

EEO PUBLIC FILE REPORT 2008

ANNUAL EEO Public File Report WHDH/WLVI-TV (12/1/07-11/30/08)

EEO Recruitment Outreach

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 entities received job vacancy notices, which requested them.

Progress on Outreach Initiatives (12/1/07-11/30/08)

1. Human Resources Manager hosted a booth at the UNITY-Journalist of Color Convention in July 2008 in Chicago, IL. This is a gathering made up of professional Black, Asian, Hispanic and Native American journalists throughout the country and includes a 4 day job fair. At the booth, candidates for current and future job openings at WHDH and WSVN, Miami, were interviewed. Contacts were made with applicants, candidates for internships and future prospects from across the country.
2. Human Resources Manager attended a Career Fair and AHANA Reception at Boston College in September of 2008. This fair offered an opportunity within a structured setting for employers to meet with students regarding potential internships and jobs at the station. The AHANA reception that was held prior to the Job Fair was made up of minority students of Hispanic, Asian American, African American and Native American decent.
3. Human Resources Manager attended a Career Fair at Suffolk University in March of 2008. This fair offered an opportunity within a structured setting for employers to meet with students regarding potential internships and jobs at the station.
4. Human Resources sent mailings biweekly to agencies announcing all job opportunities at WHDH and inviting interested applicants to submit resumes, view the latest opportunities on our website, etc.
5. Human Resources Manager hosted students at WHDH for college internships. WHDH had a total of 91 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:

Art Institute of Boston	2
Bentley College	1
Boston College	9
Boston University	22
Bridgewater State College	3

Connecticut School of Broadcast	1
Curry College	1
Dartmouth College	1
Emanuel College	2
Emerson College	4
Fitchberg State College	1
Florida State University	1
Framingham State College	1
Harvard University	1
Lasell College	1
Marist College	1
Marist College	1
Mount Holyoke College	1
Mount Wachusett Community College	1
New England Institute of Art	2
Newbury Community College	1
Northeastern University	5
Northwestern University	1
Salem State College	2
Suffolk University	7
Syracuse University	1
Tufts University	2
Umass Amherst	3
UMass Dartmouth	1
Union College	1
University of Connecticut	1
University of Maryland	1
University of North Carolina	1
University of Rhode Island	1
University of Veracruz	1
University of Vermont	1
Washington & Lee University	1
Wellesley College	3
TOTAL	91

6. Open positions are posted on our website along with internship information. The Massachusetts Division of Unemployment Assistance accesses this to update their job data bank.
7. Mailings to area agencies announce job and internship opportunities.
8. Employment advertisements include the website reference. Publications utilized are Boston Globe. Technical publications are utilized for a small number of openings. Included are Television Week, Broadcasting and Cable, Spots AND Dots. Websites include TVTechnology.com, journalismjobs.com, Bostonworks/Monster.com, Craigslist.com, graemenewell.
9. All employment notices and advertisements or listings indicate that WHDH is an equal opportunity employer.

