

WSBE-TV/DT
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Producer / Director	1, 11, 12, 14, 18, 19, 20	11
Editor / Photographer (2)	1, 11, 12, 14, 18, 19	11
Broadcast Engineer	1, 11, 12, 14, 18, 19, 20	11
Television Technician (3)	1, 11, 12, 14, 18, 19, 20	11
Television Technician (1)	1, 11, 12, 14, 18, 19, 20	20
Director of Development	1, 6, 7, 8, 11, 12, 14, 18, 19	11
Coordinator of Family Literacy	1, 4, 6, 7, 8, 11, 12, 13, 14, 17, 18, 19, 22, 23, 24	11

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees over Referred by RS 12-month period
1	RI Dept of Labor & Training Online Job Matching (EmployRI) Center General Complex 1511 Pontiac Ave. Cranston, RI 02920	No	0
2	Fund for Community Progress 90 Jefferson Blvd. #B Warwick, RI 02888	No	0
3	Rhode Island College Human Resources Department 600 Mt. Pleasant Ave. Providence, RI 02908	No	0
4	University of Rhode Island Office of Human Resources Kingston, RI 02881-0819	No	1
5	Current Classifieds https://jobs.current.org/	No	0
6	Association of Fundraising Professionals Rhode Island Chapter 191 High Service Ave. North Providence, RI 02904	No	0
7	Association of Fundraising Professionals Massachusetts Chapter 411 Waverley Oaks Rd. Suite 331B Waltham, MA 02452	No	0

WSBE-TV/DT

8	The Chronicle of Philanthropy 1255 Twenty-Third Street, N.W. Seventhe Floor Washington, DC 20037	No	0
9	Leadership Rhode Island 1570 Westminster St. Providence, RI 02909	No	0
10	Rhode Island Community JobsList Swearer Center for Public Service Brown University Box 1974 25 George Street Providence, RI 02912	No	0
11	Self Referral	No	16
12	Rhode Island PBS Foundation website	No	6
13	National Educational Television Association Online posting	No	0
13	myPBS Digital Workplace – online posting	No	0
14	SERV Jobs for Progress 807 Broad Street #101 Providence, RI 02907	No	0
15	Linked In - Online posting	No	0
16	Johnson & Wales University	No	0
17	Public Media Business Association	No	0
18	EduLeaders of Color (Website)	No	0
19	Progreso Latino 626 Broad Street Central Falls, RI 02863	No	0
20	New England Technical University (Website)	No	2
21	Salve Regina University (Website)	No	0
22	IhireBroadcasting.com	No	0
23	NETA (netaonline.org)	No	0
TOTAL INTERVIEWEES OVER A 12 MONTH PERIOD			25

WSBE-TV/DT

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)		BRIEF DESCRIPTION OF ACTIVITY	
	Internship Program (Engineering)		WSBE-TV/DT has a student intern program for aspiring television engineers and technicians. Through a partnership with the New England Institute of Technology, we employ students to augment our camera staff as well as master control operations. This is a paid internship program. At any given time during the reporting period an average of 10 engineering interns were working at the station.	
	Internship Program (Development/Public Information)		Fall Term 2018 -- Internships are available for high school and college students wishing to gain experience and knowledge of the day-to-day operation of a broadcast station. This internship includes exposure to the Development Department of the station. During the Fall Term 2018, WSBE hosted two (2) student from the following schools in the Programming internship. Trinity College / Johnson and Wales University	
	Internship Program (Development/Public Information)		Spring Term 2019 -- Internships are available for high school and college students wishing to gain experience and knowledge of the day-to-day operation of a broadcast station. This internship includes exposure to the Development Department of the station. During the Spring Term 2018, WSBE hosted two (2) students from the following schools in the Programming internship. Roger Williams University / Johnson and Wales University	