

Annual EEO Public File Report

Reporting Period: December 1, 2021 – November 30, 2022

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, 2021 to and including November 30, 2022 (“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, through video conference or by e-mail.

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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
Account Executive - Entry Level	12-13, 16, 18, 23, 38, 40, 42, 48	13
Account Executive - Entry Level	12-13, 16, 18, 23, 38, 40, 42, 48	13
Account Executive - Entry Level	12-13, 16, 18, 23, 38, 40, 42, 48	48
Assignment Editor	12-13, 43, 50	50
Business Manager	9, 13, 16, 35, 40, 42	13
Creative Services-Producer	9, 12-13, 16, 23, 40, 43	13
Digital Content Manager	9, 12-13, 16, 23, 40, 42-43, 47, 49	47
Digital Content Producer	13, 43	13
Meteorologist	2-3, 5-6, 8, 10-13, 31, 33, 36, 38, 40, 43, 45	13
Multimedia Journalist	11-13, 20, 38, 40, 43-45, 50	50
Multimedia Journalist	11-13, 20, 38, 40, 43-45, 50	43
Multimedia Journalist	11-13, 20, 38, 40, 43-45, 50	13
News Director	1-3, 5-6, 8-11, 13, 16-17, 20, 23, 27, 29, 31, 33, 36-38, 40-45, 52-53	52
Photographer	13, 43	13
Photographer	9, 11-13, 20, 38, 40, 43-45, 51	13
Photographer	9, 11-13, 20, 38, 40, 43-45, 51	13
Photographer	9, 11-13, 20, 38, 40, 43-45, 51	51
Photographer	9, 11-13, 20, 38, 40, 43-45, 51	13
Producer	13, 43	13
Producer	11, 13, 20, 38, 40, 43-45	13
Sales Assistant	1-6, 8, 10-11, 13, 16-17, 20, 29, 31, 33, 36-38, 40-41, 43-45	13
Sales Assistant	1-6, 8, 10-11, 13, 16-17, 20, 29, 31, 33, 36-38, 40-41, 43-45	13
Sales Support Coordinator	11-13, 20, 22, 38, 43-45	13
Technical Director/Master Control Operator	1-3, 5-6, 8-13, 17, 20, 22-23, 29, 31, 33, 37, 40-43	13
Technical Director/Master Control Operator	1-3, 5-6, 8-13, 17, 20, 22-23, 29, 31, 33, 37, 40-43	13
Technical Media Operator	1-21, 23-43, 45-46	13
Technical Media Operator	1-3, 5-6, 8, 10-13, 17, 20, 29, 31, 33, 36 -38, 40-41, 43-45, 51	51

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Video Editor	12-13, 16, 23, 40, 43	43

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Boston College 38 Commonwealth Ave. Chestnut Hill, Massachusetts 2167 Phone : 617-552-3430 Url : http://www.bc.edu first tbd last tbd Manual Posting	N	0
2	Brown University 174 Meeting st. P.O. Box 1907 Providence, Rhode Island 2912 Phone : 401-863-1000 Url : http://www.brown.edu first tbd last tbd Manual Posting	N	0
3	Bryant University 1150 Douglas Pike Smithfield, Rhode Island 2917 Phone : 401-232-6090 Url : http://www.career.bryant.edu first tbd last tbd Manual Posting	N	0
4	Career Builder 5550 A Peachtree Parkway Suite 200 Norcross, Georgia 30092 Phone : 678-270-1132 Charlotte Kilroy Manual Posting	N	0
5	CCRI (Community College of Rhode Island) 400 East ave Warwick, Rhode Island 2886 Phone : 401-825-2237 Url : http://www.ccri.edu Camille Numrich Manual Posting	N	0
6	Connecticut College 270 Mohegan avenue New London, Connecticut 6320 Phone : 813-254-9695 Url : http://www.conncoll.edu/for-employers John Hayes Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Craigslist 1381 9th avenue San Francisco, California 94122 Phone : 408-988-6395 Url : http://www.craigslist.org Jim Buckmaster Manual Posting	N	0
8	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : http://www.emerson.edu Lisa Change Manual Posting	N	0
9	Employ RI 1511 Pontiac Avenue Cranston, Rhode Island 02920 Phone : 4014538011 Url : https://www.employri.org/vosnet/dashboards/default Carla Spremulli Manual Posting	N	0
10	Endicott College 376 Hale Street Beverly, Massachusetts 2116 Phone : 978-927-0585 Url : http://www.endicott.edu first tbd last tbd Manual Posting	N	0
11	Goodwill Southern New England 100 Houghton Street Providence, Rhode Island 02904 Phone : Unknown Email : cyankee@goodwillsne.org Christine Yankee	N	0
12	Handshake New England Region Various, Rhode Island 55555 Phone : 999-999-9999 Url : http://www.uri.joinhandshake.co first tbd last tbd Manual Posting	N	0

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13	Indeed 177 Broad Street 6th floor Stamford, Connecticut 6901 Phone : 999-999-9999 Url : http://www.indeed.com Career Services Manual Posting	N	80
14	Jewish Community Center of RI 401 Elmgrove Avenue Providence, Rhode Island 2906 Phone : 401-861-8800 Url : http://www.jccri.org first tbd last tbd Manual Posting	N	0
15	Job Bank Online Providence, Rhode Island Url : jobbank.com Online Online Manual Posting	N	0
16	Jobvertise 32 Cumberland Drive Lincolnshire, Illinois 60069 Phone : 999-999-9999 Url : http://www.jobvertise.com Samuel Roseman Manual Posting	N	0
17	Johnson & Wales University 8 Abbott Park Place Providence, Rhode Island 2903 Phone : 401-598-2414 Url : http://www.jwu.edu Akanksha Aga Manual Posting	N	0
18	Journalism Jobs 71 Plaze Drive 2nd Floor Berkeley, California 94705 Phone : 1-501-653-1521 Url : http://www.journalismjobs.com Dan Rohn Manual Posting	N	0

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19	JournalismNext.com Online Online, Rhode Island Phone : 703-629-0178 Url : journalismnext.com Online Online Manual Posting	N	0
20	Lincoln Tech 622 George Washington Highway Lincoln, Rhode Island 02865 Url : lincolntech.edu Email : rbowron@lincolntech.com R Bowron	N	0
21	LinkedIn Online Online, Rhode Island Online Online Manual Posting	N	0
22	LocaliQ Recruitment National Providence, Rhode Island Phone : 401-277-7404 Url : localiq.com Email : jgraffagnino@localiq.com Jeanne Graffagnino	N	0
23	Mass Broadcaster Association PO Box 857 Clark, New Jersey 7066 Phone : 800-471-1875 Url : http://www.massbroadcasters.org first tbd last tbd Manual Posting	N	0
24	Medialine 2515 Sparrow Crest dr. Katy, Texas 77494 Phone : 913-217-0685 Url : http://www.medialine.com Mark Shilstone Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	NAACP PO Box 5767 881 Eddy St. Providence, Rhode Island 2903 Phone : 401-521-6222 Url : http://www.naacpprov.org/foremployee.aspx James Vincent Manual Posting	N	0
26	NATAS 1697 Broadway Suite 1001 New York, New York 10019 Phone : 212-586-8424 Url : http://www.jobbank.emmyonline.org Barbara Baker Manual Posting	N	0
27	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 888-491-8833 ext. 1005 Career Services Manual Posting	N	0
28	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
29	New England Institute of Technology 1 New England Tech blvd. East Greenwich, Rhode Island 2818 Phone : 401-739-5000 Url : http://www.neit.edu/career-services/submit-an-empl Pat Blackemore Manual Posting	N	0
30	NPPA 120 Hooper Street Athens, Georgia 30602 Phone : 919-383-7246 Url : http://www.nppa.org Mindy Hutchinson Manual Posting	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Providence College 549 River ave Providence, Rhode Island 2918 Phone : 401-865-1000 Url : http://www.myinterfase.com/efriars/employer Feinstein Academic Center Manual Posting	N	0
32	Providence Journal/Monster.com 75 Fountain Street Providence, Rhode Island 2902 Phone : 401-277-7730 Url : http://monster.com Mark last tbd Manual Posting	N	0
33	Rhode Island College 600 Mt. Pleasant Avenue Providence, Rhode Island 2908 Phone : 401-456-8000 Url : http://www.ric.edu first tbd last tbd Manual Posting	N	0
34	RI Dept. of Labor 1511 Pontiac Avenue Cranston, Rhode Island 2920 Phone : 401-462-8722 Url : http://www.employri.org Carla Spremulli Manual Posting	N	0
35	Robert Half Finance & Accounting 275 Promenade Street Suite 140 Providence, Rhode Island 02908 Phone : 4013022225 Email : joyce.lancellotti@roberthalf.com Joyce Lancellotti	N	3
36	Roger Williams University One Old Ferry Road Global Heritage Hall Bristol, Rhode Island 2809 Phone : 401-254-3224 Url : http://www.rwu.edu Krystal Sweet Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Salve Regina University 100 Ochre Point Avenue Newport, Rhode Island 2840 Phone : 401-341-2913 Url : http://www.myinterfase.com/salve/employer Office of Career Development Manual Posting	N	0
38	SER-Jobs for Progress Inc. 164 Bedford Street Fall River, Massachusetts 02720 Phone : 508-676-1916 Url : ser-jobs.org Email : admin@ser-jobs.com Admin Admin	N	0
39	SpotsNDots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : http://www.spotsndots.com Emily McKay Manual Posting	N	0
40	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Mark Holloway	N	1
41	University of Rhode Island 90 Lower College Road Room 228 Roosevelt Hall Kingston, Rhode Island 2881 Phone : 401-874-5177 Url : http://www.rhodynet.uri.edu Dr. Bobbi Koppel Manual Posting	N	0

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a. Agencies Notified by Outreach

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Urban League of RI PO Box 72756 Providence, Rhode Island 02907 Phone : 401-351-5000 Url : ulre.org Online Online Manual Posting	N	0
43	WLNE Website 10 Orms St Providence, Rhode Island 02904 Phone : 815-601-5310 Url : abc6.com Email : agaito@abc6.com Alex Wolf	N	3
44	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
45	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
46	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	0

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b. Exemptions or Other Sources of Candidate Referral

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Agency Referral	N	1
48	Call In	N	1
49	Corporate Office	N	3
50	Current Employee	N	2
51	Employee Referral	N	2
52	Former Employee	N	1
53	Unknown Referral Source	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			100

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	Ongoing Event	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	Allison Gaito News Director	1.00
2	Ongoing Event	Establishment of a mentoring program	In April of 2022, the News Director established a mentoring program within the department that allows members of the staff to shadow seasoned individuals in the specific departments. That same initiative was then carried on to the other departments within the station. Establishing a culture that encourages success.	4	Allison Gaito News Director Devin Hurst TMO Director Charles Johnson Chief Engineer Charles Black Sales Manager	1.00
3	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	Allison Gaito News Director Alex Wolf GM Nick Coit Sports Kelly Bates Meteorologist	1.00

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	9/8/2022	Participation in Job Fairs	UMass Dartmouth Job Fair hosted by UMass Career Center. The News Director discussed newsroom opportunities in areas of work study, part-time employment and the internship program.	1	Allison Gaito News Director	0.25
5	11/10/2022	Participation in Job Fairs	Lunch set up by Director of Career Services and Experiential Education, Elizabeth Giordano to introduce students to different career opportunities within the state of Rhode Island. Asked that participants from local business meet with students in an informal setting (lunch) to discuss careers with the industry and personal career path that led them in the industry.	1	Alex Wolf General Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.50