

EEO PUBLIC FILE REPORT 2024

ANNUAL EEO Public File Report for WHDH, Boston, MA and WLVI, Cambridge, MA (12/1/23-11/30/24)

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 monthly or as applicable 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 (12/1/23-11/30/24)

1. Human Resources representative for WHDH-TV attended the Quinnipiac University Career Connections Day (Virtual) on February 6, 2024. Current students learned about career and internship opportunities currently available at the station.
2. Human Resources representative for WHDH-TV attended Suffolk University’s (in person) Communication and Marketing Career Fair on February 15, 2024. Current students learned about career and internship opportunities currently

available at the station and answered questions from students pertaining to the broadcast industry.

3. Human Resources representative for WHDH-TV attended UMass Boston's Career Expo (in person) on March 6, 2024. Current students learned about career and internship opportunities currently available at the station and answered questions from students pertaining to the broadcast industry.
4. Human Resources representative for WHDH-TV attended Emmanuel College Communications and Marketing Event (in person) the evening of March 12, 2024. Current students learned about career and internship opportunities currently available at the station and answered questions from students pertaining to the broadcast industry.
5. Human Resources representative for WHDH-TV attended UMass Amherst's Media and PR Fair (Virtual) on March 28, 2024. Current students had the opportunity to learn about career and internship opportunities currently available at the station and answered questions from students pertaining to the broadcast industry.
6. Human Resources representative for WHDH-TV attended Emerson College (in person) Fall Career Fair on October 17, 2024. Current students had the opportunity to learn about career and internship opportunities currently available at the station and answered questions from students pertaining to the broadcast industry.
7. 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 23 interns over the course of these 3 semesters from the following schools in addition to 4 cooperative education students (co-op) from Northeastern University that were with us from January thru November of 2024. Cooperative education is a work-study program certain colleges offer. This program provides academic credit for structured work experience.

School Attended	# of Interns in 2024
Boston University	5
Emerson	2
Emmanuel College	1
Fitchburg State University	1
Georgetown	1
Keene State College	1
Merrimack College	1

Northeastern University	1
Penn State University	1
Santa Clara University	1
Southern New Hampshire University	2
Stonehill College	1
Suffolk University	1
UMass Boston	1
University of Hartford	1
University of South Carolina	1
Wesleyan University	1
	23

AGENCY MAILING LIST

ABCD Employment and Training
 Attn: Harold Mezzoff
 178 Tremont Street
 Boston, MA 02111

Ad Club Foundation
 Attn: Molly Sullivan
 22 Battery March St.
 Boston, MA 02109

Asian American Civic Association
 Attn: Jasmine Huang
 87 Tyler Street, 5th floor
 Boston, MA 02111

Cambridge Employment Programs
 Attn: Josh Foley
 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 Floor
Lowell, MA 01852

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 Ashburn (617) 735-9930
400 The Fenway
Boston, MA 02115

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

Greater Lawrence Community Action
Attn: HR Dept
305 Essex Street
Lawrence, MA 01840

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: Patricia Blakemore (401) 739-5000
One New England Tech Blvd.
East Greenwich, RI 02818-1205

Salem State University
Attn: Stephen Maser

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 Just-A-Start
Attn: Career Counselor (617) 492-1460
1175 Cambridge Street.
Cambridge, MA 02139

Lesley University
Attn: Alison Angell
23 Mellen Street, 4th floor
Cambridge, MA 02138

UMass Boston
Attn: Career Services
100 Morrissey Blvd.
Boston, MA 02125

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

ADS SOURCES

LinkedIn.com - 6 interviewees from this source

Indeed.com – 5 interviewees from this source

Ziprecruiter.com – 52 interviewees from this source

whdh.com – 32 interviewees from this source

Handshake.com – 13 interviewees from this source

Handshake.com-Local Universities including:
Assumption University/ www.joinhandshake.com
Bentley University/ www.joinhandshake.com
Boston University/www.joinhandshake.com
Brandeis University/ www.joinhandshake.com

College of the Holy Cross/ www.joinhandshake.com
Emerson College/Emerson.edu
Fitchburg State University/www.joinhandshake.com
Gordon College/ www.joinhandshake.com
Merrimack College/ www.joinhandshake.com
Nichols College/ www.joinhandshake.com
Northern Essex Community 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
St. Anselm College/www.joinhandshake.com
University of Massachusetts Boston/www.joinhandshake.com
Wellesley 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

Job#	Job Title	Recruiting Source	# Applicants per source	# Interviews per source	Hire Source
4120	Reporter	WHDH Website	14	1	Website
		Internal			
		Agency Mailings	4	3	
		School/Former Intern			
		Employee Referral	1		
		ADS-			
4123	Camera PT	Tvjobs.com/Showbizjobs.com/Indeed/Lin	3		
		kedin/Handshake/Ziprecruiter			
		WHDH Website	13	2	
		Internal			
		Agency Mailings	2		
		School/Former Intern			
4124	Technician	Employee Referral	3	1	Employee Referral
		ADS-			
		Tvjobs.com/Showbizjobs.com/Indeed/Lin	18		
		kedin/Handshake/Ziprecruiter			
		WHDH Website		1	
		Internal			
4127	Web Journalist	Agency Mailings			
		School/Former Intern			
		Employee Referral	1		
		ADS-			
		Tvjobs.com/Showbizjobs.com/Indeed/Lin			
		kedin/Handshake/Ziprecruiter		1	Ziprecruiter
4127	Web Journalist	WHDH Website	22	2	
		Internal			
		Agency Mailings			

4128 Traffic Assisant	School/Former Intern				
	Employee Referral				
	ADS-				6
	Tvjobs.com/Showbizjobs.com/Indeed/Lin	64			1
	kedin/Handshake/Ziprecruiter				
	WHDH Website	27		2	WHDH Website
4129 Network Specialist	Internal	1		1	
	Agency Mailings	1			
	School/Former Intern	1			
	Employee Referral	3			
	ADS-				
	Tvjobs.com/Showbizjobs.com/Indeed/Lin	63			
4132 Sales Coordinator	kedin/Handshake/Ziprecruiter				
	WHDH Website	1			
	Internal				
	Agency Mailings				
	School/Former Intern	1			
	Employee Referral				
4132 Sales Coordinator	ADS-				
	Tvjobs.com/Showbizjobs.com/Indeed/Lin	71		11	Ziprecruiter
	kedin/Handshake/Ziprecruiter				
	WHDH Website	67		11	
	Internal				
	Agency Mailings	4		4	
4132 Sales Coordinator	School/Former Intern				
	Employee Referral	11		7	Employee Referral
	ADS-				
4132 Sales Coordinator	Tvjobs.com/Showbizjobs.com/Indeed/Lin	230		40	
	kedin/Handshake/Ziprecruiter				

4133 Reporter	WHDH Website	6	1
	Internal		
	Agency Mailings School/Former Intern Employee Referral ADS- Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	2	1 Agency
4139 Sales Coordinator	WHDH Website	67	11
	Internal		
	Agency Mailings School/Former Intern	4	4
	Employee Referral ADS- Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	11	7 Employee Referral
		230	40
4140 Reporter	WHDH Website	26	
	Internal		
	Agency Mailings School/Former Intern Employee Referral ADS- Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	3	3 Agency
		7	1
		12	
4142 Sales Coordinator	WHDH Website	67	11
	Internal		
	Agency Mailings School/Former Intern	4	4

	Employee Referral	11	7 Employee Referral
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	230	40
4144 Assignment Editor	WHDH Website	15	1
	Internal		
	Agency Mailings		
	School/Former Intern		
	Employee Referral	1	
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	7	2 Handshake
4145 Master Control	WHDH Website	17	2 WHDH WEBSITE
	Internal	3	2
	Agency Mailings		
	School/Former Intern		
	Employee Referral	1	
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	23	1
4147 Payroll/HR Coordinator	WHDH Website	6	
	Internal		
	Agency Mailings		
	School/Former Intern	1	
	Employee Referral		
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	57	2 Ziprecruiter

4151 Traffic Assistant	WHDH Website	7	1
	Internal	1	
	Agency Mailings	1	
	School/Former Intern	1	
	Employee Referral	2	1 Referral
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	73	1
4152 Tape Coordinator	WHDH Website	13	3
	Internal		
	Agency Mailings		
	School/Former Intern		
	Employee Referral	1	
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	14	1 Handshake
4154 Executive Assistant	WHDH Website	22	
	Internal		
	Agency Mailings		
	School/Former Intern		
	Employee Referral	3	
	ADS-		
	Tvjobs.com/Showbizjobs.com/Indeed/Lin kedin/Handshake/Ziprecruiter	124	5 Ziprecruiter
4155 Videotape Coordinator	WHDH Website	11	5 WHDH Website
	Internal		
	Agency Mailings		
	School/Former Intern		
	Employee Referral		

ADS-

[Tvjobs.com/Showbizjobs.com/Indeed/Lin
kedin/Handshake/Ziprecruiter](https://www.tvjobs.com/Showbizjobs.com/Indeed/Lin
kedin/Handshake/Ziprecruiter)