WSBE-TV, WNPE(FM), WPVD(AM), WNPH(FM), WPVD-FM, WNPN(FM), WNPW(FM)

EEO PUBLIC FILE REPORT

December 1, 2024 – November 30, 2025[1]

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
Executive Assistant	11, 15, 25, 26	26
Television Technician	11, 19, 25	25
Television Technician	11, 19, 25	19
Manager of Broadcast Engineering	10, 11, 15, 25	15
Maintenance Engineer	11, 19, 25	19
Director of Integrated Media Operations	10, 11, 15, 25	10
Education Services Associate	10, 11, 15, 25	25
Director of Human Resources	10, 11, 15, 25, 42	42
Director of People & Culture	10, 11, 15, 19, 25	10
Senior Reporter	10, 11, 15, 19, 25	10
Digital Insights Analyst	10, 11, 15, 19, 25	15
Chief Strategy & Audience Officer	10, 11, 15, 19, 25	10

[1] This report was revised in October 2026 to address reporting issues.

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS	RS Information	Source Entitled	No. of Interviewees
1	RI Dept of Labor & Training Online Job Matching (EmployRI) Center General Complex 1511 Pontiac Ave. Cranston, RI 02920 https://dlt.ri.gov	No	0
2	University of Rhode Island Office of Human Resources Kingston, RI 02881-0819 https://jobs.uri.edu	No	0
3	Current Classifieds 4400 Massacusetts NW Washington, Dist. Columbia 20016 https://jobs.current.org	No	0
4	Association of Fundraising Professionals Rhode Island Chapter One Capital Way Cranston, RI 02910 https://community.afpglobal.org	No	0
5	Association of Fundraising Professionals Massachusetts Chapter 411 Waverley Oaks Rd. Suite 331B Waltham, MA 02452 https://www.afpmass.org	No	0
6	RI Broadcasters Assoc. (website) 11 South Angell St Providence, RI 02906 https://www.ribroadcasters.com	No	0
7	The Chronicle of Philantropy 1255 Twenty-Third Street, N.W. Seventh Floor Washington, DC 20037 https://www.philanthropy.com	No	0
	Leadership Rhode Island		

8	1570 Westminster St. Providence, RI 02909 **https://leadershipri.org**	No	0
9	Rhode Island Community JobsList Swearer Center for Public Service Brown University Box 1974 25 George Street Providence, RI 02912 **https://swearer.brown.edu**	No	0
10	Employee Referral	No	15
11	Rhode Island PBS Foundation website 50 Park Lane Providence, RI 02907 **https://www.ripbs.org**	No	75
12	National Educational Television Association PO Box 50008 Columbia, SC 29250 **https://www.netaonline.org**	No	1
13	myPBS Digital Workplace – online posting 2100 Crystal Drive Arlington, VA 22202 **https://www.pbs.org**	No	0
14	SERV Jobs for Progress 100 East Avenue Pawtucket, RI 02860 **https://ser-ri.org**	No	0
15	Linked In - Online posting 1000 W. Maude Ave Sunnyvale, CA 94085 **https://www.linkedin.com**	No	56
16	Johnson & Wales University 8 Abbott Park Place Providence, RI 02903 **www.jwu.edu**	No	0
17	Public Media Business Association 2365 Harrodsburg Rd Lexington, kentucky 40504 **https://www.pmbaonline.org**	No	0
18	EduLeaders of Color (Website) 3680 Wilshire Blvd Los Angeles, CA 90010 **https://www.edloc.org**	No	0

19	Internal Candidate	No	5
20	New England Technical University 1 New England Tech Blvd East Greenwich, RI 02818 **https://www.neit.edu**	No	3
21	Salve Regina University (Website) 100 Ochre Point Ave Newport, RI 02840 **https://salve.edu**	No	0
22	IhireBroadcasting.com 41 E All Saints St Frederick, MD 21701 **https://www.ihirebroadcasting.com**	No	0
23	Progreso Latino (Online) 626 Broad St Central Falls, RI 02863 **https://www.progresolatino.org**	No	0
24	NAMIC (National Association for Multi-ethnicity in Communications) 50 Broad St Ste 1801 New York, NY 10004 **https://namic.com**	No	0
25	Indeed (online) 200 West 6th St, Fl 36 Austin, TX 78701 **www.indeed.com**	No	84
26	The Hire (Agency) 188 Valley St. #240 Providence, RI 02909 **www.thehire.com**	No	25
27	Public Media Journalist Association (website) PO Box 838 Sturgis, SD 57785 **https://pmja.org**	No	0
28	Corporation of Public Broadcasting 401 9th St, NW Washington, DC 20004 **www.cpb.org**	No	0
29	Journalismjob.com PO Box 1018 Greenwood, SC 29648 **https://www.journalismjobs.com**	No	0
30	NAB - National Assoiciation of Broadcasters 1 M St, SE Washington, DC 20003	No	0

	www.nab.org		
31	Amherst College PO Box 5000 Amhert, MA 01002 www.amherst.edu	No	0
32	Babson College 231 Forest St Wellesley Hills, MA 02481 www.babson.edu	No	0
33	Bridgewater State University 131 Summer St Bridgewatter, MA 02325 www.bridgew.edu	No	0
34	Bryant University 1150 Douglas Pike Smithfield, RI 02917 www.bryant.edu	No	0
35	Community College of RI 400 East Ave Warwick, RI 02886 https://www.ccri.edu	No	0
36	Providence College 212 Huxley Ave Providence, RI 02918 www.providence.edu	No	0
37	Rhode Island College 600 Mount Pleasant Ave Providence, RI 02908 https://www.ric.edu/	No	0
38	Roger Williams University 1 Old Ferry Rd Bristol, RI 02809 https://www.rwu.edu	No	0
39	University of Massachusetts Dartmouth 285 Old Westport Rd North Dartmouth, MA 02747 www.umassd.edu	No	0
40	Worcester State University 486 Chandler St Worcester, MA 01602 www.worcester.edu	No	0
41	National Association of Black Journalist 1100 Knight Hall, Ste 3101 College Park, Maryland 20742 https://nabjonline.org	No	0
42	Providence Chamber of Commerce 30 Exchange Terrace	No	0

42	Providence, RI 02903 https://providencechamber.com	NO	0
43	City Personnel 235 Promenade St, Suite 401 Providence, RI 02903 City Personnel	NO	3
43	Skills for Rhode Island's Future 30 Exchange Terrace, 1st Floor Providence, RI 02903 Skills for RI	NO	5
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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, 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 5 engineering interns were working at the station under the supervision of our Manager of Engineering.
Internship Program (Education Services)	**Summer Term 2025 (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 2025, WSBE hosted two (2) student intern, high school student sthrough a partnership with PrepareRI. The interns were supervised by our Director of Education Services.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	Intership Program (Audience Engagement)	**Summer Term 2025 (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 Department of the station. During the Summer 2025, WSBE hosted two (2) student intern, high school student sthrough a partnership with PrepareRI. The interns were supervised by our Audience Engagement Manager