

WSBE-TV/DT
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

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
Production Manager	1, 8, 10, 11, 24, 28	10
Education Services Associate	1, 2, 7, 8, 10, 11, 12, 21, 23, 28, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41	10
Director of Human Resources	1, 8, 9, 10, 11, 12, 15, 23, 25, 26, 28	25
Executive Producer	1, 6, 10, 11, 12, 17, 22, 23, 24, 28, 31	22
Audience Engagement Manager	1, 8,, 10, 11, 12, 14, 15, 23, 24, 28,	10
PEG Access Coordinator	1, 8, 9, 10, 11, 12, 23, 24	10
Producer	1, 8,, 10, 11, 12, 14, 15, 23, 24, 28	10
Producer - Social Media and Digital	1, 3, 10, 11, 15, 17, 23, 24, 25, 27, 29, 41, 42	11

Early Childhood Education Specialist	1, 11, 12, 15, 17, 23, 24, 42	11
Photojournalist	1, 3, 11, 15, 17, 24, 25, 27, 29, 41	11
Television Technician	1, 11, 16, 24, 25, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40	10
Television Technician	1, 11, 16, 24, 25, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40	10
Education Coordinator	1, 11, 12, 24, 25	10
K-12 Education Specialist	1, 11, 12, 17, 24, 25, 42	15
PEG Access Coordinator	1, 11, 17, 20, 24, 25, 31, 32, 33, 34, 35, 36, 37, 38, 39	25
Producer - Audience Engagement	1, 3, 11, 17, 24, 25, 29, 41, 42	10
Executive Producer	1, 11, 15, 17, 25, 29, 41	10
HR and Payroll Specialist	1, 11, 15, 25, 26, 42	26
Editor / Photographer	1, 11, 15, 20, 24, 25, 43	10
Manager of Programming	1, 3, 6, 11, 12, 15, 17, 24, 25	10

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	1
2	University of Rhode Island Office of Human Resources Kingston, RI 02881-0819	No	0
3	Current Classifieds https://jobs.current.org/	No	0
4	Association of Fundraising Professionals Rhode Island Chapter One Capital Way Cranston, RI 02910	No	0
5	Association of Fundraising Professionals Massachusetts Chapter 411 Waverley Oaks Rd.	No	0

	Suite 331B Waltham, MA 02452		
6	RI Broadcasters Assoc. (website)	No	0
7	The Chronicle of Philanthropy 1255 Twenty-Third Street, N.W. Seventh Floor Washington, DC 20037	No	0
8	Leadership Rhode Island 1570 Westminster St. Providence, RI 02909	No	0

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9	Rhode Island Community JobsList Swearer Center for Public Service Brown University Box 1974 25 George Street Providence, RI 02912	No	0
10	Self Referral	No	22
11	Rhode Island PBS Foundation website	No	13
12	National Educational Television Association Online posting	No	0
13	myPBS Digital Workplace – online posting	No	0
14	SERV Jobs for Progress 100 East Avenue Pawtucket, RI 02860	No	0
15	Linked In - Online posting	No	15

16	Johnson & Wales University	No	0
17	Public Media Business Association	No	0
18	EduLeaders of Color (Website)	No	0
20	New England Technical University (Website)	No	0
21	Salve Regina University (Website)	No	0
22	IhireBroadcasting.com	No	11
23	Progreso Latino (Online)	No	0
24	NAMIC (National Association for Multi-ethnicity in Communications)	No	0
25	Indeed (online)	No	8
26	The Hire (Agency)	No	5
27	Public Media Journalist Association (website)	No	0
28	Corporation of Public Broadcasting	No	1
29	Journalismjob.com	No	0
30	NAB - National Association of Broadcasters	No	0
31	Amherst College	No	0
32	Babson College	No	0

33	Bridgewater State University	No	0
34	Bryant University	No	0
35	Community College of RI	No	0
36	Providence College	No	0
37	Rhode Island College	No	0
38	Roger Williams University	No	0
39	University of Massachusetts Dartmouth	No	0
40	Worcester State University	No	0
41	National Association of Black Journalist	No	0
42	Idealist	No	0
43	Providence Chamber of Commerce	No	0
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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 and Community College of Rhode Island, 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 3 engineering interns were working at the station under the supervision of our Director of Engineering.

Internship Program (Education Services)

Summer Term 2023 (June/July/August)-- 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 Education Services Department of the station. During the Summer Term 2023, WSBE hosted one student intern, a high school student through a partnership with PrepareRI.

The intern was supervised by our Director of Education Services.

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**TYPE OF RECRUITMENT
INITIATIVE (MENU
SELECTION)**

BRIEF DESCRIPTION OF ACTIVITY

Internship Program (Audience Engagement)

Summer Term 2023 (June/July/August) - 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 of the Audience Engagement Department of the station. During the Summer Term 2023, WSBE hosted three interns representing the University of Connecticut, University of Rhode Island, and Syracuse University.

The interns were supervised by our Audience Engagement Manager.

Internship Program (Programming)

Summer Term 2023 (June/July/August) - 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 of the Programming Department of the station. During the Summer Term 2023, WSBE hosted two interns representing the University of Colorado and Syracuse University.

This interns were supervised by our Director of Programming.