

WLNE-TV

Annual EEO Public File Report

Period: November 30, 2010 – December 1, 2011

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c) (6) of the FCC’s 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WLNE and Communities of License and is required to be placed in the public inspection files of this station, and posted on their website, if they have a website.

The information contained in this Report covers the time period beginning December 1, 2010 to and including November 30, 2011 (“the Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment unit during the applicable period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-Time Positions for Which This Source Was Utilized” refer to the number of full-time positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Annual EEO Public File Report

Covering the Period from December 1, 2010 to November 30, 2011
 Station Comprising Station Employment Unit: **WLNE**

Appendix 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hire	Total Number of Interviewees for Position
1 Account Executive	Referral	8
2 Account Executive	Referral	8
3 Digital Sales Manager	Referral	2
4 General Manager	Referral	4
5 Anchor/Multimedia Journalist	Referral	9
6 Local Sales Manager	Referral	4
7 Photo Journalist	www.abc6.com	6
8 Anchor/Multimedia Journalist	www.abc6.com	10
9 Creative Services Producer	Referral	2
10 News Director	Referral	10
11 Photo Journalist	www.abc6.com	4
12 Account Executive	Referral	5
13 Account Executive	Referral	4
14 Producer	Tvjobs.com	7
15 Photo Journalist	Referral	2
16 Weekend Meteorologist	Referral	3
17 Weekend Sports Anchor	www.abc6.com	4
18 Photographer	www.abc6.com	3
19 Account Executive	www.abc6.com	4
20 Maintenance Tech	Referral	3
21 Assignment Editor	www.abc6.com	2
22 Assignment Editor	www.abc6.com	2
23 Photo Journalist	Referral	5

Total Number of Persons Interviewed During Applicable Period: 110

Appendix 2

Covering the Period from December 1, 2010 to November 30, 2011
Station Comprising Station Employment Unit: WLNE

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
A	ABC6 website www.abc6.com	49	8
B	Blacks Interested in Communications 1468 Broad Street Providence, RI 02905 401-941-9370		
C	Boston College 38 Commonwealth Avenue Chestnut Hill, MA 02167 617-552-3430		
D	Broadcasting & Cable Magazine 212-378-0400 zmajma@nbmedia.com	2	

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
E Brown University 172 Meeting Street/PO Box 1907 Providence, RI 02912-1907 401-863-1000		
F Bryant College Attn: Community Outreach 1150 Douglas Pike, P O Box 1065 Smithfield, RI 02917 401-232-6000		
G Community College of Rhode Island Attn: Cooperative Education and Career Placement 400 East Avenue Warwick, RI 02886 401-825-2050		
H Corporation for Public Broadcasting Attn: Employment Outreach Project 401 Ninth Street, NW Washington, DC 20004-2036 202-879-9600		
I Craigslist.org	11	

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
<p>J MA Labor and Workforce Development Attn: Division of Career Services Charles F. Hurley Building 19 Staniford Street Boston, MA 02114 617-626-5300 DCSCustomerfeedback@detma.org</p>		
<p>K Mass Broadcasters Association www.massbroadcasters.org</p>		
<p>L NAACP – Providence Branch P.O. Box 5767 Providence, RI 02903 401-521-6222 naacpprov.org</p>		
<p>M NCBMP 4401 Huntchase Drive Bowie, MD 20720 Phone: 301-860-0200 Fax: 301-860-0500</p>		
<p>N Network Rhode Island www.employri.org</p>		

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
O New Bedford Career Center www.newbedfordcareercenter.org		
P New England Institute of Technology Attn: Pat Blakemore 2500 Post Road Warwick, RI 02886 401-739-5000	1	
Q Northeastern University – Stern Center Attn: Career Placement Officer 120 Ryder Hall 360 Huntington Avenue Boston, MA 02115 617-373-2000		
R Providence College Attn: Feinstein Academic Center 549 River Avenue Providence, RI 02918 401-865-1000		
S Rhode Island College Career Development Center 600 Mt. Pleasant Avenue Providence, RI 02908-1991 401-456-8000		

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
T Rhode Island Department of Labor & Training Center General Complex Attn: Employer Service Unit 1511 Pontiac Avenue Cranston, RI 02920 401-462-8000		
U Rhode Island School of Design Attn: Career Center for Employers 2 College Hill Providence, RI 02903 401-454-6100		
V Roger Williams University Attn: Career Center and Civic Engagement One Old Ferry Road Bristol, RI 02809 Phone: 401-254-3224 Fax: 401-254-3497		
W RI State Equal Opportunity Office Attn: Raymond Lambert One Capitol Hill Providence, RI 02908 401-222-3090		
X Spots n' Dots Attn: Gene McKay ads@spotsndots.com	3	

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period (If Any)	Full-Time Positions for Which This Source was Utilized
Y	TV Jobs Broadcast Employment Services Attn: Mark Holloway jobs@tvjobs.com	11	1
Z	University of Rhode Island Attn: Communications Director 22 Davis Hall North Kingstown, RI 02852 401-874-4043		
AA	Word of mouth – Employee Referrals 000	33	14
Totals:		110	23

Appendix 3

Covering the Period from December 1, 2010 – November 30, 2011
**Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
Station: WLNE**

Description of the activities:

1. Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment;

WLNE has an internship program for qualified juniors and seniors who are enrolled in a credit-earning college or university program. These internships are non-paid. Information regarding these internships is posted on the station website.

	College/University	Department	Semester
A	University of Rhode Island	Sales & Marketing	Spring 2011
B	University of Rhode Island	News	Spring 2011
C	Roger Williams University	News	Spring 2011
D	Rhode Island College	Production	Spring 2011
E	University of Rhode Island	News	Fall 2011
F	Rhode Island College	Production	Fall 2011
G			

2. Participate in at least three job fairs, including personnel who have substantial responsibility in the making of hiring decisions.

New England Institute of Technology Career Expo- March 3, 2011

Participant: Jim Brown, Director of Operations & Engineering

Participant represented WLNE-TV / ABC6 and accepted resumes for job openings and answered questions from students pertaining to careers in television broadcasting and video production.

University of Rhode Island Career & Internship Fair – March 2, 2011

Participants: RIBA and WLNE-TV / ABC6's, Rebecca Leach, Executive Coordinator

Participants represented WLNE-TV / ABC6 and accepted resumes for job openings and internships. Also, answered questions from students pertaining to careers in television broadcasting.

Roger Williams Career & Internship Fair – March 24, 2011

Participants: RIBA and WLNE-TV / ABC6's, Rebecca Leach, Executive Coordinator

Participants represented WLNE-TV / ABC6 and accepted resumes for job openings and internships. Also, answered questions from students pertaining to careers in television broadcasting.

3. Participation in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

a) Woodlawn Catholic regional School – May 23, 2011

Anchor, Doreen Scanlon participated in Reading Week for the school.

b) ALS Association, Rhode Island Chapter – May 14, 2011

Anchor, Mark Curtis served as Emcee at the 15th annual “Evening of Hope”.

c) RIPIN's Walk to Stop Bullying in RI – May 21, 2011

Anchor, Mark Curtis spoke and participated in the walk.

d) Rhode Island PBS Spring Auction – May 28, 2011

Meteorologist, Steve Cascione served as auctioneer.

e) Child & Family Services – June 10, 2011

Meteorologist, Steve Cascione served as auctioneer.

f) Our Sisters School – October 6, 2011

Anchor, Doreen Scanlon spoke to the assembly of girls.