

**WSBE-TV/DT
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017**

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
Broadcast Engineer	1, 2, 3, 4, 11, 12, 13	12
Director of Content	1, 2, 3, 4, 6, 11, 12, 13, 14,15	12
Producer/Director	12	12
Development Associate	1, 2, 3, 4, 10, 11, 12, 16, 17	12
Corporate Relations Manager	1, 2, 3, 4, 10, 11, 12, 16, 17	16
Broadcast Engineer (#2)	1, 12	12

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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	RI Department of Labor & Training Online Job Matching Service (EmployRI) Center General Complex 1511 Pontiac Ave. Cranston, RI 02920	No	7
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	0
5	Providence Journal Classifieds 75 Fountain Street Providence, RI 02903	No	0
6	Current Classifieds 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	No	0
7	Association of Fundraising Professionals Rhode Island Chapter 191 High Service Ave. North Providence, RI 02904	No	0
8	Association of Fundraising Professionals Massachusetts Chapter 411 Waverley Oaks Rd. Suite 331B Waltham, MA 02452	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
9	The Chronicle of Philanthropy 1255 Twenty-Third Street, N.W. Seventh Floor Washington, DC 20037	No	0
10	Leadership Rhode Island 1570 Westminster St. Providence, RI 02909	No	0
11	Rhode Island Community JobsList Swearer Center for Public Service Brown University Box 1974 25 George Street Providence, RI 02912	No	0
12	Self Referral	No	5
13	Rhode Island PBS Foundation website	No	1
14	National Educational Television Association Online posting	No	2
15	myPBS Digital Workplace – online posting	No	0
16	Monster.com	No	8
17	SERV Jobs for Progress 807 Broad Street #101 Providence, RI 02907	No	
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			23

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	Internship Program (Engineering)	<p>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 8 engineering interns were working at the station.</p>
	Internship Program (Production)	<p>Spring Term 2017 -- 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 Production areas of the station. During the Spring Term 2017, WSBE hosted four (3) students from the following schools in the Production internship.</p> <p>Rhode Island College (2)</p> <p>Barrington High School</p>
	Internship Program (Production)	<p>Summer Term 2017 -- 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 Production areas of the station. During the Summer Term 2017, WSBE hosted two (3) students from the following schools in the Production internship.</p> <p>Rhode Island College</p> <p>Bowdoin College</p> <p>Barrington High School</p>

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<p>Internship Program (Production)</p>	<p>Fall Term 2017 -- 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 Production areas of the station. During the Fall Term 2017, WSBE hosted three (3) student from the following schools in the Production internship.</p> <p>Rhode Island College</p> <p>University of Rhode Island</p> <p>Barrington High School</p>
<p>Internship Program (Development)</p>	<p>Spring Term 2017 -- 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 2017, WSBE hosted one (2) students from the following schools in the Programming internship.</p> <p>University of Rhode Island (2)</p>
<p>Internship Program (Development)</p>	<p>Summer Term 2017 -- 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 Summer Term 2017, WSBE hosted one (2) students from the following schools in the Programming internship.</p> <p>Dickinson College</p> <p>Rhode Island College</p>
<p>Internship Program (Development)</p>	<p>Fall Term 2017 -- Internships are available for high school and college students wishing to gain experience and knowledge of the day-to-</p>

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		<p>day operation of a broadcast station. This internship includes exposure to the Development Department of the station. During the Fall Term 2017, WSBE hosted one (2) students from the following schools in the Programming internship.</p> <p>Rhode Island College</p> <p>Salve Regina</p>
	<p>Scholarship Program (Support and promotional efforts)</p>	<p>WSBE-TV is a member of the Rhode Island Broadcaster's Association (RIBA) and participates in the RIBA scholarship program through the broadcast of Non-Commercial Service Announcements. During the annual award cycle, WSBE-TV had one (1) intern receive a scholarship from the RIBA from the following schools.</p> <p>Dickinson College</p>