

EEO PUBLIC FILE REPORT

FOR

STATION WCVB-TV
BOSTON, MA

This EEO Public File Report
Covers the One-Year Period
Ending on November 28, 2006

EEO Annual Public File Report

Station WCVB-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of Station WCVB-TV. This Report will be placed in WCVB's public inspection file and posted on WCVB's website.

The information contained in this Report covers the time period beginning December 1, 2005 and ending November 28, 2006 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Linda Walsh, Human Resources Department, at (781) 433-4061.

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**ATTACHMENT 1
FULL-TIME VACANCY INFORMATION**

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
Associate Producer	6	Resume File/Former Employee	1-17, 19-23, 27-28, 30-32, 36-40
Reporter	3	Internal Referral/Posting Hearst-Argyle TV	1-17, 27-28, 30-32, 37-40, 42
Reporter	4	External Referral (N.S. Bienstock, Inc.)	1-17, 19-25, 27-28, 32, 36-40
News Anchor	10	Internal Referral/Posting	1-17, 27-28, 30-32, 37-40
Internet Salesperson	5	External Referral (WJAR-TV)	1-17, 19-25, 27-28, 30-32, 35, 37-41
Newscast Producer	6	Website	1-21, 23-26, 27-28, 30-31, 33
Senior Broadcast Designer	3	Internal Referral/Posting	1-17, 19-32, 36, 38-41, 44
Producer – 11PM	9	Internal Referral/Posting (WMUR-TV employee)	1-17, 19-32, 38-40
Traffic Assistant	16	Website	1-17, 19-32, 36, 38-41
Traffic Assistant	8	Website	1-17, 19-22, 24-32, 38-41
National Sales Manager	12	External Referral	1-17, 19-33, 35, 38-39, 40-41
Assistant Director	6	Internal Referral/Posting	1-17, 19-33, 38-40
Payroll/Benefits Administrator	6	Yahoo HotJobs.com	1-17, 19-33, 38-41, 44
Operations Technician	8	Internal Referral/Posting	1-17, 19-32, 35, 38-42
News Photographer	4	Internal Referral/Posting	1-17, 19-32, 38-41
Account Executive	13	Internal Referral/Posting	1-33, 38-40, 42
Traffic Assistant	9	Website	1-33, 38-41
Sales Assistant	5	Website	1-34, 39-42
Sales Assistant	5	Internal Referral/Posting	1-34, 38-41
Morning Newscast Producer	5	Website	1-16, 18-34, 39-41

Total number of persons interviewed during the Reporting Period: 143

ATTACHMENT 2

RECRUITMENT SOURCE INFORMATION

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
1	0	No
2	0	No
3	0	No
4	0	No
5	0	No
6	0	No
7	0	No
8	0	No
9	0	No
10	0	No
11	0	No
12	0	No
13	0	No
14	0	No
15	0	No
16	0	No
17	0	No
18	0	Yes
19	0	No
20	0	No
21	0	No
22	0	No
23	0	No
24	0	No
25	0	No
26	0	No
27	0	No
28	0	No
29	0	No
30	0	No
31	0	No
32	0	No

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
33	0	No
34	0	Yes
35	0	No
36	0	No
37	0	No
38	0	No
39	50	No
40	56	No
41	10	No
42	23	No
43	1	No
44	2	No
45	1	No

RECRUITMENT SOURCES

1. Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, Mass 02119
(617) 442-4519
2. The Partnership, Inc., Job Posting
172 Newbury Street
Boston, Mass 02116
Attention: Benaree Wiley, President & CEO
(617) 262-2828
e-mail: ppage@thepartnershipinc.org
3. Andres Lopez
Hispanic American Chamber of Commerce
406 Huntington Avenue
Boston, MA 02130
617-261-4222
e-mail: Nacevedo@hacc.com

Prior Address:
67 Broad Street
Boston, MA 02116
e-mail: hacc@hacc.com
617-261-4222
4. National Association of Asian American Journalists-Boston Chapter
www.aajane.org
c/o Sangita Chandra, President, AAJA
(781) 433-4217
e-mail: schandra@hearst.com
5. National Assoc. of Black Journalists-Boston Chapter
c/o Robin Washington
The Boston Herald
One Herald Square
Boston, MA
(617) 619-6666
6. The Links, Inc., c/o Joyce Lowe
Eastern Area Vice-Director
312 Maynard Road
Sudbury, Mass 01776
7. The Coalition of 100 Black Women - Job Listings
McCormack Post Office Box 191284
Boston, Mass 02101
(617) 449-4876
8. Delta Sigma Theta Sorority
c/o Gloria Coney
PO Box 51424
Boston, Mass 02205
(781) 322-2277

9. National Council of Negro Women, Boston Chapter
c/o Barbara Robinson
PO Box 2804
Woburn, Mass 01888-1404
(978) 535-7415
10. National Association of Black Journalists
UNIVERSITY OF MARYLAND
8701-A Adelphi Road
Adelphi, Md 20783-1716
(301) 445-7100
Fax: (301) 445-7101
11. Robert Cord, Affirmative Action Officer
ABCD
178 Tremont Street
Boston, MA 02111
(617) 357-6000
12. Reginald Wilson, Director
Minority Concerns
AMERICAN COUNCIL ON EDUCATION
One Dupont Circle, NW
Washington, DC 20036
(202) 939-9300
13. Elizabeth Zweig
Executive Director
Cardinal Cushing Spanish Ctr.
76 Union Park
Boston, MA 02118
(617) 542-9292
14. Asian American Civic Association
200 Tremont Street
Boston, MA 02116
Attention: Chantal Krcmar
(617) 426-9492, Extension 213
15. Jose McMurray, Executive Director
National Association of Hispanic Journalists
1000 National Press Building, Suite 1193
Washington, DC 20045-2001
(202) 662-7145
16. Native American Journalists Association
University of S. Dakota
414 E. Clark Street
Vermillion, SD 57069
Attention: Ron Walters, Executive Director
(605) 677-5282

17. The Ad Club
38 Newbury Street, 5th Floor
Boston, MA 02116
18. Latin American Student Organization
104 Forsyth Street
Northeastern University
Boston, MA 02115
Attention: Jessica Valentine, VP of External Affairs
e-mail: nulaso@yahoo.com
(617) 373-5845
Fax: (617) 373-7888
19. Association for Women in Communications
3337 Duke Street
Alexandria, VA 22314
info@womcom.org
www.womcom.org
Prior Address:
780 Ritchie Highway, Suite 28-A
Severna Park, MD 22146
20. Emma L. Bowen Foundation
1299 Pennsylvania Avenue, NW, 11th Floor
Washington, DC 20004
Attention: Phylis Eagle-Oldson
21. National Association of Minority Media Executives
1921 Gallows Road, Suite 600
Vienna, VA 22182
22. Native American Journalists Association
555 Dakota Street
Al Neuharth Media Center
Vermillion, SD 57069
23. NLGJA
1420 K Street, NW, Suite 910
Washington, DC 20005
Attention: Brian Salkin
e-mail: bsalkin@NLGJA.org
24. American Women in Radio & Television
8405 Greensboro Drive, Suite 800
McLean, VA 22102
25. South Asian Journalists Association
Columbia Graduate School of Journalism
2950 Broadway
New York, NY 10027
Attention: Professor Sreenath Sreenivasan

26. Harvard-Radcliffe
380 Cabot Mail Center
Cambridge, MA 02138
Attention: Ying Wang, President
e-mail: hsrc@hcs.harvard.edu
27. Unity First
Attention: Janine Fondon
e-mail: advertising@unityfirst.com
(413) 734-6444
fax: (413) 737-1458
28. North of Boston Convention on & Visitors Bureau
17 Peabody Square
Peabody, MA 01960
Attention: Aimee O'Brien Jeyarjan, Director of PR & Marketing
29. National Coalition of 100 Black Women. Inc.
Post Office Box 27739
Providence, RI 02907-0558
Attention: Anita Turner, President
30. Career Collaborative, Inc.
711 Atlantic Avenue
Boston, MA 02111
Attention: Chris Berg
31. Medialine
P.O. Box 51909
Pacific Grove, CA 93950
Attention: Mark Shilstone, Manager
e-mail: medialine@medialine.com
www.medialine.com
32. Boston University
Office of Career Services - Attention: Dana Faulconer
19 Deerfield Street
Boston, MA 02215
Phone: (617) 353-5862
Email: danaf@bu.edu
33. Asian Community Development Corporation
888 Washington Street, Suite 102
Boston, MA 02111-1426
Attention: Daniel Stolkowski
34. Bridgewater Television (BTV9)
80 Spring Street
Bridgewater, MA
Attention: Jeff Fowler, News Producer
e-mail: j1fw@aol.com

35. SpotsnDots
Attention: Patrick Kelley
(607) 729-7295
e-mail: dai@spotsndots.com
36. National Coalition of 100 Black Women
1925 27th Avenue, Suite 1L
New York, NY 10026
37. Asian American Journalists
1765 Sutter Street, Suite 100
San Francisco, CA 94115
38. AAJA
118 Market Street, Suite 320
San Francisco, CA 94102
39. WCVB-TV Website: www.thebostonchannel.com
40. Internal Referral/Posting – WCVB-TV Bulletin Board
41. Yahoo HotJobs.com
42. External Referral
43. Resume File
44. The Boston Globe – BostonWorks.com
P.O. Box 2378
Boston, MA 02107-2378
(617) 929-2000
45. TV Jobs.com

ATTACHMENT 3

MENU OPTION ACTIVITIES

WCVB-TV has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
13	NLGJA – Donation	December 6, 2005 Financial gift went to Newsroom Outreach Project to further NLGJA’s mission through meetings with broadcast, print and online newsroom leaders across the country; Newsroom for Everyone Campaign to work with companies to include “gender identity or expression” and the Leroy F. Aarons Journalism Education Program to strive to bring college journalists in real-world training to campuses
5	Internship Program	College students participate in unpaid internships where they earn college credit in the fall, spring and summer. We also offer 5 paid summer internships to broadcasting students based on economic or social needs college students. High School students participate in a spring internship during their senior year requiring students to work 6 hours per day Monday-Friday for 5 weeks (in lieu of attending classes). WCVB-TV offers 2-4 internships to various high school students applicants. Managed by: Linda Walsh, WCVB-TV Internship Coordinator
10	Weather Program	Shawsheen School Weather Program (Hudson School District) - February 7, 2006 Attended by WCVB-TV Meteorologist David Epstein. David demonstrated information about weather on computer models to the students.
4	Public Relations Society of American/Boston Chapter	When a Natural Disaster Strikes – Who Does the Public Turn to? - February 16, 2006 Coleen served as a panelist regarding the media and how the public looks to the professionals who handle media relations and public relations. Attended by: Coleen Marren, News Director.

10	Internship Fair/Career Fairs/Educational Institutional Events	<p>Emerson College March 1, 2006* Boston College – March 22, 2006* Northeastern University – March 29, 2006 – Attended by Linda Walsh and Gloria Spence, Finance Director New England Institute of Art Career Fair – April 28, 2006, Attended by Gerri Powers, Manager Engineering/News Operations West Roxbury Educational Campus Career Day – June 1, 2006 – Attended by Rhondella Richardson, Staff Reporter Emerson College – October 17, 2006* Also attended by Gerri Powers, Manager Engineering/News Operations Bridgewater State College – October 18, 2006* Stonehill College – October 25, 2006*</p> <p>Attended these college internship/career fairs to recruit interns for job openings and internships</p> <p>*Attended by: Linda Walsh, WCVB-TV Internship Coordinator</p>
2	10 TH ANNUAL NATPE ED FOUNDATION – STUDENT CAREER WORKSHOP	<p>April 1, 2006 Career Workshop open to all college students to learn about careers in television. Various members from the profession served on a panel and discussed with the audience the opportunities in broadcasting and how they started their career in the field. There was also a role-playing session and finally a question and answer period.</p> <p>Attended by: Erin Duggan, WCVB-TV Publicist Bill Fine, WCVB-TV President & General Manager Elizabeth Cheng, WCVB-TV Vice President of Programming & Communications Gloria Spence, WCVB-TV Finance Director Linda Walsh, WCVB-TV Internship Coordinator</p>
4	AP/Emerson RTNDA Regional Conference and Awards Dinner	<p>April 8, 2006</p> <p>News Decision –Making session to learn leadership and decision-making. .i.e. Tough decision-making, interviewing children etc.</p> <p>Attended by: Coleen Marren, WCVB-TV News Director Gail Huff, WCVB-TV Staff Reporter</p>
10	North Carolina Agricultural and Technical State University	<p>May 22-25, 2006</p> <p>Twenty-five qualified students from Historically Black Colleges and Universities (HBCU) across the country interested in pursuing careers in television news management attended this symposium to leadership training and skills development in the areas of producing, writing and decision-making.</p> <p>Attended by: Candy Altman, Vice-President/News Hearst-Argyle Television, Inc.</p>

14	Prohibited Employment Practice	Prohibited Employment Practice in Massachusetts session conducted by M. Robert Dushman of Brown Rudnick Berlack Israels, LLP and sponsored by the Massachusetts Broadcasters Association. Attended by: Gloria Spence, Finance Director
4	Convention	NABJ Unity Convention – August 16-20, 2006 Convention attendees meet with job recruiters, exhibitors and vendors to learn more about the companies, opportunities and products. WCVB-TV has a booth for recruiting black and minority journalists annually. Rhondella Richardson, WCVB-TV Staff Reporter, is present in Hearst-Argyle’s booth at the convention. Attended by: Rhondella Richardson, WCVB-TV Staff Reporter
4	Breakfast for Champions	October 4, 2006 – The Commonwealth Institute (working with women leaders to change the face of business). Rhondella Richardson, WCVB-TV Staff Reporter, served as Master of Ceremonies for the event. She also served the interviewer/moderator for a 20-minute Q&A session with Linda Kaplan Thaler, CEO and Chief Creative Officer of The Kaplan Thaler Group Attended by: Rhondella Richardson, WCVB-TV Staff Reporter
10	Boston University	November 3, 2006 Participation in a classroom of 16 graduate and 10 undergraduate students to address careers, trends and industry issues in the broadcasting field. Attended by: Coleen Marren, WCVB-TV News Director
12	Listing Jobs with media trade groups	All job vacancy notifications are sent to: National Association of Asian American Journalists, Boston Chapter, National Association of Black Journalists – Boston Chapter, Delta Sigma Theta Society, National Council of Negro Women, Boston Chapter, National Association of Black Journalists, ABCD, Asian American Journalists Association, American Council on Education, AAJA, Asian American Civic Association, National Association of Hispanic Journalists, Native American Journalists Association

*** For “Activity Classification”, use “1” through “16” in accordance with attached list.**

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.