021

ANNUAL EEO Public File Report for WHDH, Boston, MA and WLVI, Cambridge, MA (12/1/20-11/30/21)

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 (12/1/20-11/30/21)

1. Human Resources for WHDH-TV attended Massachusetts College of Liberal Arts Fall Internship and Career Fair (Virtual) on October 21, 2021. Current students learned about career and internship opportunities currently available at the station.
2. Human Resources for WHDH-TV attended Boston University’s 2021 Fall Internship and Career Fair (Virtual) on October 22, 2021. Current students learned about career and internship opportunities currently available at the station.

3. Program Services department conducts station tours for numerous schools, organizations, and civic groups to give them a behind-the-scenes look at the broadcast industry. As of March 2020, station tours have been suspended due to the Covid-19 Pandemic. We hope to resume tours in 2022.
4. Human Resources Manager hosts students at WHDH for college internships during 3 semesters-Spring/Summer/Fall. Students come from a variety of colleges. Each intern attends 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. As of March 2020, our internship program has been suspended due to the Covid-19 Pandemic. We hope to resume this program in 2022.

AGENCY MAILING LIST

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

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
308 Congress St.
Boston, MA 02210

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

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

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

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

Lesley University
Career Resource Center
Attn: Jessica Courtney (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: Career Services (978) 542-6797
352 Lafayette Street
Salem, MA 01970

Urban League of MA
Attn: William Watkins (617) 442-4519

88 Warren St.
Roxbury, MA 02119

Youth Build Cambridge
Attn: Career Counselor (617) 492-1460
1175 Cambridge Street.
Cambridge, MA 02139

ADS SOURCES

LinkedIn.com - 2 Interviewees from this source

Indeed.com – 4 Interviewees from this source

Tvjobs.com

Showbizjobs.com

JournalismJobs.com

TV News Check.com

Handshake.com-Local Universities including:

Boston University/www.joinhandshake.com

Emerson College/Emerson.edu

Emmanuel College/Emmanuel.edu/HireSaints

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

12/01/2020-11/30/2021

JOB #	JOB TITLE	RECRUITING SOURCES	NUMBER OF REFERRALS PER SOURCE	NUMBER INTERVIEWED PER SOURCE	HIRE SOURCE
3831	Producer-Special Projects	WHDH WEBSITE	2		
		INTERNAL POSTINGS	1	1	internal
		AGENCY MAILINGS			
		SCHOOL/FORMER INTERN			
		EMPLOYEE REFERRAL			
		ADS- tvjobs.com, showbizjobs.com			
3832	Anchor-Weekday	WHDH WEBSITE	35	1	
		INTERNAL POSTINGS	1	1	internal
		AGENCY MAILINGS			
		AGENT REFERRAL			
		SCHOOL/FORMER INTERN			
		EMPLOYEE REFERRAL			
		ADS- showbizjobs.com, tvjobs.com	4		
3835	Producer	WHDH WEBSITE	14	2	website
		INTERNAL POSTINGS			
		EMPLOYEE REFERRAL			
		AGENCY MAILINGS			

		AGENT REFERRAL	1	1	
		ADS- showbizjobs.com, tvjobs.com, Journalismjobs.com, LinkedIn.com	16	1	
3844	Senior Help Desk Specialist	WHDH WEBSITE	3	1	
		INTERNAL POSTINGS			
		EMPLOYEE REFERRAL			
		AGENCY MAILINGS			
		ADS- showbizjobs.com, tvjobs.com, Indeed.com	46	6	ADS- Indeed.com
3846	Videotape Coordinator	INTERNAL POSTINGS	2	2	internal
		WHDH WEBSITE	12	3	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		SCHOOL/FORMER INTERN			
		ADS-tvjobs.com			
3847	Associate Director/Stage Manager	INTERNAL POSTINGS			
		WHDH WEBSITE	3	3	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			

3850	Anchor-Weekend	INTERNAL POSTINGS			
		WHDH WEBSITE	13	1	
		AGENCY MAILINGS			
		FORMER EMPLOYEE	1	1	former employee
		AGENT REFERRAL			
		ADS-showbizjobs.com, tvjobs.com	2		
3851	Assignment Editor	INTERNAL POSTINGS			
		WHDH WEBSITE	20		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	employee referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
3852	Traffic Assistant	INTERNAL POSTINGS	1	1	
		WHDH WEBSITE	11		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	employee referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake.com	20		
3853	Senior Help Desk Specialist	INTERNAL POSTINGS			
		WHDH WEBSITE	1	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			

		ADS-tvjobs.com, Indeed.com	6	6	ADS- Indeed.com
3855	Producer-Sports	INTERNAL POSTINGS			
		WHDH WEBSITE	16	3	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	employee referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	1		
3856	Associate Director/Stage Manager	INTERNAL POSTINGS			
		WHDH WEBSITE	4	3	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	2		
3857	Technician-Studio	INTERNAL POSTINGS			
		WHDH WEBSITE	3		
		AGENCY MAILINGS	1	1	
		EMPLOYEE REFERRAL	2	2	employee referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	1		
3858	Reporter	INTERNAL POSTINGS			
		WHDH WEBSITE	51	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			

		FORMER INTERN			
		AGENT REFERRAL	3	3	agent referral
		ADS-tvjobs.com, showbizjobs.com	7		
3859	Reporter	INTERNAL POSTINGS			
		WHDH WEBSITE	51		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		AGENT REFERRAL	4	4	agent referral
		ADS-tvjobs.com, showbizjobs.com	7		
3860	Senior Help Desk Specialist	INTERNAL POSTINGS			
		WHDH WEBSITE	1	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, Indeed.com	24	3	ADS-Indeed.com
3864	Director of Engineering	INTERNAL POSTINGS	5	5	internal
		WHDH WEBSITE	7	3	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		FORMER INTERN			
		ADS-tvjobs.com, LinkedIn.com, Indeed.com, TV News Check	5		

3865	Videotape Coordinator	INTERNAL POSTINGS	1	1	
		WHDH WEBSITE	2	4	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake.com	5		
3869	Senior Help Desk Specialist	INTERNAL POSTINGS			
		WHDH WEBSITE	2		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1		
		FORMER INTERN			
		ADS-tvjobs.com, Indeed.com	35	3	ADS-Indeed.com
3870	Writer	INTERNAL POSTINGS	1	1	internal
		WHDH WEBSITE	27	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake.com	34		
3872	Graphic Designer	INTERNAL POSTINGS	1	1	internal
		WHDH WEBSITE	2		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			

		ADS-tvjobs.com, showbizjobs.com	1		
3873	Producer	INTERNAL POSTINGS			
		WHDH WEBSITE	2	2	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	2		
3875	Graphic Designer	INTERNAL POSTINGS			
		WHDH WEBSITE			
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	employee referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
3878	Associate Director/Stage Manager	INTERNAL POSTINGS	1	1	
		WHDH WEBSITE	4	4	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
3879	Technician- Maintenance	INTERNAL POSTINGS	1	1	
		WHDH WEBSITE			
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	

		FORMER INTERN			
		ADS-tvjobs.com	1	1	Indeed
3881	Local Sales Coordinator	INTERNAL POSTINGS			
		WHDH WEBSITE	5	4	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	1	1	ADS-LinkedIn
3885	Account Executive	INTERNAL POSTINGS			
		WHDH WEBSITE	2		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	employee referral
		FORMER INTERN	1	1	
		ADS-tvjobs.com, showbizjobs.com			
3887	Graphic Designer	INTERNAL POSTINGS			
		WHDH WEBSITE	3	3	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
3896	Graphics Operator-Vizrt	INTERNAL POSTINGS	1		
		WHDH WEBSITE	1		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	employee referral
		FORMER INTERN			

		ADS-tvjobs.com, showbizjobs.com			