

## **EEO PUBLIC FILE REPORT 2022**

### **ANNUAL EEO Public File Report for WHDH, Boston, MA and WLVI, Cambridge, MA (12/1/21-11/30/22)**

#### **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](http://www.whdh.com), [www.wlvi.com](http://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 (12/1/21-11/30/22)**

1. Human Resources for WHDH-TV attended Emerson College Career Café (Virtual) on October 26, 2022. Current students learned about career and internship opportunities currently available at the station and answered questions from students pertaining to the broadcast industry.
2. Human Resources for WHDH-TV attended Massachusetts College of Liberal Arts Fall Internship and Career Fair (Virtual) on October 20, 2022. Current students learned about career and internship opportunities currently available at the station.

3. Human Resources representative for WHDH-TV attended Boston University's 2022 Fall Internship and Career Fair (in person) on October 19, 2022. Current students learned about career and internship opportunities currently available at the station.
4. Human Resources representative for WHDH-TV attended Massachusetts's Broadcasters Association's Career Fair (Virtual) the week of September 12-16, 2022.
5. 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 2023.
6. 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. We had a total of 2 interns, both from Northeastern's Co-Op program.

### **AGENCY MAILING LIST**

ABCD Employment and Training  
Attn: Career Development  
178 Tremont Street  
Boston, MA 02111

UMass Boston  
Attn: Career Services and Internships  
Campus Center – 1<sup>st</sup> Floor – 1300 Street  
100 Morrissey Blvd  
Boston, MA 02125

Asian American Civic Association  
Attn: Employment Services  
87 Tyler Street, 5<sup>th</sup> Floor  
Boston, MA 02111

Boston NAACP  
Attn: Human Resources (617) 427-9494  
PO Box 301779  
Boston, MA 02130

Cambridge Employment Programs  
Attn: Human Services (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: Alicia Divers (617) 259-2900  
308 Congress St, 5<sup>th</sup> Floor  
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, Sarah Gallo (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. Administration  
Attn: Pamela Camara (781) 828-4770  
605 Neponset St.  
Canton, MA 02121

Lesley University  
Career Resource Center  
29 Everett St.  
Cambridge, MA 02138

N.A.A.C.P Brockton Branch  
Attn: Phyllis (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  
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

Suffolk University  
Attn: Morgan Brittney Austin  
73 Tremont Street  
Boston, MA 02108

### **ADS SOURCES**

LinkedIn.com 22 Interviewees from this source

Indeed.com – 15 Interviewees from this source

Tvjobs.com – 2 Interviewees from this source

Showbizjobs.com – 4 Interviewees from this source

JournalismJobs.com – 5 Interviewee from this source

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

\* \* \* \* \*

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](mailto:deggleston@whdh.com), Human Resources Manager



		ADS- showbizjobs.com, tvjobs.com, LinkedIn			
3914	Sales Coordinator	WHDH WEBSITE INTERNAL POSTINGS EMPLOYEE REFERRAL AGENCY MAILINGS	4		
		AGENT REFERRAL			
		ADS- showbizjobs.com, tvjobs.com, LinkedIn.com	6	5	LinkedIn
	Maintenance Technician	WHDH WEBSITE INTERNAL POSTINGS EMPLOYEE REFERRAL AGENCY MAILINGS ADS- showbizjobs.com, tvjobs.com, Indeed.com	1  1	1	internal

3921	Graphics Operator	INTERNAL POSTINGS WHDH WEBSITE	3		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	referral
		SCHOOL/FORMER INTERN			
		ADS-tvjobs.com			
		INTERNAL POSTINGS			
3922	Sales Coordinator	WHDH WEBSITE			
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, LinkedIn	4	4	LinkedIn
		INTERNAL POSTINGS	6	5	internal
3925	Photographer/Editor	WHDH WEBSITE	14		
		AGENCY MAILINGS			
		FORMER EMPLOYEE			
		AGENT REFERRAL			



		ADS- showbizjobs.com, tvjobs.com	2	2	
		INTERNAL POSTINGS			
3930	Producer	WHDH WEBSITE	19	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	former employee
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com	4	1	
		INTERNAL POSTINGS	1	1	internal
3933	Writer	WHDH WEBSITE	10		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake.com	5	1	
		INTERNAL POSTINGS			
3934	Writer	WHDH WEBSITE	10	1	
		AGENCY MAILINGS			

		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com,handshake	5	1		handshake
	Associate					
	Director/Stage Manager	INTERNAL POSTINGS	3	3		
3937		WHDH WEBSITE	11	5		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com				
		INTERNAL POSTINGS				
3939	Digital Journalist	WHDH WEBSITE	7	4		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, handshake, JournalismJobs.com	7	1		

3941	Writer	INTERNAL POSTINGS				
		WHDH WEBSITE	3	3		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com	1	1		
		INTERNAL POSTINGS				
3942	Digital Journalist	WHDH WEBSITE	22	11		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	2	2		
		FORMER INTERN				
		AGENT REFERRAL				
		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn, JournalismJobs.com	2	8		
3943	Producer-Sports	INTERNAL POSTINGS	1	1		internal
		WHDH WEBSITE	6	2		
		AGENCY MAILINGS				

		EMPLOYEE REFERRAL			
		FORMER INTERN			
		AGENT REFERRAL			
		ADS-tvjobs.com, showbizjobs.com			
		INTERNAL POSTINGS	1	1	internal
		WHDH WEBSITE	14		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
		INTERNAL POSTINGS	1	1	internal
		WHDH WEBSITE	2		
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake	1		
		INTERNAL POSTINGS			
3947	Graphic Designer	INTERNAL POSTINGS			

		WHDH WEBSITE				
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, LinkedIn	1	1	LinkedIn	
		INTERNAL POSTINGS				
		WHDH WEBSITE	1	1	internal	
		AGENCY MAILINGS	5			
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, LinkedIn	1			
		INTERNAL POSTINGS				
		WHDH WEBSITE	1			
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
3949	Executive Coordinator	INTERNAL POSTINGS				
		WHDH WEBSITE	1			
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				

		ADS-tvjobs.com, showbizjobs.com, handshake.com, LinkedIn	4	4	LinkedIn
		INTERNAL POSTINGS	4	4	internal
3950	Technician-TD/Audio	WHDH WEBSITE	5	1	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
		INTERNAL POSTINGS			
3952	Producer	WHDH WEBSITE	2	2	
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	referral
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com			
		Associate			
		Director/Stage Manager			
3957		INTERNAL POSTINGS	1	1	internal
		WHDH WEBSITE	11	1	
		AGENCY MAILINGS			

		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com	12			
		INTERNAL POSTINGS				
3958	Graphics Operator	INTERNAL POSTINGS	1	1	internal	
		WHDH WEBSITE	5			
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com	3			
		INTERNAL POSTINGS				
3959	Meteorologist-Wkind AM	INTERNAL POSTINGS				
		WHDH WEBSITE	11			
		AGENCY MAILINGS				
		AGENT	2	2	agent	
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com				
		INTERNAL POSTINGS				
3960	Writer	INTERNAL POSTINGS				
		WHDH WEBSITE	15	4		

		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1		former employee
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com	6			
		INTERNAL POSTINGS				
3961	Graphics Operator	WHDH WEBSITE	1	1		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com				
		INTERNAL POSTINGS				
3962	Senior Producer	WHDH WEBSITE	5	1		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1		
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com	2			
		INTERNAL POSTINGS				
3967	Traffic Coordinator	WHDH WEBSITE	3			



		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	1	1	
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn	4	2	LinkedIn
		INTERNAL POSTINGS	1	1	
3969	Tape Coordinator	WHDH WEBSITE	8	2	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL			
		FORMER INTERN			
		ADS-tvjobs.com, showbizjobs.com, handshake			
		INTERNAL POSTINGS			
3972	Digital Journalist	WHDH WEBSITE	16	9	website
		AGENCY MAILINGS			
		EMPLOYEE REFERRAL	2	2	
		FORMER INTERN			

		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn, JournalismJobs.com	26	6	
3976	Digital Journalist	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN	1	1	referral
		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn, JournalismJobs.com	2	2	
3983	Writer	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN	1 3	1 3	internal
		ADS-tvjobs.com, showbizjobs.com, handshake			

3991	Tape Coordinator	INTERNAL POSTINGS WHDH WEBSITE	1 3	1 3		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, handshake	1			
3995	Writer	INTERNAL POSTINGS WHDH WEBSITE	5	5		website
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, handshake				
3997	Assignment Editor	INTERNAL POSTINGS WHDH WEBSITE	1	1		internal
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				

		ADS-tvjobs.com, showbizjobs.com, handshake				
3999	Digital Journalist	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN	13   2		2	referral
		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn, JournalismJobs.com	4	3		
4005	Pre-Production Coordinator	INTERNAL POSTINGS WHDH WEBSITE AGENCY MAILINGS EMPLOYEE REFERRAL FORMER INTERN	8   1	4   1		website
		ADS-tvjobs.com, showbizjobs.com, handshake, LinkedIn				

4008	Systems Administrator	INTERNAL POSTINGS				
		WHDH WEBSITE				
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL				
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, LinkedIn, Indeed, Dice.com	6	6	Indeed	
		INTERNAL POSTINGS				
4010	Writer	WHDH WEBSITE	4	4		
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1	referral	
		FORMER INTERN				
		ADS-tvjobs.com, showbizjobs.com, handshake				
		INTERNAL POSTINGS				
4023	Tape Coordinator	WHDH WEBSITE	3	3	website	
		AGENCY MAILINGS				
		EMPLOYEE REFERRAL	1	1		
		FORMER INTERN				

		<b>ADS-tvjobs.com, showbizjobs.com, handshake</b>			
--	--	---	--	--	--