

EEO Public File Report
Station: WJAR-TV Providence, RI/New Bedford, MA
Period Covered by Report: December 1, 2011 to November 30, 2012

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Producer	10/13/2011	12/12/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Monster.com
2	Producer	10/18/2011	2/13/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	8	1	Company website
3	Digital Journalist	11/30/2011	2/20/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Company website
4	Digital Sales Manager	1/23/2012	4/30/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Employee referral
				Recruitment Sources Contacted for Specific Vacancies ((Spots n Dots, Media Recruiter - see attached)			
5	Inventory Control Coordinator	2/3/2012	4/30/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Employee referral
6	Digital Journalist	3/1/2012	5/14/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Employee referral
7	Digital Account Executive	8/27/2012	10/1/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Company website
8	Digital Journalist	8/6/2012	10/15/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Company website
				Recruitment Sources Contacted for Specific Vacancies (NAHJ, NABJ -see attached)			
9	Marketing Manager	7/5/2012	10/16/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	Company website
				Recruitment Sources Contacted for Specific Vacancies (602 Communications - see attached)			

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Recruitment Sources Contacted for Each Full-Time Vacancy
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No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	RICJ 80 Washington Street, Room 227 Providence, RI 02903	Toby Ayers 401-467-1712	0	N
2	RI Indian Council 807 Broad Street Providence, RI 02907	Employment Services 401-941-3398	0	N
3	Urban League of RI 246 Prairie Avenue Providence, RI 02907	Employment Services 401-351-5000	0	N
4	SER - Jobs for Progress 164 Bedford Street Fall River, MA 02720	Paula Raposa Executive Director 508- 676-1916	0	N
5	SER - Jobs for Progress 101 Main Street, Suite 302 Pawtucket, RI 02860	Lissa D. Dreyer Executive Director 401-724-1820	0	N
6	Blacks Interested in Communications 1468 Broad Street Providence, RI 02905	George Castro Executive Director 401-941-9370	0	N
7	Vocational Resources/Goodwill Industries 100 Houghton Street Providence, RI 02904	Mark Chute 401-861-2080	0	N
8	Center for Hispanic Policy & Advocacy - CHisPA 421 Elmwood Avenue Providence, RI 02907	Miguel Sanchez-Hartwein 401-467-0111	0	N
9	Salve Regina University 100 Ochre Point Avenue Newport, RI 02840 career@salve.edu	Office of Career Development 401-341-2913	0	Y
10	Bryant University 1150 Douglas Pike Smithfield, RI 02917 ocs@bryant.edu	Career Center 401-232-6000	0	N
11	Roger Williams University One Old Ferry Road Bristol, RI 02809 https://www.myinterfase.com/rwu/employer	Career Center Center for Student Development (401) 254 - 3224	0	N
12	University of Rhode Island 228 Roosevelt Hall Kingston, RI 02881 https://www.myinterfase.com/uri/employer	Audrey Tessier Career Services 401 874-4012	0	N
13	Rhode Island College 600 Mount Pleasant Avenue Providence, RI 02908 https://www.myinterfase.com/ric/employer	Career Development Center (401) 456-8031	0	N
14	Providence Journal (Monster) 75 Fountain Street Providence, RI 02903 http://www.providencejournal.com/jobs/	Classifieds 401-277-7600	0	N
15	MediaLine Box 51909 Pacific Grove, CA 93950 'mark@medialine.com'	Mark Shilstone 800-237-8073	0	N
16	Providence Human Relations Commission 400 Westminster Street Providence, RI 02903	Melba Depena Executive Director 401-351-0475	0	N
17	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 tvjobs.com	Mark Holloway 800-237-8073	0	N
18	RI Department of Labor & Training 1511 Pontiac Avenue Cranston, RI 02920 http://www.dlt.ri.gov/employer.htm	401-462-8000	0	N
19	Media General website/WJAR website	www.mediageneral.com www.turnto10.com	20	N
20	Monster Worldwide, Inc. 622 Third Avenue, 39th Floor New York, NY 10017	www.monster.com 212-351-7000	2	N
21	MG Employee Referral		6	N
22	MG Employee		3	N
23	Internet (Not specified)		0	N
24	Agency (Not specified)		0	N
25	Self-initiated/not specified/word of mouth		10	N

No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	Media Recruiter 9457 So. University #303 Highlands Ranch, CO 80126	Art Scott 303-400-5150	0	N
2	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	careerservices.nabj.org 888-491-8833, Ext. 1005	0	N
3	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, DC 20036	nahj.hispano.com 888-252-1220, ext. 702	0	N
4	Talent Dynamics 600 Las Colinas Blvd., Suite 100 Irving, TX 75039	Christina Hedding 214-640-9590	0	N
5	Spots n Dots 1635 Old Highway 41 NW, Suite 112-338 Kennesaw GA 30152	Emily McKay 888-884-2630	0	N
6	602 Communications 4349 E. Colter Street Phoenix, AZ 85018	Sandy Lizik 602-954-8373	0	N

TOTAL INTERVIEWED FROM ALL SOURCES

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EEO Public File Report**Supplemental Recruitment Initiatives****Station: WJAR, Providence, RI/New Bedford, MA****Period Covered by Report: December 1, 2011 through November 30, 2012**

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Internship Program	On-Going	Expose eligible college/high school students to the broadcasting environment	Host students who are either majoring in broadcast related studies or wish to pursue a broadcast career.	News, sports & HR management; various other WJAR employees
2	Training: Internal Advancement Training	On-going	Internal departmental/employee training	Employees are being cross-trained in different functions as a means of gaining the skills and knowledge necessary for future growth and promotion.	Employees in all departments
3	Station Activity: Tour	3/23/2012	Rhode Islanders Sponsoring Education	Hosted a student and mentor from this organization - tour and interview with meteorologist	Joanne Schenck, HR; Mark Searles, Meteorologist
4	Station Activity: Tour	2/23/2012	University of RI's TV News Class	Hosted students from TV News class - tour and Q&A session, which includes positions in News and internships at station	Chris Lanni, News Director; Joanne Schenck, HR
5	Station Activity: Job Shadowing	4/5/2012	East Bay Met School, Newport - Job Shadowing	Hosted 1 student for a half-day shadowing opportunity in News and Operations.	Various News/Operations personnel
6	Station Activity: Job Shadowing	6/4/2012	Kickemuit Middle School's "Job Shadowing Day"	Hosted 1 student for a half-day shadowing opportunity in News and Operations.	Various News/Operations personnel
7	Station Activity: Job Shadowing	10/19/2012	Masters Regional Academy's Intern Day Program	Hosted 1 student for a half-day shadowing opportunity in News and Operations.	Various News/Operations personnel
8	Station Activity: Speaking Engagement	3/28/2012	Roger Williams University's PR Career Week	Station representative discussed the workings of a local TV news station, the do's and don'ts of pitching and media outreach	Artie Tefft, Assignment Editor
9	Station Activity: Speaking Engagement	2/17/2012	Lincoln High School "My Story" Event	Career exploration day for students: Station representatives discussed the workings of a local TV news station, their position, experience and education, future of their industry and position do's and don'ts of pitching and media outreach	Joseph Doris, Operations Manager; Artie Tefft, Assignment Editor