

WSBE-TV/DT
EEO PUBLIC FILE REPORT
December 1, 2006 – November 30, 2007

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
Director of Technical Operations	1-50	49

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	ACT/NEA 99 Bald Hill Rd. Cranston, RI 02920	No	0
2	AFSCME - Council 94 1179 Charles St. Providence, RI 02904	No	0
3	American Civil Liberties Union 128 Dorrance Street Suite 220 Providence, RI 02903	No	0
4	Attorney General's Office Director of Personnel 150 South Main St. Providence, RI 02903	No	0
5	Blackstone Valley Comm. Act Prog. 32 Goff Ave. Pawtucket, RI 02860	No	0
6	Brown University Affirmative Action Office PO Box 1890 Providence, RI 02912	No	0
7	City of East Providence Office of Human Resources 145 Tauton Ave. East Providence, RI 02914	No	0
8	City of Providence Office of Human Resources 25 Dorrance St. Providence, RI 02903	No	0
9	Department of Administration Personnel Administration One Capital Hill Providence, RI 02908-5865	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
10	Department of Administration Division of Human Resources One Capital Hill Providence, RI 02908	No	0
11	Department of Employment & Training 1511 Pontiac Ave. Building 73 Cranston, RI 02920	No	0
12	Department of Health 3 Capital Hill Providence, RI 02903-5097	No	0
13	Department of Labor & Training Center General Complex 1511 Pontiac Ave. Cranston, RI 02920	No	0
14	Ms. Beverly Najarian, Director Department of Administration One Capital Hill Providence, RI 02908-5890	No	0
15	Elwood Community Center 155 Niagara St. Providence, RI 02907	No	0
16	Fund for Community Progress 1604 Broad Street Providence, RI 02905	No	0
17	Governor's Comm. On the Handicap Howard Complex 41 Cherry Dale Crt. Cranston, RI 02920	No	0
18	Governor's Office Director of Personnel State House Providence, RI 02903	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Hartford Park Community Center 20 Syracuse St. Providence, RI 02909	No	0
20	Hispanic Social Service 23 Spring Garden St. Warwick, RI 02888	No	0
21	IFPTE - Local 400 C/O D.O.T. 2 Capital Hill Providence, RI 02908	No	0
22	International Institute 645 Elmwood Ave. Providence, RI 02907	No	0
23	John Hope Settlement House 7 Burgess Street Providence, RI 02907	No	0
24	Joint Committee on Legislative Svc. 3 State House Providence, RI 02903	No	0
25	Local 2886 132 Albert Ave. Cranston, RI 02905	No	0
26	Local Union 808 410 South Main St. Providence, RI 02903	No	0
27	Mr. A. Vincent Igliazzi State of RI - EOO One Capital Hill Providence, RI 02908	No	0
28	Ms. Maureen Tripp, President Council 94 - Local 2874 52 Columbia Ave. Coventry, RI 02816	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	NAACP - Providence Branch PO Box 5767 Providence, RI 02903-0767	No	0
30	National Assoc. of Gov't Employees Local 79 15 Messenger Dr. Warwick, RI 02888	No	0
31	Office of Personnel Administration Claudia Haugen One Capital Hill Providence, RI 02908	No	0
32	Office of Personnel Administration Mr. Anthony A. Bucci One Capital Hill Providence, RI 02903	No	0
33	Office of the Lieutenant Governor State House Providence, RI 02903	No	0
34	OMAS - Governor's Office Smith St. Providence, RI 02903	No	0
35	Prov. Ministerial/Bethel AME Church 30 Rochambeau Ave. Providence, RI 02906	No	0
36	Rhode Island AFL-CIO 214 Broadway Providence, RI 02903-3018	No	0
37	Rhode Island College Human Resources Department 600 Mt. Pleasant Ave. Providence, RI 02908	No	0
38	RI Alliance of Soc. Service Empl. Local 580 1258 Elmwood Ave. Providence, RI 02907	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
39	RI Federation of Teachers/AFT Attn: Karen Cooper, President 356 Smith Street Providence, RI 02908-3761	No	0
40	RI Brotherhood of Corrections Officers PO Box 8273 Cranston, RI 02920	No	0
41	Roger Williams University Office of Human Resources One Old Ferry Rd. Bristol, RI 02809	No	0
42	SEIU - Local 134 90 Printery St. Providence, RI 02904	No	0
43	SERV Jobs for Progress 101 Main Street Suite 3 Pawtucket, RI 02860-4117	No	0
44	U.S. Equal Opportunity Office 1801 L Street Washington, DC 20507	No	0
45	University of Rhode Island Office of Human Resources Kingston, RI 02881-0819	No	0
46	University of Rhode Island Director of Labor Relations 80 Lower College Rd. Kingston, RI 02881	No	0
47	Urban League of RI 246 Prairie Ave. Providence, RI 02906	No	0
48	Vietnam Veterans Assoc. of RI 250 Prairie Ave. Providence, RI 02903	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
49	Providence Journal Classifieds 75 Fountain Street Providence, RI 02903	No	3
50	Current Classifieds 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			3

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Program (paying)	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.
Internship Program (non-paying)	<p>From 12/2006 through 11/2007 WSBE hosted a number of interns to work in various areas of the organization. Below is a summary of the tasks worked on.</p> <p>Melissa Sanchez The Met School Auction Department</p> <p>Lindsay Ferguson Bates College 40th Anniversary events</p> <p>Regina Patterson Bay View Academy Membership Department</p> <p>Elizabeth Lareau Rhode Island College General station Internship</p> <p>Katherine Jovin Brown University General station internship</p> <p>Erica Richman Emerson College General station internship</p> <p>Keri Lussier Rhode Island College General station internship</p>

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	<p>Paula Richer Rhode Island College General station internship</p>
<p>Scholarship Program</p>	<p>WSBE-TV/DT does not have their own scholarship program. However, we are a member of the Rhode Island Broadcaster's Association (RIBA) and designate our interns who are Rhode Island resident and who are enrolled in a Rhode Island school of higher education for an annual \$1,000 scholarship. The RIBA scholarship program is funded through annual association dues and through the broadcast of Non-Commercial Service Announcements (NCSA) by the member station. As a RIBA member, WSBE-TV/DT allocates underwriting airtime for the broadcast of the NCSA's. During this reporting period, WSBE had one intern receive the RIBA scholarship.</p> <p>Lindsay Ferguson Bates College 40th Anniversary events</p>
<p>EEO Training and Discrimination Prevention</p>	<p>All incoming managers are required to attend a State of Rhode Island sponsored EEO, diversity and sexual harassment seminar as a condition of employment.</p>