

**WPRI/WNAC\***  
**EEO PUBLIC FILE REPORT**  
**December 2, 2013 - November 21, 2014**

**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
Anchor/Reporter Open Date: 9/6/2013 Hire Date: 1/29/2014	2-5, 9-11, 16-19, 21, 24, 29-31, 34, 36-37, 40	34
Rhode Show Talent Open Date: 9/9/2013 Hire Date: 12/31/2013	2-6, 9, 11, 16-19, 21-22, 24, 26-27, 29-32, 34, 36-37, 39-40	32
Marketing Sales Consultant Open Date: 11/5/2013 Hire Date: 4/27/2014	2-5, 9-12, 17-20, 25, 28, 30-32, 36	32
Producer Open Date: 12/3/2013 Hire Date: 3/17/2014	2-5, 9-11, 16-19, 21, 24-25, 30-31, 34, 36-37, 39-40	34
Evening Anchor Open Date: 12/3/2013 Hire Date: 2/6/2014	1-5, 7, 9, 11, 16-19, 21, 24, 30-31, 34, 36, 40	7
Editor/Photographer Open Date: 12/3/2013 Hire Date: 1/13/2014	2-5, 9, 11, 16-19, 21, 24-25, 30-31, 34, 36-37, 39-40	37
Promotion Coordinator Open Date: 1/23/2014 Hire Date: 5/1/2014	2-7, 9, 11-19, 21, 24-26, 28, 30-34, 36, 39-40	14
Digital Media Manager Open Date: 1/29/2014 Hire Date: 6/18/2014	2-5, 10-12, 17-21, 23-25, 28, 30-31, 36, 38-39	5
Anchor/Multimedia Journalist Open Date: 2/10/2014 Hire Date: 5/30/2014	2-5, 7, 9, 11, 16-19, 21, 24, 30-32, 34, 36, 39-40	7
Anchor/Multimedia Journalist Open Date: 2/10/2014 Hire Date: 10/1/2014	2-5, 7, 9, 11, 16-19, 21, 24, 30-32, 34, 36, 39-40	32
Anchor/Multimedia Journalist Open Date: 2/10/2014 Hire Date: 10/13/2014	2-5, 7, 9, 11, 16-19, 21, 24, 30-32, 34, 36, 39-40	34
Anchor/Multimedia Journalist Open Date: 2/10/2014 Hire Date: 10/1/2014	2-5, 7, 9, 11, 16-19, 21, 24, 30-32, 34, 36, 39-40	34
Anchor/Reporter Open Date: 3/19/2014 Hire Date: 5/1/2014	2-5, 9, 11, 16-19, 21, 24, 30-31, 34, 36, 40	34

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Director/Technical Director Open Date: 4/21/2014 Hire Date: 6/16/2014	2-5, 7-11, 16-19, 21, 30-32, 34, 36, 39-40	10
Director/Technical Director Open Date: 4/21/2014 Hire Date: 9/4/2014	2-5, 7-11, 16-19, 21, 30-32, 34, 36, 39-40	32
Director/Technical Director Open Date: 4/21/2014 Hire Date: 11/17/2014	2-5, 7-11, 16-19, 21, 30-32, 34, 36, 39-40	8
Associate Producer Open Date: 4/23/2014 Hire Date: 5/29/2014	2-5, 9, 11-12, 16-19, 21, 30-32, 34, 36, 39-40	34
Associate Producer Open Date: 4/23/2014 Hire Date: 10/13/2014	2-5, 9, 11-12, 16-19, 21, 30-32, 34, 36, 39-40	39
Associate Producer Open Date: 4/23/2014 Hire Date: 10/30/2014	2-5, 9, 11-12, 16-19, 21, 30-32, 34, 36, 39-40	32
Associate Producer Open Date: 4/23/2014 Hire Date: 11/17/2014	2-5, 9, 11-12, 16-19, 21, 30-32, 34, 36, 39-40	32
Production Manager Open Date: 5/7/2014 Hire Date: 8/1/2014	2-9, 11, 13, 15-19, 21, 25-26, 28-34, 36, 40	8
Director/Technical Director Open Date: 7/2/2014 Hire Date: 9/4/2014	2-5, 9, 11, 16-19, 21, 30-31, 34-36, 39-40	39
Sales Manager - Local Open Date: 8/1/2014 Hire Date: 10/14/2014	2-5, 8-9, 11, 15-19, 21, 25, 28, 30-36, 40	8
Account Executive Open Date: 8/4/2014 Hire Date: 10/31/2014	2-5, 9, 15-19, 21, 23-25, 28, 30-32, 34-36, 40	32
Web Content Producer Open Date: 8/4/2014 Hire Date: 9/9/2014	2-5, 8-10, 15-19, 21, 25, 28, 30-32, 34-36, 40	8

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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 Reporting Period
1	Agency Referral Gary Brown	N	3
2	Bryant University 1150 Douglas Pike Smithfield, Rhode Island 2917 Phone : 401-232-6090 Url : <a href="http://www.bryant.edu">http://www.bryant.edu</a> Email : <a href="mailto:ocs@bryant.edu">ocs@bryant.edu</a> Yvonne Combies	N	1
3	CCRI 400 East Avenue Warwick, Rhode Island 2886 Phone : 401-825-2237 Url : <a href="http://www.ccri.edu">http://www.ccri.edu</a> Fax : 1-401-825-1148 Camille Numrich Manual Posting	N	0
4	Connecticut College 270 Mohegan Ave New London, Connecticut 6320 Phone : 18604392770 Url : <a href="http://www.conncoll.edu/campus-life/career-guidance-cels/for-employers/employment-program-registrati">http://www.conncoll.edu/campus-life/career-guidance-cels/for-employers/employment-program-registrati</a> Email : <a href="mailto:jhayes3@conncoll.edu">jhayes3@conncoll.edu</a> John Hayes	N	0
5	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 408-988-6395 Url : <a href="http://craigslist.org">http://craigslist.org</a> Fax : 1-415-504-6394 Jim Buckmaster Manual Posting	N	5
6	Cumulus Radio 1502 Wampanoag Trail riverside, Rhode Island 02915 Susan Tracy-Durant Manual Posting	N	0
7	Current Employee	N	6
8	Current Employee/Internal Promotion	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Emerson College 120 Boylston Street Boston, Massachusetts 2116 Phone : 617-824-8586 Url : <a href="http://www.emerson.edu">http://www.emerson.edu</a> Lisa Chang Manual Posting	N	0
10	Employee Referral Karen Rezendes	N	6
11	foxprovidence 25 Catamore Blvd East Providence, Rhode Island 2914 Phone : 401-438-7200 Url : <a href="http://www.foxprovidence.com">http://www.foxprovidence.com</a> Email : <a href="mailto:internet@wpri.com">internet@wpri.com</a> Fax : 1-401-434-3761 Pam Brennan	N	0
12	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Phone : ... Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	0
13	Internal Candidate 25 Catamore Blvd. East Providence, Rhode Island 02914 Phone : 401-228-1817 Jacqueline Daly Manual Posting	N	0
14	Interoffice Job Posting Manual Posting	N	1
15	Ithaca College 953 Danby Road Ithaca, New York 14850 Phone : 607-274-3365 Url : <a href="http://www.ithaca.edu/careers">http://www.ithaca.edu/careers</a> John Fracchia 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
16	Jobvertise, Inc. 32 Cumberland Drive Lincolnshire, Illinois 60069 Url : <a href="http://jobvertise.com/">http://jobvertise.com/</a> Samuel Roseman Manual Posting	N	0
17	Johnson and Wales University 8 Abbott Park Place Providence, Rhode Island 2903 Phone : 401-598-2414 Url : <a href="http://www.jwu.edu">http://www.jwu.edu</a> Email : <a href="mailto:careerpostings@jwu.edu">careerpostings@jwu.edu</a> Akanksha Aga	N	0
18	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : <a href="http://www.linmedia.com">http://www.linmedia.com</a> Email : <a href="mailto:WPRI_WNAC_TV@linmedia.com">WPRI_WNAC_TV@linmedia.com</a> Claudia Balcewicz	N	1
19	Lincoln Technical Institute 622 George Washington Highway Lincoln, Rhode Island 02865 Phone : 401-334-2430 ext. 43459 Email : <a href="mailto:bcomella@lincolntech.com">bcomella@lincolntech.com</a> Beth Comella  Prong 2 Start Date: 9/22/2011	Y	0
20	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Jeff Weiner Manual Posting	N	2

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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 Reporting Period
21	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
22	Mediarecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : <a href="http://www.mediarecruiter.com/index.asp">http://www.mediarecruiter.com/index.asp</a> unknown unknown Manual Posting	N	0
23	Monster.com 622 Third Ave. 39th Floor New York, New York 10017 Phone : 1-800-666-7837 Sal Iannuzzi Manual Posting	N	1
24	NATAS 1697 Broadway, Suite 1001 New York, New York 10019 Phone : 212-586-8424 Url : <a href="http://www.emmyonline.org">http://www.emmyonline.org</a> Fax : 1-212-246-8129 Barbara Baker	N	0
25	NPPA 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Url : <a href="http://www.nppa.org">http://www.nppa.org</a> Email : <a href="mailto:roberteng@compuserve.com">roberteng@compuserve.com</a> Fax : 1-919-383-7261 Mindy Hutchison	N	0
26	Press Releases 25 Catamore Blvd East Providence, Rhode Island Susan Tracy-Durant Manual Posting	N	0

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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 Reporting Period
27	Providence Journal 75 Fountain St. Providence, Rhode Island 02902 Phone : 401-277-7730 Url : <a href="http://adorder.projo.com/webbasePJ/en/std/jsp/WebB">http://adorder.projo.com/webbasePJ/en/std/jsp/WebB</a> Nancy Testa Manual Posting	N	0
28	RI Dept of Labor 1511 Pontiac Avenue Cranston, Rhode Island 2920 Phone : 401-462-8000 Url : <a href="http://www.dlt.state.ri.us">http://www.dlt.state.ri.us</a> Fax : 1-401-462-8722 Sandra Powell Manual Posting	N	0
29	RI Nexus 315 Iron Horse Way. Suite 101 Providence, Rhode Island 2908 Phone : 401-278-9100 Url : <a href="http://www.rinexus.com">http://www.rinexus.com</a> Fax : 1-401-273-8270 Stuart Freiman Manual Posting	N	0
30	Roger Williams University One Old Ferry Road Bristol, Rhode Island 2809 Phone : 401-254-3224 Url : <a href="http://www.rwu.edu">http://www.rwu.edu</a> Fax : 1-401-254-3497 Krystal Sweet Manual Posting	N	0
31	Ser-Jobs for Progress, Inc 164 Bedford Street Fall River, Massachusetts 2720 Phone : 508-676-1916 Url : <a href="http://www.ser-jobs.com">http://www.ser-jobs.com</a> Email : <a href="mailto:admin@ser-jobs.com">admin@ser-jobs.com</a> Janet Collazo	N	0
32	Station Website	N	24

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Syracuse University, Career Services 235 Schine Student Center, 303 University Place Syracuse, New York 13244 Phone : 315-443-3616 Fax : 1-315-443-2805 Mike Cahill Manual Posting	N	0
34	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	10
35	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Mark Holloway	N	0
36	URI 90 Lower College Road Room 228 Roosevelt Hall Kingston, Rhode Island 2881 Phone : 401-874-5177 Url : <a href="http://www.uri.edu">http://www.uri.edu</a> Dr. Bobbi Koppel Manual Posting	N	2
37	Word of Mouth Referral	N	4
38	WPRI Annual Job Fair 25 Catamore Blvd East Providence, Rhode Island 02914 Email : <a href="mailto:jdaly@wpri.com">jdaly@wpri.com</a> Jacqueline Daly	N	1



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39	WPRI/WNAC 25 Catamore Blvd East Providence, Rhode Island 02914 Phone : 401-438-7200 Url : <a href="http://www.wpri.com">http://www.wpri.com</a> Email : <a href="mailto:internet@wpri.com">internet@wpri.com</a> Fax : 1-401-434-3761 Vicki Jacobs	N	15
40	Year Up - Providence 10 Dorrance Street Suite 1108 Providence, Rhode Island 02903 Phone : 401-421-7819 ext. 1122 Url : <a href="http://www.yearup.org">http://www.yearup.org</a> Email : <a href="mailto:PVanSciver@YearUp.org">PVanSciver@YearUp.org</a> Pieter Van Sciver	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			86

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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	3/5/2014	Participation in Job Fairs	Rhode Island Broadcasting job fair March 5, at URI	1	Christine Peabody Community Affairs Director	0.25
2	3/11/2014	Hosting of Job Fair	WPRI Annual Job Fair at Crowne Plaza Warwick, RI	4	Christine Peabody Community Affairs Director Patrick Wholey General Manager John Macek General Sales Manager Erica Croce News Admin Assistant	1.00
3	4/9/2014	Participation in Job Fairs	Rhode Island College Job and Internship Fair April 9, 2014	1	Christine Peabody	0.25
4	4/9/2014	Participation in Job Fairs	RI Broadcasters Assoc. RI College Job Fair Apr 9, 2014	1	Christine Peabody Community Affairs Director	0.25
5	6/4/2014	Establishment of training programs for station personnel	Danielle Rines, new Promotion Coordinator, completed Avid Training MC101: Media Composer Editing Essentials	1	Danielle Rines Promotion Coordinator	1.00
6	7/31/2014	Participation in Job Fairs	NABJ Career Fair, Boston, MA July 31-Aug. 2, 2014	3	Patrick Wholey General Manager Karen Rezendes News Director Rebecca Johnson Assistant News Director	0.25
7	9/17/2014	Establishment of training programs for station personnel	Nick Blair, Creative Services Employee completed Adobe Introduction to Adobe After Effect CC	1	Nick Blair Topical Promotions Writer	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>4.00</b>