Grantee Information

ID	1850
Grantee Name	WSBE-TV
City	Providence
State	RI
Licensee Type	Community

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1 ▼

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Te	levision and Joint	Employees				Jump to	question: 1.1 🕶
Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000 - TV Only					5		5
Officials - 1000 - Joint							0
Managers - 2000 - TV Only					8		8
Managers - 2000 - Joint							0
Professionals - 3000 - TV Only	2	3			12		17
Professionals - 3000 - Joint							0
Technicians - 4000 - TV Only					1		1
Technicians - 4000 - Joint							0
Sales Workers - 4500 - TV Only							0
Sales Workers - 4500 - Joint							0
Office and Clerical - 5100 - TV Only							0
Office and Clerical - 5100 - Joint							0
Craftspersons (Skilled) - 5200 - TV Only							0
Craftspersons (Skilled) - 5200 - Joint							0
Operatives (Semi-Skilled) - 5300 - TV Only							0
Operatives (Semi-Skilled) - 5300 - Joint							0
Laborers (Unskilled) - 5400 - TV Only							0
Laborers (Unskilled) - 5400 - Joint							0
Service Workers - 5500 - TV Only							0
Service Workers - 5500 - Joint							0
Total	2	3	0	0	26	0	31

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1 ▼ Native Asian/Pacific White, More Than

Major Job Category / Job Code / Joint Employee

African American Hispanic Males

American

Males

Non-Hispanic

One Race

Total

	Males		Males	ò			Males	,	Males	
Officials - 1000 - TV Only							2			2
Officials - 1000 - Joint										0
Managers - 2000 - TV Only							1			1
Managers - 2000 - Joint							0			0
Professionals - 3000 - TV Only							8			8
Professionals - 3000 - Joint							0			0
Technicians - 4000 - TV Only	1						8			9
Technicians - 4000 - Joint										0
Sales Workers - 4500 - TV Only										0
Sales Workers - 4500 - Joint										0
Office and Clerical - 5100 - TV Only										0
Office and Clerical - 5100 - Joint										0
Craftspersons (Skilled) - 5200 - TV Only										0
Craftspersons (Skilled) - 5200 - Joint										0
Operatives (Semi-Skilled) - 5300 - TV Only										0
Operatives (Semi-Skilled) - 5300 - Joint										0
Laborers (Unskilled) - 5400 - TV Only										0
Laborers (Unskilled) - 5400 - Joint										0
Service Workers - 5500 - TV Only										0
Service Workers - 5500 - Joint										0
Total	1	0	0		0		19		0	20
1.1 Employment of Full-Time Te	elevision and Join	t Employees			Jump to qu	estic	on: 1.1 🗸			
Major Job Category / Job Code					Persons wi	th D	isabilities			
Officials - 1000 - TV Only										
Officials - 1000 - Joint										
Managers - 2000 - TV Only										
Managers - 2000 - Joint										
Professionals - 3000 - TV Only							1			
Professionals - 3000 - Joint										
Technicians - 4000 - TV Only										
Technicians - 4000 - Joint										
Sales Workers - 4500 - TV Only										
Sales Workers - 4500 - Joint										
Office and Clerical - 5100 - TV Only										
Office and Clerical - 5100 - Joint										
Craftspersons (Skilled) - 5200 - TV C	Only									
Craftspersons (Skilled) - 5200 - Joint										
Operatives (Semi-Skilled) - 5300 - T	V Only									
Operatives (Semi-Skilled) - 5300 - Jo	pint									

,	led) - 5400 - TV C															
aborers (Unskille	ed) - 5400 - Joint															
ervice Workers	- 5500 - TV Only															
ervice Workers	- 5500 - Joint															
otal												1				
1 Employmer	nt of Full-Time	Televisio	on and Join	t Emplo	vees				Ju	mp to ques	tion: 1.1	~				
	gender and ethni					bove (e.g.	. 1 Africar	n Americ								
hite female																
2 Major Prog	ramming Decis	sion Mak	ers						Ju	mp to ques	tion: 1.2	~				
	mployees reporte				cluding the	station ge	eneral ma	anager,								
·			•	115:												
2 Major Prog	ramming Decis	sion Mak	ers		Matin					\A/le:4.e			to questi	ion: 1.2	~	
	African American		Hispanic		Nativ America		Asian/Pa	acific	Non-	White, Hispanic		More Than One Race		7	Гotal	
emale ajor												2			2	
ogramming ecision akers																
ale Major rogramming												1			1	
ecision akers																
			0			9		0		0		3			3	
2 Major Progresses report by a page of programminus about public sult in a double ogramming decogramming deco	gender and ethning decisions. Incorogram acquisiting-counting of som cisions should be above, in the full-t	c or racia lude the s on and pro e full-time included	group the he tation general oduction, prog employees; e in the counts	manage ram devemployee for this ite	er if approp elopment, es having t	riate. Majo on-air prog ne respon	or prograr gram sch	mming d eduling,	ibility for n ecisions in etc. This it	ıclude		~				
2 Major Progresses report by ajor programmi ecisions about put in a double ogramming decipion category a 3 Employmer ease enter the	gender and ethning decisions. Incorogram acquisitions-counting of som	c or racia lude the s on and pro e full-time included ime emplo Televisi	I group the he tation general aduction, prog employees, e in the counts in ope Question on and Join ployees, both	manage gram developed for this ite of 1.1. t Emplo	er if approper if	riate. Majo on-air prog ne respon ain,	or prograr gram sch sibility for	mming d eduling, r making The first	ibility for necisions in etc. This it major	naking iclude tem should	ition: 1.3					
ease report by ajor programmine solutions about programming decry job category a 3 Employmen lease enter the imployees, the solutions and the solutions are solutions.	gender and ethning decisions. Incorogram acquisiting counting of som cisions should be above, in the full-that of Part-Time number of PART	c or racia lude the s on and pro e full-time included ime emplo Televisi -TIME em es all mal	I group the he tation general duction, prog employees; ein the counts byee Question on and Join ployees, both le employees,	manage gram developed for this it in 1.1. t Emplo TV-only and the	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air prog ne respon ain,	or prograr gram sch sibility for	mming d eduling, r making The first	ibility for necisions in etc. This it major	naking iclude tem should	ition: 1.3		Jump	o to quest	ion: 1.3 ·	
2 Major Progresses report by ajor programmic cisions about programming decogramming	gender and ethning decisions. Incorporam acquisition-counting of som cisions should be above, in the full-th of Part-Time number of PART second grid includent of Part-Time	c or racia lude the s on and pro e full-time included ime emplo Televisi -TIME em es all mal	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	manage gram developed for this it in 1.1. t Emplo TV-only and the	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air prog ne respon ain,	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	ition: 1.3	· M	Jump ore Thar One Race Females	1		• otal
2 Major Progresses report by ajor programmic cisions about programming decogramming	gender and ethning decisions. Incorporam acquisition-counting of som cisions should be above, in the full-th of Part-Time number of PART second grid includent of Part-Time	c or racia lude the s on and pre e full-time included ime emplo Televisi -TIME em les all mal Televisi African merican	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	manageram devemployee for this it is 1.1. t Emplo TV-only and the t Emplo ispanic	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	tion: 1.3	· M	ore Thar One Race	1		
2 Major Progresses report by ajor programmic cisions about programming decigo category a 3 Employmer ease enter the enployees, the set appropriate and appropr	gender and ethning decisions. Incompart acquisition counting of some cisions should be above, in the full-tent of Part-Time number of PART-tecond grid includent of Part-Time acquired to part-Time ac	c or racia lude the s on and pre e full-time included ime emplo Televisi -TIME em les all mal Televisi African merican	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	manageram devemployee for this it is 1.1. t Emplo TV-only and the t Emplo ispanic	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	tion: 1.3	· M	ore Thar One Race	1		otal
2 Major Progresses report by a page repo	gender and ethning decisions. Incorporations of some cisions should be above, in the full-that of Part-Time number of PART-second grid includent of Part-Time gory / A	c or racia lude the s on and pre e full-time included ime emplo Televisi -TIME em les all mal Televisi African merican	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	manageram devemployee for this it is 1.1. t Emplo TV-only and the t Emplo ispanic	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	tion: 1.3	· M	ore Thar One Race	1		otal 0
2 Major Progresses report by ajor programmic cisions about programming decryob category a 3 Employmer ease enter the inployees, the set at a 2 Employmer diajor Job Category a 2 Employmer diajor Job Category and a 2 Employmer diajor diagonal diagon	gender and ethning decisions. Incorporary acquisition control of the counting of some cisions should be elabove, in the full-th of Part-Time number of PART-time number of PART-time of Part-Time gory / A	c or racia lude the s on and pre e full-time included ime emplo Televisi -TIME em les all mal Televisi African merican	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	manageram devemployee for this it is 1.1. t Emplo TV-only and the t Emplo ispanic	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	tion: 1.3	· M	ore Thar One Race	1		otal 0
2 Major Progresses report by ajor programmi cisions about programming decigob category a 3 Employmer ease enter the inployees, the sit appropriate and a Employmer lajor Job Category and agor Job Category and agor Job Category and anagers - 2000 cofessionals - 30 chinicians - 400 chinicians - 40	gender and ethning decisions. Incorporation of countries of some cisions should be above, in the full-that of Part-Time number of PART-iecond grid includent of Part-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		otal 0 0
2 Major Progresses report by ajor programmi cisions about programming decipob category a 3 Employmer ease enter the inployees, the sit appropriate and appropr	gender and ethning decisions. Incorporate accounting of som cisions should be above, in the full-th of Part-Time number of PART-second grid includent of Part-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		0 0 0
2 Major Progresses report by ajor programmic claims about programming decipob category a 3 Employmer ease enter the inployees, the single programming decipob category a 3 Employmer ease enter the inployees, the single programming decipob category and allowed an angers - 2000 cofessionals - 30 control category and ca	gender and ethning decisions. Incorporate acquisition counting of some cisions should be above, in the full-that of Part-Time number of PART-second grid includent of Part-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		0 0 0 1 0
2 Major Progresses report by ajor programming cisions about programming decipob category a 3 Employmer ease enter the ease enter the enployees, the sease enter the enployees, the sease enter the enployees and allowed an anagers - 2000 of essionals - 30 category and clerical control of essionals - 30 category and essionals -	gender and ethning decisions. Incorporations of some cisions should be above, in the full-that of Part-Time number of PART-iecond grid includent of Part-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		0 0 0 1
2 Major Progresses report by ajor programmic cisions about programmic cisions about programming decry job category a 3 Employmer ease enter the imployees, the sit as a 2 Employmer disportant programming decry job category a 3 Employmer ease enter the imployees, the sit as a 2 Employmer disportant programming decry and allow code enter and Clerica (100) analysis of the code enter aftspersons (Sit and Clerica (100) peratives (Semi illied) - 5300 aborers (Unskillied) aborers (Unskillied) and code enter a code	gender and ethning decisions. Incorporation of countries of some cisions should be above, in the full-that of Part-Time number of PART-iecond grid includent of Part-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		0 0 0 1 0
2 Major Progresses report by ajor programmi cisions about put sult in a double ogramming decry job category a 3 Employmer ease enter the imployees, the sulting the sulting and the sulting an	gender and ethning decisions. Incorporam acquisition countries of some cisions should be above, in the full-the number of PART-Time number of PART-Time number of PART-Time gory / A	c or racial lude the son and prote of full-time englishment of the full-ti	group the he tation general oduction, prog employees, e in the counts i oyee Question on and Join ployees, both e employees, on and Join	I manage irram devemployee for this it i 1.1. **TV-only and the templot is panic irram devemployee for this it i 1.1.	er if approp elopment, es having them and ag- pyees and Joint, last grid in	riate. Majo on-air projecter responsion, in the grid cludes all Nativ America	or program gram sch sibility for Is below. T persons v	mming d eduling, r making The first with disa	ibility for n ecisions in etc. This it major Ju grid includibilities.	naking iclude lem should mp to ques all fema	white, ispanic emales	· M	ore Thar One Race	1		0 0 0 0 1

Major Job Category /	African American	Hispanic	Nativ America	an Asian/Paci		White, on-Hispanic	More Than One Race	
Job Code Officials - 1000	Males	Males	Male	es Mal	es	Males	Males	Total
								0
Managers - 2000					_			0
Professionals - 3000								0
Technicians - 4000	2			0		2		4
Sales Workers - 4500								0
Office and Clerical - 5100								0
Craftspersons (Skilled) - 5200								0
Operatives (Semi- skilled) - 5300								0
Laborers (Unskilled) - 5400								0
Service Workers - 5500								0
Total	2	0		0	0	2	0	4
1.3 Employment of Pa	art-Time Televisi	ion and Joint Emplo	yees		Jump to	question: 1.3	~	
Major Job Category / Job Code					Porconou	vith Disabilities		
Officials - 1000					Persons w	VILLI DISABIIILIES		
Managers - 2000							1	
Professionals - 3000]	
Technicians - 4000]	
Sales Workers - 4500]	
Office and Clerical - 5100)						_	
Craftspersons (Skilled) -	5200						1	
Operatives (Semi-skilled)) - 5300]	
Laborers (Unskilled) - 54	00]	
Service Workers - 5500]	
Total						0		
1.4 Part-Time Employ Of all the part-time emplo		etion 13 how many w	orked less than 15 h	ours per week and be		question: 1.4	V	
worked 15 or more hours	per week, but not	full time?	orked less than 10 h	louis pei week and no	w many			
1.4 Part-Time Employ	ment				Jump to	question: 1.4	~	
Number working less that	n 15 hours per wee	ek				3	3	
1.4 Part-Time Employ	ment				Jump to	question: 1.4	~	
Number working 15 or me	ore hours per weel	k				2	2	
1.5 Full-Time Hiring					Jump to	question: 1.5	~	
Enter the number of full-ti (Do not include internal p	ime employees in oromotions, but do	each category hired du include employees who	ring the fiscal year. changed from part	time to full-time status	s during the f	fiscal year.)		
1.5 Full-Time Hiring					Jump to	question: 1.5	~	
No full-time employees w	vere hired (check h	ere if applicable)						
1.5 Full Time History					1			
1.5 Full-Time Hiring Major Job Category /	Mi	inority Non-Mi	nority	Minority Non-	Jump to o -Minority	question: 1.5	•	
Job Code			emale	Male	Male	Т	otal	

Officials - 1000									0
Managers - 2000			1] [1
Professionals - 3000	2		3		0				5
Technicians - 4000			1		0			1	2
Sales Workers - 4500] [0
Office / Service Workers - 5100-5500									0
Total	2		5		0			1	8
1.6 Full-Time and Part-Time	Job Openings						J	ump to	question: 1.6 🕶
Enter the total number of full-tim previously filled positions and ne regardless of whether they were whether it was filled by an interr the promotion of an employee we newly created position to be filled	ewly created posite filled during the year or an external or who stays in essen	ions. Incl ear. If a j candidate tially the	ude all positio job opening w e. Do not inclu same job but	ns that as filled de as jo has a d	became availad during the year ob openings an lifferent title (i.e.	ible du ar, incl iy posi e. whe	uring the fisca lude it regard itions created re there was	al year, lless of d throug	h
1.6 Full-Time and Part-Time	Job Openings						J	ump to	question: 1.6 🕶
Number of full-time and part-time	e job openings								20
1.7 Hiring Contractors							J	ump to	question: 1.7 🗸
During the fiscal year, did you h	ire independent co	ontractors	s to provide ar	ny of the	e following serv	/ices?			
1.7 Hiring Contractors							J	ump to	question: 1.7 🕶
								Chec	k all that apply
None									
Development Activities									✓
Legal Services									
Human Resources Services									✓
Accounting/Payroll Services									
Computer Operations									
Engineering									
Comments									
Question No Comments for this section		Com	nment						
2.1 Corporate Management			# -6 =1		A	A		ump to	question: 2.1 V
Chief Executive Officer - TV On	ly		# of Emplo	1.00	Avg \$. AIIII	ual Salary 193,792		Average Tenure
Chief Executive Officer - Joint					\$				
Chief Operations Officer - TV O	nly				\$				
Chief Operations Officer - Joint					\$				
Chief Financial Officer - TV Only	y			1.00	\$		141,899		6
Chief Financial Officer - Joint					\$				
Chief Digital Media Operations	- TV Only			1.00	\$		149,350		1
Chief Digital Media Operations	- Joint				\$				
2.1 Cornorate Management								Linne 4c	guartian: 24 AA
2.1 Corporate Management Please list the Other Job titles in		/ not liste	d above				J	ump to	question: 2.1 🕶
	Jaz Jakogor								
2.2 Communication and Pro	omotions						J	ump to	question: 2.2 🗸
Publicity, Program Promotion	n Chief - TV Only					\$			

Publicity, Program Promotion Chief - Joint		\$	
Communication and Public Relations, Chief - TV Only		\$	
Communication and Public Relations, Chief - Joint		\$	
Head of Audience - TV Only		\$ 0	0
Head of Audience - Joint		\$	
Social Media Specialist / Manager - TV Only	1.00	\$ 61,500	1
Social Media Specialist / Manager - Joint		\$	
2.2 Communication and Promotions		Jι	ımp to question: 2.2 ❤
Please list the Other Job titles in this sub-category not listed ab	pove		
2.3 Programming and Productions			Imp to question: 2.3 ▼
Programming Director - TV Only Programming Director - Joint	1.00	\$ 81,500	1
		\$	
Production, Chief - TV Only Production, Chief - Isint	1.00	\$ 87,550	1
Production, Chief - Joint		\$	
Executive Producer - TV Only	2.00	\$ 105,517	4
Executive Producer - Joint		\$	
Producer - TV Only	4.00	\$ 66,973	2
Producer - Joint		\$	
Director - (Television Production ONLY)		\$ 0	
Digital Content Director - TV Only		\$	
Digital Content Director - Joint		\$	
<u>Digital Project Manager</u> - TV Only		\$	
Digital Project Manager - Joint		\$	
Managing Director, Audience Engagement - TV Only	1.00	\$ 82,400	1
Managing Director, Audience Engagement - Joint		\$	
2.3 Programming and Productions		Ju	ımp to question: 2.3 ❤
Please list the Other Job titles in this sub-category not listed ab	oove		
2.4 Development and Fundraising	1.00		Imp to question: 2.4 ▼
Development, Chief - TV Only Development, Chief - Joint	1.00	\$ 128,750	2
Member Services, Chief - TV Only	1.00	\$	
Member Services, Chief - Joint	1.00	\$ 77,250	8
Membership Fundraising, Chief - TV Only	1 00	\$ 94.460	22
Membership Fundraising, Chief - Joint	1.00	\$ 84,460	23
		\$	
Major Giving Fundraising Chief - TV Only		\$	
Major Giving Fundraising Chief - Joint		\$	
On-Air Fundraising, Chief - TV Only		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief - TV Only		\$	
Auction Fundraising, Chief - Joint		\$	

2.4 Development and Fundraising			Jump to question: 2.4 ▼
Please list the Other Job titles in this sub-category not listed ab	ove		
2.5 Underwritting and Grant Sollicitation			Jump to question: 2.5 ❖
Underwriting, Chief - TV Only Underwriting, Chief - Joint		\$	
Corporate Underwriting, Chief - TV Only		\$	
Corporate Underwriting, Chief - Joint		\$	
Foundation Underwriting, Chief - TV Only		\$	
Foundation Underwriting, Chief - Joint		\$	
Government Grants Solicitation, Chief - TV Only		\$	
Government Grants Solicitation, Chief - Joint		\$	
2.5 Underwritting and Grant Sollicitation			Jump to question: 2.5 ❤
Please list the Other Job titles in this sub-category not listed ab	ove		
2.6 Broadcast Engineering and Information Technolog	1.00	\$ 111,1	Jump to question: 2.6 🕶
Operations and Engineering, Chief - TV Only Operations and Engineering, Chief - Joint	1.00	\$.23
Engineering Chief - TV Only		\$	0 0
Engineering Chief - Joint		\$	
Broadcast Engineer 1 - TV Only	1.00		220
Broadcast Engineer 1 - Joint	4.00	\$ 54,8	339 11
		\$	
Production Engineer - TV Only		\$	
Production Engineer - Joint		\$	
Facilities, Satellite and Tower Maintenance, Chief - TV Only	1.00	\$ 67,9	933 11
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$	
Technical Operations, Chief - TV Only		\$	
Technical Operations, Chief - Joint		\$	
Information Technology, Director - TV Only		\$	
Information Technology, Director - Joint		\$	
Web Administrator/Web Master - TV Only		\$	
Web Administrator/Web Master - Joint		\$	
2.6 Broadcast Engineering and Information Technolog	ЗУ		Jump to question: 2.6 ❤
Please list the Other Job titles in this sub-category not listed ab	ove		
2.7 Journalists, Announcers, Broadcast and Traffic			Jump to question: 2.7 ❖
News / Current Affairs Director - TV Only News / Current Affairs Director - Joint		\$	
Announcer / On-Air Talent - TV Only		\$	
Announcer / On-Air Talent - Joint		\$	
Reporter - TV Only	2.00	\$ 82,477	4
Reporter - Joint	2.00	\$ 82,477	4
Cinema / Videographer - TV Only	2.00	\$ 51,605	5

Video Film Editor - TV Only	1.00	\$ 48,2	23 8
Unit / Studio Supervisor - TV Only	1.00	\$ 63,6	24 11
Public Information Assistant - TV Only	1.00	\$ 63,6	03
Public Information Assistant - Joint		\$	
Broadcast Supervisor - TV Only		\$	
Broadcast Supervisor - Joint		\$	
Director of Continuity / Traffic - TV Only	2.00	\$ 62,6	36 6
Director of Continuity / Traffic - Joint		\$	
2.7 Journalists, Announcers, Broadcast and Traffic			Jump to question: 2.7 ❤
Please list the Other Job titles in this sub-category not listed a	bove		
2.8 Education and Community Engagement	1 00	¢ 02.7	Jump to question: 2.8 🕶
Education, Chief - TV Only	1.00	\$ 92,7	00 2
Education, Chief - Joint		\$	
Instructional Services Director - TV Only		\$	
Parent / Pre-School Coordinator - TV Only	1.00	\$ 69,0	
Volunteer Coordinator - TV Only	1.00	\$ 69,0	00 1
Volunteer Coordinator - Joint		\$	
Events Coordinator - TV Only	1.00	\$ 48,0	06 3
Events Coordinator - Joint		\$	
Section 2. Average Salary Totals	35.00	2,143,9	136
2.8 Education and Community Engagement			Jump to question: 2.8 ✔
Please list the Other Job titles in this sub-category not listed a	bove		
Comments			
Question Common No Comments for this section	ent		
3.1 Governing Board Method of Selection Enter the number of governing board members (including the	chairnerson and both vo	ting and non-voting	Jump to question: 3.1 ∨
Enter the number of governing board members (including the ex-officio members) who are selected by the following method		ting and non-voting	Jump to question: 3.1 ▼
Enter the number of governing board members (including the		ting and non-voting	Jump to question: 3.1 ▼ Jump to question: 3.1 ▼
Enter the number of governing board members (including the ex-officio members) who are selected by the following method	ds:	ting and non-voting	
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection	ds:	ting and non-voting	
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office	neld)	ting and non-voting	Jump to question: 3.1 ▼
Enter the number of governing board members (including the ex-officio members) who are selected by the following method: 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is a selected by the following method: 3.1 Governing Board Method of Selection Appointed by government legislative body (including school by	neld)	ting and non-voting	Jump to question: 3.1 ▼
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is 3.1 Governing Board Method of Selection Appointed by government legislative body (including school be or other government official (e.g. governor)	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method: 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is a selected by government legislative body (including school bor other government official (e.g. governor) 3.1 Governing Board Method of Selection	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is 3.1 Governing Board Method of Selection Appointed by government legislative body (including school be or other government official (e.g. governor) 3.1 Governing Board Method of Selection Elected by community/membership	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is 3.1 Governing Board Method of Selection Appointed by government legislative body (including school be or other government official (e.g. governor) 3.1 Governing Board Method of Selection Elected by community/membership 3.1 Governing Board Method of Selection Elected by board of directors itself (self-perpetuating body)	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V O Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method: 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office in the selection of the selection of the selection of the government legislative body (including school bor other government official (e.g. governor) 3.1 Governing Board Method of Selection of Selec	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is 3.1 Governing Board Method of Selection Appointed by government legislative body (including school be or other government official (e.g. governor) 3.1 Governing Board Method of Selection Elected by community/membership 3.1 Governing Board Method of Selection Elected by board of directors itself (self-perpetuating body) 3.1 Governing Board Method of Selection Other (please specify below)	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V O Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method: 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office in the selection of the selection of the selection of the government legislative body (including school bor other government official (e.g. governor) 3.1 Governing Board Method of Selection of Selec	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V O Jump to question: 3.1 V
Enter the number of governing board members (including the ex-officio members) who are selected by the following method 3.1 Governing Board Method of Selection Ex-Officio (Automatic membership because of another office is 3.1 Governing Board Method of Selection Appointed by government legislative body (including school be or other government official (e.g. governor) 3.1 Governing Board Method of Selection Elected by community/membership 3.1 Governing Board Method of Selection Elected by board of directors itself (self-perpetuating body) 3.1 Governing Board Method of Selection Other (please specify below)	neld)	ting and non-voting	Jump to question: 3.1 V Jump to question: 3.1 V Jump to question: 3.1 V 20 Jump to question: 3.1 V

3.2 Govern	ing Board Members				Jump to ques	tion: 3.2 🕶	
	t the racial or ethnic gro overning board member		your governing boa	ard by gender. Please	also report the		
3.2 Govern	ing Board Members				Jump to ques	tion: 3.2 🕶	
For minority	group identification, plea	ase refer to "Instructio	ns and Definitions"	in the Employment su	bsection.		
3.2 Govern	ing Board Members					Jump to g	uestion:
	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	More Than One Race	
Female Board Members	1				9		
Male Board Members	2	1			5		
Total	3	1	0	0	14	0	
3.2 Govern	ing Board Members				Jump to ques	tion: 3.2 V	
Number of V	acant Positions					2	
3.2 Govern	ing Board Members				Jump to gues	tion: 32 🗸	
	r of Board Members (To	otal should equal the to	otal reported in Que	estion 3.1.)	Jump to ques	20	
	ing Board Members	1.300			Jump to ques		
	oard Members with disa	abilities				0	
Comments Question		Cor	nment				
	ts for this section	001					
4.1 Local C	community Outreach				Jump to gues	tion: 4.1 🕶	
	community outreach or ed audiences? Please of				that supports unserved		
partnerships with high-qua Library to offo 14 family out children partioffer progran Educatoin of programs an	to create a "Learning N ality resources to promo er a series of professior treach activities and five icipated in outreach acti nming for families of you 'Young Children aiming d services that meet tho	eighborhood" that pro te school readiness ir nal development to ed e educator outreach ac vities. RIAEYC: We pung children during a v to focus public attenti sse needs. Each day h	motes learning any nages 2-8. In 2023, ucators called "Fanctivities. A total of 58 arthered with the R week in April. This won on the needs of nas a specific themenages.	time, anywhere by ecour staff partnered wi hily and Community Let a families participated node Island Associationals was part of a national i children and their fame which we then paired	onal initiative by establish juipping educators, parent th YWCARI and Woonsoc arming". We also participa in Ready To Learn training or the Education of You initiative by the National As- illies, and to recognize the d with Ready To Learn res DR AND COMMUNITY LE	s, and caregivers ket Harris Public tted in a total of and 300 ing Children to ssociation for the early childhood ources and	

series is designed for educators of children ages 3-8. During each three-hour session, educators actively learn and play together with digital and non-digital tools. The goal is to empower educators with the tools, skills and confidence to bring similar media-rich, play-based and learner-centered experiences into their environments. We had a total of eight educators complete this training. FAMILY AND COMMUNITY LEARNING: Family & Community Learning is a model for multi-generational hands-on family engagement designed to support science and literacy development among children and families. This multi-session family engagement event reached 13 families and 28 children in June and 12 families and 21 children in July from Woonsocket, Rhode Island. PUBLIC MEDIA EXPLORATION: Rhode Island PBS Education Services conducted student station tours with a focus on either career exploration in the public media field, or topics related to broadcast journalism, through a digital literacy lens. We partnered with over five different high schools across the state in order to provide students with multiple options for analyzing and evaluating the who, what, where, when, why and how of Rhode Island PBS media creation and distribution. STUDENT READER CONTEST: From February-June 2023, Rhode Island PBS, led by Education Services, partnered with Rhode Island Center for the Book (RI Book) to present a Student Reader Contest to identify a local third-fifth grader who would represent Rhode Island on Season 4 of CAMP TV. Along with the winner, nine finalists also received a prize package and were featured on-air in a Kids Reading Across Rhode Island interstitial for the 2023 selection, The Aquanaut, by Dan Santat. Funding was provided by WNET's CAMP TV: Season 4 Production and Community Engagement Initiative along with both participating organizations. Through this project, students were honored at school, featured on-air, met an author, and connected with peers, celebrating reading and creating lasting memories. STEM FAMILY RESOURCES: In 2023, we received two grants to distribute STEM family activities throughout the community: PBS SoCal Family Math: Family Math is a research-based, multiplatform, bilingual program that focuses on building math positivity, confidence and knowledge of foundational math skills for families with children ages two to five. Family Math equips parents and caregivers with strategies and resources to facilitate meaningful math experiences at home through playful learning and hands-on activities. We distributed Family Math booklets free of charge at all community events from May to November. WNET Cyberchase Mobile Adventures in STEM: Rhode Island PBS Education Services encouraged parents to sign up to receive free videos and activities from the PBS KIDS show Cyberchase from February - October 2023. This mobile initiative allowed families and children ages five to eight to explore math, science, and the environment through fun games, crafts, and experiments in English or Spanish.

4.2 Production Activity

Total number of board members (Automatic total of the above)

Jump to question: 4.2 ➤

20

3.2 **V**Total

18

In what production activity has you station been involved that supports unserved or underserved audiences?

GENERATION RISING focuses on the inequities that people of color, including women, African Americans, Indigenous, Asian, Hispanic and L.G.B.T.Q.I.A.+ communities face throughout Rhode Island. Community leaders and organizers, journalists and academics offer their expertise and opinions on the ways in which they are pushing society toward change. HARRIET TUBMAN: A One Woman Presentation by

Janice Curtis Greene - To promote the documentary Harriet Tubman: Visions of Freedom, distributed by Maryland Public Television, Rhode Island PBS partnered with the non-profit organization Rhode Island Black Storytellers to hold a community event in January. The event featured a performance by storyteller Janice Curtis Greene, who portraved Harriet Tubman, Presented as part of Rhode Island Black Storytellers' Funda Fest 25, the event was held at South Kingstown High School and was open to students, families, and community members. More than one hundred people attended the performance, which ended with a Q&A with Janice Curtis Greene. BECOMING FREDERICK DOUGLASS: Screening & Discussion - In collaboration with the non-profit organization Stages of Freedom, Rhode Island PBS presented the Becoming Frederick Douglass: Screening & Discussion event in February. The event promoted the documentary Becoming Frederick Douglass, distributed by Maryland Public Television, and gave community members the opportunity to learn about Douglass' connections to Rhode Island. Local poet Marlon Carey kicked off the event with his poem "What to Me is the 4th of July." His performance was followed by a 30-minute excerpt from the documentary, Rhode Island PBS Weekly's Frederick Douglass segment First Steps to Freedom, and a presentation by Stages of Freedom, More than one hundred people attended the event, both virtually and in-person, NATIVE AMERICA; Rhode Island PBS held a public screening event at the University of Rhode Island to celebrate the premiere of Native America Season 2. To kick off the event, attendees enjoyed a live performance by the Eastern Medicine Singers, followed by an exclusive look at the fourth episode of the series titled "Language is Life." The episode showcased Native Heroes using every tool to recover, revitalize, and restore their linguistic traditions. After the screening, Rhode Island PBS Weekly co-host Pamela Watts moderated a panel discussion featuring members from the Narragansett Tribe and Native America's executive producer Gary Glassman and director Daniel Golding.

4.3 Program Content in Other Languages

Jump to question: 4.3 ➤

Do you provide program content in languages other than English? If so, please list your services in this area

Our early childhood workshops are offered to both English and Spanish-speaking audiences, and presented in both English and Spanish. Additionally, a growing number of online PBS Kids resources, as well as PBS LearningMedia resources, are offered in both languages.

4.4 Governance Structure

Jump to question: 4.4 ✔

Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities.

Your response should include but is not limited to:

What are the direct and indirect reporting relationships?

What committees are active and what is their function?

Does your Board have an Audit and Finance Committee?

What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc

As of March 1, the Rhode Island PBS Foundation Board of Directors has 17 members, not including the station president. The Community Advisory Board (CAB) has 10 members. Both Boards include minority representation, reflecting our state's population. The station president answers directly to the Foundation Board; station staff report to their respective department directors, who report to the station president directly and to the Foundation Board indirectly. Foundation Board meets quarterly; special meetings for strategic and/or budgetary planning may be convened. Foundation Board has several active committees that meet regularly and report on a quarterly basis to the full Board. Committees include Finance and Investment, Development, Strategic Initiatives, Governance, as well as reports from the Community Advisory Board. The CAB meets quarterly and receives reports from the president and department directors of Content, Production, Education Services, and Public Information and outreach initiatives; CAB advises staff on matters of content, as well as outreach in promotion and education, and has no fiduciary control over operations.

4.5 Community Outreach

Jump to question: 4.5 ∨

CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

For broadcast, we will continue with our deeply-reported community journalism every week with Rhode Island PBS Weekly and our other community affairs programs including A Lively Experiment and Generation Rising. In addition we will connect with our communities throughour arts and culture programming including ART inc., Ocean State Sessions and Animal Talk. Direct in-person outreach happens through the Our Town programming, this year featuring the communities of Jamestown and Barrington. For community engagement beyond broadcast, we plan to continue our extensive early childhood and adult basic education efforts as described above. We will be implementing digital literacy techniques throughout the community. We plan to continue the Ready to Learn and Reading Across Rhode Island campaigns in the upcoming year. We have a number of community events and conferences scheduled, as well as a Teacher Appreciation Day to honor the hard work of the educators in our area. Our success is measured on a number of criteria (or "key performance indicators"), established in collaboration with our Senior Management team, which include metrics like reach (viewership, event attendance), number of events, as well as qualitative input from attendees via surveys where possible.

Comments

Question

Comment

No Comments for this section

5.1 Journalists

5.1 Journalists

Jump to question: 5.1 ✓

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

Job Title	Full Time	Part Time	Contract	Mal	e Femal	Africa e America	anic A	Native- Imerican	Asian/ Pacific	White, Non- Hispanic	More Than One Race	Other
lews Director	0											
ssistant News Firector												
lanaging Editor												
enior Editor												
ditor												

Jump to question: 5.1 ∨

Executive Producer		1	0	0		0	1	l	0	0	0	0		1	0	0
Senior Producer		1	0	0		1								1		
Producer		6	1	0		2	<u>.</u>	5	1					6		
Associate Producer																
Reporter/Producer					Г											
Host/Reporter								_								
Reporter		2						2		1				1		
Beat Reporter					L			<u>-</u>								
Anchor/Reporter					L			_						_		
					L			_						_		
Anchor/Host					L											
Videographer		2			L	1		_						2		
Video Editor		7		0	L	4	3	3	2		1			4		
Other positions not already accounted for					L											
Total		19	1	0		8	12	2	3	1	1	0	1	L5	0	0
Comments								_								
Question No Comments for t	his section		Comment													
								_								
6.1 Which Conte					ohile	content	Jump to questic	on: [6.	1 🗸							
					iobile	content.										
6.1 Which Conte	nt Managem	ent System	(CMS) is your s	station using?			Jump to question Check all that a		1 🗸							
Grove							Olieck all tilat o	при								
Bento								✓								
WordPress																
Drupal																
None																
6.1 Which Conte	nt Managem	ent System	(CMS) is your s	station using?			Jump to questic	n: 6 .	1 🗸							
Other																
6.2 Which Custo	mer Relatior	ship Mana	gement (CRM) S	System is your s	tatior	n using?	Jump to questic	n: 6 .	2 🗸							
CRM is a platform communications wibuild profiles.	for planning an th prospective	d tracking dir and current o	ect marketing and donors/members; a	fundraising progra and serves as a da	ms an tabase	nd lead campaigns; e for storing user, do	managing and trac onor and/or memb	cking er data	a to							
6.2 Which Custo	mer Relatior	ship Mana	gement (CRM) S	System is your s	tation	n using?	Jump to question	n: 6 .	2 🗸							
CDD							Check all that									
CDP																
Salesforce																
Blackbaud																
Carl Bloom																
Roi Solutions																
Adobe																
Allegiance								~								

None		
6.2 Which Customer Relationship Management (CRM) S Other	System is your station using?	Jump to question: 6.2 ▼
6.3 Which Email Service Provider (ESP) is your station	using?	Jump to question: 6.3 ➤
ESP is a platform that provides services and templates for development		
6.3 Which Email Service Provider (ESP) is your station	using?	Jump to question: 6.3 ♥
		Check all that apply
Mailchimp		
Constant Contact		\checkmark
GoDaddy		
SendGrid		
None		
6.3 Which Email Service Provider (ESP) is your station	using?	Jump to question: 6.3 ❖
Other		
GetResponse		
6.4 Which Marketing Automation Platform is your station	on using?	Jump to question: 6.4 ❤
Marketing Automation Platform is a platform to automate marketi outcomes of marketing campaigns. These tools provide a central segmented, personalized, and timely marketing experiences for multiple aspects of marketing including email, social media, lead	I marketing database for all marketing inforr donors and members. They also provide au	mation and interactions, create atomation features across
6.4 Which Marketing Automation Platform is your station	on using?	Jump to question: 6.4 ✔
		Check all that apply
Mailchimp Marketing Platform		
Hubspot Marketing Hub		
Adobe		
None		
6.4 Which Marketing Automation Platform is your statio	on using?	Jump to question: 6.4 ❤
Fanpage Karma Comments		
Question Comment		
No Comments for this section		
7.1 Did your station have the capability to relay CAP me	essages from IPAWS in FY{{FY}}?	Jump to question: 7.1 ✔
Yes		\checkmark
No		
7.1 Did your station have the capability to relay CAP me	essages from IPAWS in FY{{FY}}?	Jump to question: 7.1 ▼
If no, why not?		
7.2 How many CAP messages did your station release i from your encoder(s))	in FY{{FY}}? (Available from CAP log	Jump to question: 7.2 ♥
		53
7.3 Is your station compliant with the new FCC rules for effect December 12, {{FY}}? https://www.fcc.gov/fcc-setsystem-messages		Jump to question: 7.3 🕶

es				\checkmark				
0								
3 Is your station compliant of the state of		Jump to question: 7.3 ▼						
no, why not?								
4 Please describe your intercluding how your system cl	sages, Jump to q	uestion: 7.4 🕶						
art 11 list of alert event codes will	be recognized and h	nandled by the EN	NDEC					
5 Please describe the relation gency.	onship between yo	our station and	local emergency mana	agement Jump to q	uestion: 7.5 🗸			
PBS/WSBE-TV, as a broadcast	station, is a notification	on participant with	hin the Rhode Island Emer	gency Management Sy	stem.			
6 Are you currently able to reeds* (AFN) in your broadca			als with Access and Fu	nctional Jump to q	uestion: 7.6 🕶			
es								
0								
6 Are you currently able to reeds* (AFN) in your broadca			als with Access and Fu	nctional Jump to q	Jump to question: 7.6 ✔			
Yes Please list the source(s) from	n which you obtain da	ata on the AFN in	ndividuals in your coverage	area:				
omewhat we can reach so ot have enough data to knov		,						
0								
omewhat								
nsure				(─			
				· ·				
7 Are you currently able to nergency alerting broadcas broadcas onewhat we can reach so thave enough data to know	t technology(ies)? me AFN individua	Yes we can	reach most AFN indiv	iduals;	uestion: 2.7 ✓			
ptional) What barriers are preve	nting you from better	reaching your AF	FN communities with emer	gency alerts?				
8 For each transmitter, plea pecify studio, transmitter si quipment. If you have more	te, or other location	on), and interne	et connectivity of your	EAS	uestion: 7.8 🗸			
Call letters	Location	Model	Firmware Version	Make	Connected			
WSBE	Studio	3,644	96-00	Sage	Yes			

		,	

49						
50]]			
C						

Comments

Question Comment

No Comments for this section