

ANNUAL EEO PUBLIC FILE REPORT WHDH/WLVI-TV

12/01/2007-11/30/2008

JOB #	JOB TITLE	RECRUITING SOURCES	NUMBER OF REFERRALS PER SOURCE	NUMBER INTERVIEWED PER SOURCE	HIRE SOURCE		
1409	PT EDITOR/PHOTOGRAPHER (3)	INTERNAL POSTINGS	4	4	INTERNAL POSTING		
		WEBSITES	34		WEBSITE		
		EMPLOYEE REFERRAL	3	3	EMPLOYEE REFERRAL		
		ADS					
		AGENCY MAILINGS					
1666	PT VAN TECHNICIAN	INTERNAL POSTINGS	1	1	INTERNAL POSTING		
		WEBSITES	22				
		EMPLOYEE REFERRAL					
		ADS					
		AGENCY MAILINGS					
1739	PT ENGINEERING TECHNICIAN	EMPLOYEE REFERRAL	3	3	EMPLOYEE REFERRAL		
		WEBSITES	23				
		ADS					
		INTERNAL POSTINGS					
		AGENCY MAILINGS					
1988	LOCAL SALES ASSISTANT	INTERNAL POSTINGS	1	1	ADS		
		WEBSITES	9	2			
		ADS	1	1			
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
1989	PA	INTERNAL POSTINGS	1	1	EMPLOYEE REFERRAL		
		WEBSITES	5				
		ADS					

		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
1990	PT PA / VIDEO TAPE COORDINATOR	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	201	20			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
1991	AM WX PRODUCER	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	14				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
1992	ACCOUNT EXECUTIVE	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	12	3			
		ADS					
		EMPLOYEE REFERRALS	2	2			
		AGENCY MAILINGS					
1994	NETWORK SPECIALIST	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	17	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
1995	GRAPHIC DESIGNER	INTERNAL POSTINGS			ADS		
		WEBSITES					
		ADS	1	1			
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
1996	PA	INTERNAL POSTINGS			WEBSITE		

		WEBSITES	24	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
1997	PT CYBER JOURNALIST	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	23	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
1998	PT WRITER	INTERNAL POSTINGS	1	1	INTERNAL POSTING		
		WEBSITES	8	2			
		FORMER INTERN	1	1			
		EMPLOYEE REFERRALS		1			
1999	EVENING WEATHER PRODUCER	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	4	1			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2000	PA	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		
		WEBSITES					
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2001	PT WRITER	INTERNAL POSTINGS	1	1	INTERNAL POSTING		
		WEBSITES	10				
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					

2002	ACCOUNT EXECUTIVE	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		
		WEBSITES	13	2			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2003	LOCAL SALES ASSISTANT	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		
		WEBSITES	21	3			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2004	ENGINEERING TECHNICIAN	INTERNAL POSTINGS	4	4	INTERNAL POSTINGS		
		WEBSITES	41				
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2006	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	18				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2007	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	19	1			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2008	TRAFFIC ASSISTANT	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	21	4			
		ADS					

		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2009	News person/Reporter	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	44	4			
		ADS					
		EMPLOYEE REFERRALS					
2010	PRODUCER	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	16	1			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2011	PRODUCER	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	4	1			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2012	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	33				
		ADS					
		EMPLOYEE REFERRALS	2	2			
		AGENCY MAILINGS					
2013	MORNING WEATHER PRODUCER	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	11	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2014	PT WRITER	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		

		WEBSITES	17			
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2015	PRE PRO COORDINATOR	INTERNAL POSTINGS	1	1	INTERNAL POSTING	
		WEBSITES	27			
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2017	NATIONAL SALES MANAGER	INTERNAL POSTINGS	2	2	INTERNAL POSTINGS	
		WEBSITES				
		ADS				
		EMPLOYEE REFERRALS	2	2		
		AGENCY MAILINGS				
2018	TECHNICIAN	INTERNAL POSTINGS	1	1	EMPLOYEE REFERRAL	
		WEBSITES				
		ADS				
		EMPLOYEE REFERRALS	1	1		
		AGENCY MAILINGS				
2020	PRODUCERS	INTERNAL POSTINGS	4	4	INTERNAL POSTINGS	
		WEBSITES	16	1		
		ADS				
		FORMER EMPLOYEE	1	1		
		AGENCY MAILINGS				
2021	TRAFFIC ASSISTANT	FORMER INTERN	1	1	FORMER INTERN	
		WEBSITES	14	1		
		ADS				
		EMPLOYEE REFERRALS	1	1		
		AGENCY MAILINGS				

2023	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	14				
		ADS					
		EMPLOYEE REFERRALS	2	2			
		AGENCY MAILINGS					
2024	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	38				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2025	CREATIVE SERVICES DIRECTOR	INTERNAL POSTINGS	1	1	INTERNAL POSTING		
		WEBSITES	30	1			
		ADS	1	1			
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2027	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	49				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2028	AVID EDITOR	INTERNAL POSTINGS	3	3	INTERNAL POSTINGS		
		WEBSITES	14				
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2030	VIDEO TAPE COORDINATOR	INTERNAL POSTINGS	4	4	INTERNAL POSTING		
		WEBSITES	47	5			
		ADS					

		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2031	WRITER	INTERNAL POSTINGS	2	2	INTERNAL POSTINGS		
		WEBSITES	6	2			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2033	CHYRON SUPERVISOR	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		
		WEBSITES					
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2034	WRITER	INTERNAL POSTINGS	2	2	FORMER EMPLOYEE		
		WEBSITES	6	2			
		ADS					
		FORMER EMPLOYEE	1	1			
		AGENCY MAILINGS					
2035	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	41				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2036	PRE-PRO EDITOR	INTERNAL POSTINGS	3	3	INTERNAL POSTINGS		
		WEBSITES	2				
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2037	FT CHYRON OPERATOR	INTERNAL POSTINGS	2	2	INTERNAL POSTING		

		WEBSITES	6			
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2038	PT PROMO COORDINATOR	INTERNAL POSTINGS	4	4	INTERNAL POSTING	
		WEBSITES	59			
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2039	PT PA/VIDEO TAPE COORDINATOR	INTERNAL POSTINGS			WEBSITE	
		WEBSITES	8	8		
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2040	WRITER/PRODUCER	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS	
		WEBSITES	39	3		
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2041	PT CYBER JOURNALIST	INTERNAL POSTINGS	1	1	WEBSITE	
		WEBSITES	12	3		
		ADS				
		EMPLOYEE REFERRALS				
		AGENCY MAILINGS				
2042	PRODUCERS	INTERNAL POSTINGS	4	4	WEBSITE	
		WEBSITES	18	1		
		ADS				
		FORMER EMPLOYEE		1		
		AGENCY MAILINGS				

2044	ACCOUNT EXECUTIVES	INTERNAL POSTINGS	3	3	WEBSITE		
		WEBSITES	4	4			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2046	PA	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	40	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2047	PA	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	40	3			
		ADS					
		EMPLOYEE REFERRALS					
2048	PT CHYRON OPERATOR	INTERNAL POSTINGS	1	1	INTERNAL CANDIDATE		
		WEBSITES	7	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2049	PAYROLL COORD/HR ASSISTANT	INTERNAL POSTINGS			WEBSITE		
		WEBSITES	141	6			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2051	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL		
		WEBSITES	94				
		ADS					
		EMPLOYEE REFERRALS	3	3			
		AGENCY MAILINGS					

2052	PRODUCERS	INTERNAL POSTINGS	4	4	INTERNAL POSTINGS		
		WEBSITES	2	2			
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2053	WEEKEND EP	INTERNAL POSTINGS	1	1	INTERNAL POSTINGS		
		WEBSITES	4				
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2055	FT PRODUCER	INTERNAL POSTINGS	1	1	EMPLOYEE REFERRAL		
		WEBSITES	19	2			
		ADS					
		EMPLOYEE REFERRALS	1	1			
		AGENCY MAILINGS					
2056	PT PRODUCER	INTERNAL POSTINGS	1	1	INTERNAL POSTING		
		WEBSITES					
		ADS					
		EMPLOYEE REFERRALS					
		AGENCY MAILINGS					
2058	PRODUCERS	INTERNAL POSTINGS	4	4	FORMER EMPLOYEE		
		WEBSITES	9	1			
		ADS					
		FORMER EMPLOYEE	1	1			
		AGENCY MAILINGS					
2062	PA	FORMER INTERN	1	1	FORMER INTERN		
		WEBSITES	12				

		ADS				
		EMPLOYEE REFERRALS	1	1		
		AGENCY MAILINGS				
2063	PA	INTERNAL POSTINGS			EMPLOYEE REFERRAL	
		WEBSITES	12			
		ADS				
		EMPLOYEE REFERRALS	1	1		
		AGENCY MAILINGS				
2067	PT WRITER	INTERNAL POSTINGS		2	EMPLOYEE REFERRAL	
		WEBSITES	24	5		
		ADS				
		EMPLOYEE REFERRALS		2		
		AGENCY MAILINGS				
2068	PA	INTERNAL POSTINGS			FORMER INTERN	
		WEBSITES	36			
		ADS				
		FORMER INTERN	1	1		
		AGENCY MAILINGS				
2069	PT WRITER	AGENCY MAILINGS			WEBSITE	
		INTERNAL POSTINGS		2		
		WEBSITES	19	5		
		ADS				
		EMPLOYEE REFERRALS		2		
		AGENCY MAILINGS				
2070	ACCOUNT EXECUTIVE	AGENCY MAILINGS			EMPLOYEE REFERRAL	
		INTERNAL POSTINGS		2		
		WEBSITES	12	2		
		ADS				
		EMPLOYEE REFERRALS		2		

2072	PT PRODUCTION ASSISTANT	AGENCY MAILINGS			EMPLOYEE REFERRAL		
		INTERNAL POSTINGS					
		WEBSITES	15	1			
		ADS					
		EMPLOYEE REFERRALS	1	1			
2073	PT PRODUCTION ASSISTANT	AGENCY MAILINGS			FORMER INTERN		
		INTERNAL POSTINGS					
		WEBSITES	18				
		FORMER INTERN	1	1			
		EMPLOYEE REFERRALS					



































































































































































































































































































































































































































