

**WLNE-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 - November 30, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Topical Producer	4-5, 9, 13-17, 19, 22-24, 27-30	28
MMJ	4-5, 9-10, 12, 15-17, 22-24, 27-29	28
MMJ	4-5, 9-10, 12, 15-17, 19, 22-24, 27-29	28
Morning News Anchor/Reporter	4, 9-11, 13, 15-18, 22-24, 27-30	28
Account Executive	22, 26	26
Account Executive	22, 26	26
Assignment Editor	5, 9-10, 15-17, 19, 22, 24-25, 28	28
Assignment Editor	5, 8-10, 15-17, 19, 22, 24, 27-28	8
Video Editor	5, 9-10, 15, 17, 19, 22, 24, 27-28	28
Producer	2, 4-5, 9, 12, 15-17, 19, 22-24, 27-29	28
General Manager	1, 6, 20, 30	6
Assistant Business Manager	5-6, 22, 24, 30	6
Account Executive	5-6, 13, 24, 30	30
Account Executive	5, 13, 30	30
News Anchor/Reporter	6, 26	26
Associate Producer	5, 24, 28	28
News Director	6, 22, 24, 30	6
MMJ	13, 17, 24, 28	28
Assignment Editor	6, 13, 17, 21, 24, 28	6
Assignment Editor	6, 13, 17, 24, 28	6
Photographer	6, 13, 17, 22, 24, 28	6
Photographer	6-7, 13, 17, 24, 28	6
Chief Photographer	10, 13, 15, 17, 22, 24	13
Account Executive	6	6
Producer	13, 22, 24, 28	13
Technical Media Operator	3, 6, 13, 22	22
Associate Producer	6-7, 13	6
Business Manager	6	6
Producer	6-7, 13, 24, 28	6
Associate Producer	6, 13	13
MMJ	6, 13, 17, 24, 28	28

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 917-301-3815 Url : <a href="http://www.broadcastingcable-jobs.careerwebsite.co">http://www.broadcastingcable-jobs.careerwebsite.co</a> first tbd last tbd Manual Posting	N	0
2	Bryant University 1150 Douglas Pike Smithfield, Rhode Island 2917 Phone : 401-232-6090 Url : <a href="http://www.career.bryant.edu">http://www.career.bryant.edu</a> first tbd last tbd Manual Posting	N	0
3	Facebook post	N	1
4	Goodwill Southern New England 100 Houghton Street Providence, Rhode Island 02904 Phone : Unknown Email : <a href="mailto:cyankee@goodwillsne.org">cyankee@goodwillsne.org</a> Christine Yankee	N	0
5	Handshake New England Region Various, Rhode Island 55555 Phone : 999-999-9999 Url : <a href="http://www.uri.joinhandshake.co">http://www.uri.joinhandshake.co</a> first tbd last tbd Manual Posting	N	1
6	Indeed 177 Broad Street 6th floor Stamford, Connecticut 6901 Phone : 999-999-9999 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Career Services Manual Posting	N	39
7	Internal Candidate	N	4
8	Internal Transfer/Promotion	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Job Bank Online Providence, Rhode Island Url : jobbank.com Online Online Manual Posting	N	0
10	Jobvertise 32 Cumberland Drive Lincolnshire, Illinois 60069 Phone : 999-999-9999 Url : http://www.jobvertise.com Samuel Roseman Manual Posting	N	0
11	JournalismNext.com Online Online, Rhode Island Phone : 703-629-0178 Url : journalismnext.com Online Online Manual Posting	N	0
12	Lincoln Tech 622 George Washington Highway Lincoln, Rhode Island 02865 Url : lincolntech.edu Email : rbowron@lincolntech.com R Bowron	N	0
13	LinkedIn Online Online, Rhode Island Online Online Manual Posting	N	20
14	LocaliQ Recruitment National Providence, Rhode Island Phone : 401-277-7404 Url : localiq.com Email : jgraffagnino@localiq.com Jeanne Graffagnino	N	0

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15	Mass Broadcaster Association PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Url : <a href="http://www.massbroadcasters.org">http://www.massbroadcasters.org</a> first tbd last tbd Manual Posting	N	0
16	Medialine 2515 Sparrow Crest dr. Katy, Texas 77494 Phone : 913-217-0685 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Mark Shilstone Manual Posting	N	0
17	NAACP PO Box 5767 881 Eddy St. Providence, Rhode Island 2903 Phone : 401-521-6222 Url : <a href="http://www.naacpprov.org/foremployee.aspx">http://www.naacpprov.org/foremployee.aspx</a> James Vincent Manual Posting	N	0
18	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington D.C, Rhode Island 20036 Phone : 999-999-9999 first tbd last tbd Manual Posting	N	0
19	New England Institute of Technology 1 New England Tech blvd. East Greenwich, Rhode Island 2818 Phone : 401-739-5000 Url : <a href="http://www.neit.edu/career-services/submit-an-empl">http://www.neit.edu/career-services/submit-an-empl</a> Pat Blackemore Manual Posting	N	0
20	None indicated (Source Unknown)	N	6
21	Other Source	N	1

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22	RI Dept. of Labor 1511 Pontiac Avenue Cranston, Rhode Island 2920 Phone : 401-462-8722 Url : <a href="http://www.employri.org">http://www.employri.org</a> Carla Spremulli Manual Posting	N	4
23	SER-Jobs for Progress Inc. 164 Bedford Street Fall River, Massachusetts 02720 Phone : 508-676-1916 Url : <a href="http://ser-jobs.org">ser-jobs.org</a> Email : <a href="mailto:admin@ser-jobs.com">admin@ser-jobs.com</a> Admin Admin	N	0
24	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	1
25	University of Rhode Island 90 Lower College Road Room 228 Roosevelt Hall Kingston, Rhode Island 2881 Phone : 401-874-5177 Url : <a href="http://www.rhodynet.uri.edu">http://www.rhodynet.uri.edu</a> Dr. Bobbi Koppel Manual Posting	N	0
26	Unknown Referral Source	N	9
27	Urban League of RI PO Box 72756 Providence, Rhode Island 02907 Phone : 401-351-5000 Url : <a href="http://ulre.org">ulre.org</a> Online Online Manual Posting	N	0
28	WLNE Website 10 Orms St Providence, Rhode Island 02904 Phone : 864-404-7647 Url : <a href="http://abc6.com">abc6.com</a> Email : <a href="mailto:kboan@abc6.com">kboan@abc6.com</a> Kelly Boan	N	37

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29	Year Up 40 Fountain Street 7th Floor Providence, Rhode Island 02903 Phone : 401-537-2276 Url : yearup.org Email : cgarcia@yearup.org Christina Garcia	N	0
30	Zip Recruiter 401 Wilshire blvd 11th Floor Santa Monica, California 90401 Phone : 999-999-9999 Url : http://www.ziprecruiter.com Andrew last tbd Manual Posting	N	9
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>133</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>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 six internships at WLNE.</p> <p>News Interns spend time learning the functions of the newsroom which include reporting, editing, shooting video, and writing stories. News interns also include Sports which focus more on newsgathering and preparing clips for sports segments. Creative Services interns learn the functions of the promotions department which include shooting video, writing and editing promos and can also include commercial production for station clients.</p>	3	News Director News Director Promotions Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	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.	1	GM

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3	10/11/2021	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	The News Director established relationships with various chairpersons of Journalism departments at neighboring collegiate programs. The News Director provided information about open positions, jobs in broadcasting and new graduates seeking employment. This resulted in one candidate applying for a position with the employment unit.	1	News Director