

Annual EEO Public File Report
Reporting Period: December 1, 2019 – November 30, 2020

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, 2019 to and including November 30, 2020 (“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 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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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, 4, 5, 7-10, 12-14, 17, 19-20, 25, 27-28, 32, 34, 37-44	39
2	Director Of Sales	1, 3, 12, 17, 19-20, 26, 28, 35-36, 38, 40-43	36
3	Assignment Editor	1, 4, 6, 8, 10, 13-14, 16-17, 19-20, 23, 25, 27-31, 33-35, 38-39, 41-44	1
4	Multimedia Journalist	1-3, 5-8, 12, 16-22, 26, 28, 30-31, 33, 35, 38, 40-44	1 (two hired)
5	Account Executive	1, 3, 12, 15, 17-20, 26, 28, 35-36, 38, 40-44	15 (two hired); 42 (one hired)
6	Weekday Morning Anchor	1, 3, 12, 17, 19, 21-22, 26, 28, 35, 38, 40-44	1
7	News Cast Director	1, 3, 12, 15, 17-22, 26, 28, 35, 38, 40-44	15
8	Assignment Editor	1, 4, 10, 12-14, 17-20, 25, 27-28, 32, 34-35, 37-44	39
9	Video Editor	1, 4, 7, 9-10, 12-15, 17-20, 23, 25, 27-28, 32, 34-35, 37-44	1 (two hired)
10	Social Video Producer	1, 4, 9-10, 12-15, 17-20, 23, 25, 27-28, 32, 34-35, 37-44	42
11	Local Sales Assistant	1, 4, 5, 7, 9, 10, 12-13, 17-20, 25-28, 32, 34-35, 37-44	26
12	Account Executive	1, 12, 15, 17, 19-20, 38, 40, 42-43	1
13	Production Assistant	1-2, 4, 9-10, 13-14, 23, 25-27, 32, 34, 39, 42-43	1

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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> www.abc6.com	22
2	Boston College* 38 Commonwealth Avenue Chestnut Hill, MA 02167 617-552-3430	
3	Broadcasting & Cable 28 East 28th Street, 12th Floor New York, NY 10016 212-378-0485 www.broadcastingcable-jobs.careerwebsite.com	1
4	<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> www.brown-csm.simplicity.com	
5	<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> www.bryant.edu	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
6	Center for Hispanic Policy & Advocacy – ChisPA* Attn: Miguel Sanchez-Hartwein 421 Elmwood Avenue Providence, RI 02907 401-467-0111	
7	Connecticut College* Attn: John Hayes 270 Mohegan Avenue New London, CT 06320 813-254-9695	
8	<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> www.ccri.edu	
9	Endicott College 376 Hale Street Beverly, MA 01915 978-927-0585 www.endicott.edu	
10	Emerson College* Attn: Lisa Chang 120 Boyston Street Boston, MA 02116 617-824-8500	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
11	<i>Indeed.com</i> <i>Attn: Career Services</i> <i>177 Broad Street 6th Floor</i> <i>Stamford, CT 06901</i> www.indeed.com	
12	<i>Jobvertise, Inc.*</i> <i>Attn: Samuel Roseman</i> <i>32 Cumberland Drive</i> <i>Lincolnshire, IL 60069</i> www.jobvertise.com	
13	Johnson & Wales University* Attn: Akanksha Aga 8 Abbott Park Place Providence, RI 02903 401-598-2414 www.jwu.edu	
14	Lincoln Technical Institute Attn: Beth Comella 622 George Washington Highway Lincoln, RI 02865 401-334-2430 rbowron@lincolntech.com	
15	LinkedIn www.linkedin.com	13
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> www.massbroadcasters.org	1
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	National Association of Black Journalists 1100 Knight Hall, Suite 3101 College Park, Maryland 20742 WWW.nabj.org	
22	National Association of Hispanic Journalists Nahj.org	
23	New England Institute of Technology* Attn: Pat Blakemore 2500 Post Road Warwick, RI 02886 401-739-5000	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
24	<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>	
25	<i>Providence College*</i> <i>Attn: Feinstein Academic Center</i> <i>549 River Avenue</i> <i>Providence, RI 02918</i> <i>401-865-1000</i>	
26	<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> www.adorder@projo.com	11
27	<i>Rhode Island College*</i> <i>Career Development Center</i> <i>600 Mt. Pleasant Avenue</i> <i>Providence, RI 02908-1991</i> <i>401-456-8000</i>	
28	<i>Rhode Island Department of Labor & 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> www.dlt.state.ri.us	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period.
29	Rhode Island Indian Council* Attn: Employment Services 807 Broad St. Providence, RI 02907 401-941-3398	
30	RICJ* Attn: Toby Ayers P.O. Box 893 Providence, RI 02901 401-467-1712	
31	RI Nexus* Attn: Stuart Freiman 315 Iron Horse Way, Ste. 101 Providence, RI 02908 Ph. 401-278-9100 Fax 401-273-8270	
32	Roger Williams University* Attn: Krystal Sweet One Old Ferry Road Bristol, RI 02809 Phone: 401-254-3224 Fax: 401-254-3497	
33	RI State Equal Opportunity Office* Attn: Raymond Lambert One Capitol Hill Providence, RI 02908 401-222-3090	
34	<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> www.myinterfase.com/salve/employer	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
35	<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>	
36	Spots n Dots Attn: Emily McKay 888-884-2630 X701	2
37	Tufts University 419 Boston Ave Medford, MA 02155 617-628-5000 www.tufts.edu	
38	<i>TV Jobs *</i> <i>Broadcast Employment Services</i> <i>Attn: Mark Holloway</i> <i>PO Box 4116</i> <i>Oceanside, CA 92052</i> <i>Ph. 800-374-0119</i> <i>Fax 760-754-2115</i>	
39	University of Rhode Island* Attn: Dr. Bobbi Koppel 90 Lower College Rd Room 228 Roosevelt Hall Kingston, RI 02881 401-874-4043	3
40	Urban League of RI* Employment Services 246 Prairie Avenue Providence, RI 02907 401-351-5000	

Source Number	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Number of Interviewees Referred by Source During Reporting Period
41	Vocational Resources/Goodwill Industries* Attn: Mark Chute 100 Houghton Street Providence, RI 02904 401-861-2080	
42	Word of mouth/Employee, Market or Agency Referrals	8
43	<i>Station Bulletin Board/ Current Employees; Sister Stations: KLKN- TV & SNN-TV*</i>	
44	<i>Year Up*</i> Attn: Pieter Van Sciver 40 Fountain Street Providence, RI 02903 401-537-2223	

Total Number of Persons Interviewed During Applicable Period 61

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 actively recruits students interested in the broadcast industry by advertising its internship programs at career fairs and by educating managers to mention this opportunity when speaking with members of the community. For each intern, a Letter of Agreement is completed and approved by a professor of the student's college or university. During this reporting period, we have had a total of three (3) interns at WLNE.

- News interns spend time learning the functions of the newsroom, which include reporting, editing, shooting video, and writing stories. News interns also work with the Sports department. This experience focuses more on newsgathering and preparing clips for sports segments. This aspect of the internship has been curtailed during the COVID-19 pandemic.
- The following table summarizes the sources of WLNE's interns for this reporting period:

	College/University	Department	Semester
1.	Roger Williams University	News	Winter/Spring 2020
2.	Providence College	News	Winter/Spring 2020
3.	University Of Rhode Island	Sports	Winter/Spring 2020

2. Participation in job banks, Internet programs, and other programs designed to promote outreach generally:

WLNE participates in job banks and internet programs with those organizations shown in italics in Appendix 2 hereto. These organizations include Year-Up, Providence Journal/Monster.com, TVJobs.com, and others. These organizations have programs designed for outreach generally and are not primarily directed to providing notification of specific job vacancies.

3. Participation in Job Fairs:

- Rhode Island Broadcasters Association Career Fair was held on February 6, 2020, and Kristen Campeta (Senior Producer) participated on behalf of WLNE. The career fair was sponsored by University of Rhode Island for the general public, college students & alumni having or seeking degrees with relevance to the broadcasting industry. WLNE used the event to (a) bolster its recruiting for four positions, including video editor, assignment editor, multi-media journalist, production assistant; and (b) to accept resumes for internships. Students were able to stop by the booth and ask questions about WLNE and careers in broadcasting.
- Because of the COVID-19 pandemic, career fair events have been limited in 2020. However, as previously reported, WLNE has attended at least 4 career fairs within the last two (2) years.

4. Participate in events or programs sponsored by educational institutions related to career opportunities in broadcasting:

- January 23, 2020 – Chelsea Priest (Meteorologist) - Spoke to students at Park Elementary School in Warwick, RI. She talked about the duties and challenges of working at a television station. She also discussed meteorology and the day-to-day responsibilities of a TV meteorologist. The students were able to ask questions about his career in broadcasting.
- March 3, 2020 – Doreen Scanlon read and spoke to students at Centredale School in North Providence, RI. She read to the Kindergarten Class and spoke about the importance of reading for her job as a broadcaster/anchor at WLNE. The students were able to ask questions about her career in television.
- Because of the COVID-19 pandemic, events related to career opportunities have been limited in 2020. However, as previously reported, WLNE has attended at least 4 events or programs within the last two (2) years.

5. Establishing a mentoring program for station personnel:

WLNE helps current personnel achieve their career goals. During the period we had the following openings filled through internal development and promotions:

- Photographer, and WLNE promoted a Part-time Editor for this position.
- Full Time Video Editor, and WLNE promoted a Part-time Video Editor for this position.
- Day Video Editor, and WLNE promoted a night Video Editor for this position.

- Night Producer, and WLNE promoted an Associate Producer for this position.
- Associate Producer, and WLNE promoted a PT Assignment Editor for this position.
- AM Associate Producer, and WLNE promoted an Assignment Editor for this position.
- PM Associate Producer, and WLNE promoted an Assignment Editor for this position.

6. 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. WLNE requires 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.

- July 14, 2020 – Cristina Antonio (Business Manager) discussed the importance of filling out the EEO new hire forms on time with the department heads.
- October 27, 2020 – Cristina Antonio (Business Manager) discussed with other department heads the EEO policies for internships and the 90-day timeframe to hire for multiple positions with the same resumes received.

7. Disseminating Information as to Employment Opportunities in Broadcasting.

WLNE produced a television spot which airs approximately each day on different day parts. The spot asks organizations having employment opportunities to contact WLNE or the purpose of being added to WLNE's mailing list informs job seekers to check WLNE's website for postings of current openings. The spot confirms WLNE is an Equal Opportunity Employer.