

**Annual EEO Public File Report**  
**Reporting Period: December 1, 2018 – November 30, 2019**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c) (6) of the FCC’s Rules. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WLNE-TV, New Bedford, MA, and is required to be placed in the public inspection file of the station, and posted on its website.

The information contained in this Report covers the time period beginning December 1, 2018 to and including November 30, 2019 (“the Applicable Period”).

The FCC’s EEO Rules require that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the FCC Rules, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC Rules.

The attached Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed under column three of Appendix 1, titled “Recruitment Sources Used to Fill Vacancies,” refer to the Source Numbers for those sources as defined in Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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Station(s) in Station Employment Unit: WLNE-TV, New Bedford, MA

### Appendix 1: Vacancy Information

	Full-time Vacancies Filled by Job Title	Recruitment Sources Used to Fill Vacancies	Recruitment Source of Hiree
1	Assignment Editor	1, 2, 7-9, 10, 11, 14, 16, 17, 19, 20, 22 - 24, 26, 28, 29-33, 37-39, 41, 42	1
2	Photojournalist	1, 4, 7, 13, 17-20, 22, 25, 27-30, 32, 37, 39, 41, 42,	41
3	Production Assistant	1, 2, 5, 7-9, 11, 14-17, 19-24, 26-32, 37, 38, 41, 42	1, 41 (two hired)
4	Account Executive	1, 7, 13, 17-20, 22, 25, 28-30, 32, 34, 35, 37, 39-42	41 (two hired)
5	Photojournalist	1, 2, 7, 13, 16-20, 24, 25, 27-30, 32, 34, 37, 39-43	1, 37 (two hired)
6	Assignment Editor	1, 3, 5-9, 11, 13, 14, 16-21, 23, 26-34, 37-42	38
7	Local Sales Assistant	1, 7, 13, 16-20, 25, 27-30, 32, 34, 35, 37, 39-43	25
8	Weekend Anchor/Photojournalist	1, 7, 13, 16-20, 28-30, 32, 34, 37, 39-43	37
9	Chief Photographer	1, 3, 5-9, 11, 13, 14, 16, 17, 19-21, 23, 26, 28-34, 37-39, 41-43	41
10	Video Editor	1, 3, 5-9, 11, 13, 14, 16, 17, 19-21, 23, 26-34, 37, 38, 40-43	1, 41 (two hired)
11	Local Sales Assistant	1, 5-7, 9, 11, 13, 14, 16, 17, 19, 20, 23, 25, 26-34, 37-43	41
12	Broadcast Engineer	1, 13, 15, 17, 19, 21, 25, 34, 37, 39-43	25
13	Photographer	1, 3, 5, 6, 8, 11, 13-15, 17, 19-21, 23, 25, 26, 27, 31, 33, 37, 39-43	41
14	Account Executive	1, 4, 13, 17, 19, 20, 25, 27, 34, 35, 37, 39, 40, 42, 43	41

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**Appendix 2: Recruitment Source Information**

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
1	<i>ABC6 website*</i> <a href="http://www.abc6.com">www.abc6.com</a>	16
2	Blacks Interested in Communications* Attn: George Castro 1468 Broad Street Providence, RI 02905 401-941-9370	
3	Boston College* 38 Commonwealth Avenue Chestnut Hill, MA 02167 617-552-3430	
4	Broadcasting & Cable 28 East 28th Street, 12th Floor New York, NY 10016 212-378-0485 <a href="http://www.broadcastingcable-jobs.careerwebsite.com">www.broadcastingcable-jobs.careerwebsite.com</a>	
5	<i>Brown University*</i> <i>172 Meeting Street</i> <i>PO Box 1907</i> <i>Providence, RI 02912-1907</i> <i>401-863-1000</i> <a href="http://www.brown-csm.simplicity.com">www.brown-csm.simplicity.com</a>	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
6	<i>Bryant College*</i> <i>Attn: Yvonne Combies</i> <i>1150 Douglas Pike, P O Box 1065</i> <i>Smithfield, RI 02917</i> <i>401-232-6000</i> <a href="http://www.bryant.edu">www.bryant.edu</a>	
7	Center for Hispanic Policy & Advocacy – ChisPA* Attn: Miguel Sanchez-Hartwein 421 Elmwood Avenue Providence, RI 02907 401-467-0111	
8	Connecticut College* Attn: John Hayes 270 Mohegan Avenue New London, CT 06320 813-254-9695	
9	<i>Community College of Rhode Island (CCRI)*</i> <i>Attn: Camille Numrich</i> <i>400 East Avenue</i> <i>Warwick, RI 02886</i> <i>Ph. 401-825-2050</i> <i>Fax 401-825-1148</i> <a href="http://www.ccri.edu">www.ccri.edu</a>	1
10	Corporation for Public Broadcasting* Attn: Employment Outreach Project 401 Ninth Street, NW Washington, DC 20004-2036 202-879-9600	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
11	Emerson College* Attn: Lisa Chang 120 Boyston Street Boston, MA 02116 617-824-8500	
12	<i>Indeed.com</i> <i>Attn: Career Services</i> <i>177 Broad Street 6<sup>th</sup> Floor</i> <i>Stamford, CT 06901</i> <a href="http://www.indeed.com">www.indeed.com</a>	
13	<i>Jobvertise, Inc.*</i> <i>Attn: Samuel Roseman</i> <i>32 Cumberland Drive</i> <i>Lincolnshire, IL 60069</i> <a href="http://www.jobvertise.com">www.jobvertise.com</a>	
14	Johnson & Wales University* Attn: Akanksha Aga 8 Abbott Park Place Providence, RI 02903 401-598-2414	
15	Lincoln Technical Institute Attn: Beth Comella 622 George Washington Highway Lincoln, RI 02865 401-334-2430	
16	MA Labor and Workforce Development* Attn: Division of Career Services Charles F. Hurley Building 19 Staniford Street Boston, MA 02114 617-626-5300	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
17	<i>Mass Broadcasters Association*</i> <a href="http://www.massbroadcasters.org">www.massbroadcasters.org</a>	
18	Medialine* Attn: Mark Shilstone PO Box 51909 Pacific Grove, CA 93950 Ph. 800-237-8073 Fax 831-648-5204	
19	NAACP – Providence Branch* Attn: James Vincent P.O. Box 5767 881 Eddy Street Providence, RI 02903 401-521-6222	
20	<i>NATAS *</i> <i>Attn: Barbara Baker</i> <i>1697 Broadway, Ste. 1001</i> <i>New York, NY 10019</i> <i>Ph. 212-586-8424</i> <i>Fax 212-246-8129</i>	
21	New England Institute of Technology* Attn: Pat Blakemore 2500 Post Road Warwick, RI 02886 401-739-5000	1
22	<i>NPPA *</i> <i>Attn: Mindy Hutchinson</i> <i>3200 Croasdaile Dr., Ste. 306</i> <i>Durham, NC 27705</i> <i>919-383-7246</i>	
23	Providence College* Attn: Feinstein Academic Center 549 River Avenue Providence, RI 02918 401-865-1000	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
24	Providence Human Relations Commission* Attn: Melba Depena 400 Westminster Street Providence, RI 02903 401-351-0475	
25	<i>Providence Journal/Monster.com/ZipRecruiter*</i> <i>Attn: Mark</i> <i>75 Fountain Street</i> <i>Providence, RI 02902</i> <i>401-277-7730</i> <a href="mailto:www.adorder@projo.com">www.adorder@projo.com</a>	17
26	Rhode Island College* Career Development Center 600 Mt. Pleasant Avenue Providence, RI 02908-1991 401-456-8000	
27	<i>Rhode Island Department of Labor &amp; Training*</i> <i>Center General Complex</i> <i>Attn: Sandra Powell</i> <i>1511 Pontiac Avenue</i> <i>Cranston, RI 02920</i> <i>Ph. 401-462-8000</i> <i>Fax 401-462-8722</i> <a href="http://www.dlt.state.ri.us">www.dlt.state.ri.us</a>	
28	Rhode Island Indian Council* Attn: Employment Services 807 Broad St. Providence, RI 02907 401-941-3398	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period.
29	RICJ* Attn: Toby Ayers P.O. Box 893 Providence, RI 02901 401-467-1712	
30	RI Nexus* Attn: Stuart Freiman 315 Iron Horse Way, Ste. 101 Providence, RI 02908 Ph. 401-278-9100 Fax 401-273-8270	
31	Roger Williams University* Attn: Krystal Sweet One Old Ferry Road Bristol, RI 02809 Phone: 401-254-3224 Fax: 401-254-3497	
32	RI State Equal Opportunity Office* Attn: Raymond Lambert One Capitol Hill Providence, RI 02908 401-222-3090	
33	<i>Salve Regina University*</i> <i>Attn: Office of Career Development</i> <i>100 Ochre Point Avenue</i> <i>Newport, RI 02840</i> <i>401-341-2913</i> <a href="http://www.myinterfase.com/salve/employer">www.myinterfase.com/salve/employer</a>	
34	<i>Ser-Jobs for Progress, Inc.*</i> <i>Attn: Janet Collazo</i> <i>164 Bedford Street</i> <i>Fall River, MA 02720</i> <i>508-676-1916</i>	



Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
35	Spots n Dots Attn: Emily McKay 888-884-2630 X701	
36	<i>TV Spy/Mediabistro</i> 825 Eighth Avenue, 29th Floor New York, NY 10019 (800) 205-7792 <a href="http://www.employers.mediabistro.com">www.employers.mediabistro.com</a>	
37	<i>TV Jobs *</i> <i>Broadcast Employment Services</i> Attn: Mark Holloway PO Box 4116 Oceanside, CA 92052 Ph. 800-374-0119 Fax 760-754-2115	5
38	University of Rhode Island* Attn: Dr. Bobbi Koppel 90 Lower College Rd Room 228 Roosevelt Hall Kingston, RI 02881 401-874-4043	2
39	Urban League of RI* Employment Services 246 Prairie Avenue Providence, RI 02907 401-351-5000	
40	Vocational Resources/Goodwill Industries* Attn: Mark Chute 100 Houghton Street Providence, RI 02904 401-861-2080	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
41	Word of mouth/Employee, Market or Agency Referrals	22
42	<i>Station Bulletin Board/ Current Employees; Sister Stations: KLKN- TV &amp; SNN-TV*</i>	
43	<i>Year Up* Attn: Pieter Van Sciver 40 Fountain Street Providence, RI 02903 401-537-2223</i>	

Total Number of Persons Interviewed During Applicable Period

64

Notes:

- An asterisk (\*) indicates sources that are entitled to vacancy notification.
- *Italicized sources indicate job banks and Internet programs to which WLNE contributes. These sources are designed to promote outreach generally, not primarily directed to providing notification of specific job vacancies.*

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### Appendix 3: Outreach Activities

#### 1. Internship Program:

Through the years, WLNE has been involved in helping members of the community achieve their educational goals. WLNE recruits students interested in the broadcast industry by widely advertising our internship programs at career fairs and by educating managers to mention this opportunity when speaking with members of the community. Letters of Agreement are filled out by the prospective intern and signed off on by a professor of the university. During this period, we have had a total of ten internships at WLNE.

- News Interns spend time learning the functions of the news room which include reporting, editing, shooting video, and writing stories. News interns also include Sports which focus more on shooting sports events and preparing clips for sports segments.
- Meteorology with focus on forecasting, discuss different patterns of weather systems, build graphics for the show and social media.
- Production and Marketing Interns spend time behind the scenes on a variety of duties from Master Control/Production to planning and preparation tasks for our yearly July 4<sup>th</sup> Parade production.

	<b>College/University</b>	<b>Department</b>	<b>Semester</b>
A	Rhode Island College	News	Winter/Spring 2019
B	University Of Rhode Island	News	Winter/Spring 2019
C	University Of Rhode Island	News	Winter/Spring 2019
D	University Of Rhode Island	News	Winter/Spring 2019
E	Plymouth State University	Meteorology	Spring/Summer 2019
F	Ithaca College	News	Spring/Summer 2019
G	Emerson College	Sports	Spring/Summer 2019
H	Providence College	Sports	Spring/Summer 2019
I	Rhode Island College	Production	Spring/Summer 2019
J	U Mass Amherst	Sports	Spring/Summer 2019
L	University Of Rhode Island	Sports	Fall 2019
M	University Of Rhode Island	News	Fall 2019
N	Salve Regina University	News	Fall 2019
O	Providence College	Sports	Fall 2019

## **2. Job Bank & Internet Program Participation:**

WLNE participates in job banks and internet programs with many organizations, as outlined above in italics, including the Year Up, Providence Journal/Monster.com, TVJobs.com, etc. These organizations have programs designed for outreach generally, and are not primarily directed to providing notification of specific job vacancies. (See italicized recruitment sources on above list.)

## **3. Participation in Career Fairs:**

- Rhode Island Broadcasters Association – April 4, 2019  
Don Curtin (Director of Broadcast Operations) participated. The career fair was sponsored by University of Rhode Island for the general public, college students & alumni majoring in the broadcasting industry. WLNE was recruiting for five positions, including video editor, production assistant, multi-media journalist and local sales assistant as well as taking resumes for internships. Students were able to stop by the booth and ask questions about the station and careers in broadcasting.

## **4. Participate in event or program related to career opportunities in broadcasting sponsored by educational institutions:**

- February 17, 2019 - Melissa Randall (News Anchor) - Spoke to students at Assumption College in Worcester, Massachusetts. She talked about her job, the roles and responsibilities as a broadcaster/anchor at ABC6. The students were able to ask questions about her career in television.
- April 5, 2019 – Jeff Desnoyers (Chief Meteorologist) spoke in a 8<sup>th</sup> grade career fair in Lincoln Middle School Career Day in Providence about his career as a chief meteorologist. He spoke about weather and jobs in television. Those present were able to ask questions about local weather and his career in television.
- April 11, 2019 - John Krinjak (News Anchor) – Spoke to students at Mary Fogarty Elementary School in Providence. He spoke about his job as a broadcaster/anchor at ABC6. The students were able to ask questions about his career in television.

- April 12, 2019 – Jeff Desnoyers (Chief Meteorologist) spoke to students at Jewish Community Day School of RI. He talked about the duties and challenges of working at a television station and day-to-day responsibilities of meteorologist. The students were able to ask questions about his career in broadcasting.
- Doreen Scanlon (News Anchor) - Visited various schools (listed below) to speak about her job as a broadcaster/anchor at ABC6. The students were able to ask questions about his career in television.
  - 03/26/19 – Centredale Elementary School in North Providence
  - 04/09/19 – Fogarty School in Providence
  - 04/10/19 – Pleasant View Elementary School in Providence
  - 04/11/19 – Silver Spring Elementary School in Providence
  - 04/23/19 – Bishop McVinney School in Providence
  - 05/29/19 – Edgewood Highland School in Cranston
  - 05/30/19 – Glenn Hills School in Cranston
- Chelsea Priest (Meteorologist) – Visited various schools in Rhode Island and surrounding areas (listed below) to speak about weather safety, the science of weather and day-to-day activities of a meteorologist. The students were able to ask questions about weather and her career in television.
  - 01/17/19 – St. Joseph Elementary School in West Warwick
  - 02/12/19 - Harry Kizirian Elementary School in Providence
  - 02/26/19 – Acushnet Elementary School in Acushnet, MA
  - 03/25/19 – William Dutemple Elementary School in Cranston
  - 04/06/19 – Plymouth State University in New Hampshire
  - 04/10/19 – Hartford Center in Providence
  - 05/08/19 – Sherman Elementary School in Warwick
  - 05/29/19 – Glen Hills Elementary School in Cranston
  - 05/30/19 – Waterman Elementary School in Cranston

**5. Participation in other activities reasonably calculated by the station to further the goal of disseminating information as to employment opportunities in broadcast to job candidates who might otherwise be unaware of such:**

- March 20, 2019 – Chelsea Priest (Meteorologist) – Spoke to Marion Natural History Museum in Marion, MA about her career as a meteorologist. She did a presentation on weather/television basics and the changing face of media. Those in attendance were able to ask questions about journalism and her career in television.

**6. Establishing a mentoring program for station personnel:**

WLNE helps current personnel achieve their career goals. During the period we had an opening for a:

- Director, and we promoted a Production Assistant for this position.
- Director, and we promoted a Master Control Operator.
- Director, and we promoted a Production Assistant for this position.
- Chief Engineer and we promoted an IT Manager for this position.
- Weekend Anchor, and we promoted a Photojournalist for this position.
- Morning Anchor, and we promoted a Photojournalist for this position.
- Evening Anchor, and we promoted a Weekend Anchor for this position.

## **7. EEO Training:**

Equal Employment Opportunity Meetings are held periodically to educate department heads regarding their roles and responsibilities in the EEO process and to ensure that all departments are hiring and promoting in a non-discriminatory fashion. We require all managers with hiring authority to participate in these meetings and in discussions regarding upcoming job fairs and other recruitment activities. Minutes of these meetings are kept in the business office's EEO file.

- February 19, 2019 – Cristina Antonio (Business Manager) discussed the importance of filling out the EEO new hire forms on time with the department heads.
- April 12, 2019 – Cristina Antonio (Business Manager) discussed with other department heads the EEO policies for internships and the 90 day time frame to hire for multiple positions with the same resumes received.

## **8. Disseminating Information as to Employment Opportunities in Broadcasting:**

WLNE created a television spot which airs approximately every day on different day parts. The spot: 1) asks organizations that distribute information about employment opportunities to contact WLNE to get on our mailing list (all contact information including address, phone and email are provided); and 2) informs job seekers to check WLNE's website for postings of current openings. The spot confirms WLNE is an Equal Opportunity Employer.