*EEO Public File Report*

**WNET/Educational Broadcasting Corporation**

Licensed television stations: WNET

\[\text{WLIW} \]

\[\text{WMBQ} \]

\[\text{WNDT} \]

**Report Term: February 1, 2018-January 25, 2019**

**Vacancies/Sources Utilized**

The following is a list of vacancies filled during the Report Term and recruitment sources utilized to fill each vacancy. The first recruitment source listed referred the candidate hired for the position. Contact information for each recruitment source is provided in Attachments A and B. Those recruitment sources to which we provided notification of vacancies under 47 C. F. R. 73.2080: (c) (1) (ii) are marked with an asterisk.

Recruitment sources listed under America’s Job Exchange include Diversity Partner Network sites, America’s Job Exchange’s State One Stops and Community based organizations and Community Outreach organizations.

The full time vacancies marked with (ǂ) were filled to provide services to the New Jersey Public Broadcasting Authority television stations (WNJN, Montclair, NJ; WNJT, Trenton, NJ; WNJS, Camden, NJ; and WNJB, New Brunswick, NJ) pursuant to a Programming and Services Agreement.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Source</th>
<th>Community Organizations</th>
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<td>Senior Production Coordinator</td>
<td>Employee Referral</td>
<td><em>Art for Change</em></td>
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<td><em>Asian American Federation</em></td>
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<td><em>Goodwill Industries of Greater New York &amp; Northern New Jersey</em></td>
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<td><em>Helen Keller Foundation for the Blind</em></td>
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New York Foundation for the Arts

**Community Organizations**
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

**America's Job Exchange**
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAY)

**Research Specialist**

**Cynopsis**

**Community Organizations**
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & Northern New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

**America's Job Exchange**
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAY)
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<td>*National Urban League</td>
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<td>*New York Urban League</td>
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<td>*Per Scholas</td>
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</table>

*Note: The above table represents the community organizations associated with the roles mentioned.*
Online Editor, All Arts

Indeed.com

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

Online Community Specialist

Employee Referral

Media Bistro

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
Senior Production Coordinator  WNET Website

*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

Senior Systems Engineer  WNET Website

*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
<table>
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<th>Position</th>
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<td>Community Organizations</td>
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<td>WNET Website</td>
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<tr>
<td>New Jersey Department of Labor</td>
<td>WNET Website</td>
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</tbody>
</table>

*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas
Production Coordinator, American Masters  Former Intern

Community Organizations
* Art for Change
* Asian American Federation
* Goodwill Industries of Greater New York & New Jersey
* Helen Keller Foundation for the Blind
* Hispanic Federation
* National Gay & Lesbian Journalists Association
* National Urban League
* New York Urban League
* The 100 Black Men of New York
* Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Anchor, Newshour Weekend

Senior Director, Development  Employee Referral

Exigent

Community Organizations
* Art for Change
* Asian American Federation
* Goodwill Industries of Greater New York & New Jersey
* Helen Keller Foundation for the Blind
* Hispanic Federation
* National Gay & Lesbian Journalists Association
* National Urban League
* New York Urban League
* The 100 Black Men of New York
* Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
Senior Producer, Newshour Weekend  Networking

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
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AJE Disability Exchange
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Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor

Labor Resources Associate  Talent Hub

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
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America's Job Exchange
Beyond.com
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AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Communications Coordinator

Indeed.com

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
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*The 100 Black Men of New York
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America's Job Exchange
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Disabled Person
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New York Department of Labor
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WNET Website
Indeed.com
New York Foundation for the Arts

Senior Production Coordinator, WLIW

Employee Referral

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
Audience Engagement Specialist, All Arts  Idealist

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
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New Jersey Department of Labor
WNET Website
Indeed.com

Digital Content Editor, All Arts  WNET Website

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
Coordinator, Budget Control  Employee Referral

Audio Mixing Engineer  WNET Website  Community Organizations

*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

**America's Job Exchange**
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New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
New York Association Black Journalists
Asian American Journalist Association
National Association Hispanic Journalists

**Community Organizations**
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*New York Urban League
*The 100 Black Men of New York
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Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Associate Producer, Digital Video 
Indeed.com

*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
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New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com

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*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Program Coordinator, Great Performances

Employee Referral

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Interview Producer, Amanpour & Co (2)

Employee Referral
Networking

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
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Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
National Association Hispanic Journalists
New York Association Black Journalists
Asian American Journalist Association
Indeed.com

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
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*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America’s Job Exchange
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AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor

WNET Website
New York Foundation for the Arts
Idealist
LinkedIn
Indeed.com

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America’s Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
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| Promo Producer, All Arts  | WNET Website     |

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Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Research Assistant, Office of the President  Employee Referral

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Multimedia Producer, Amanpour & Co  Internal Candidate

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
New York Association of Black Journalists
Asian American Journalist Association
Indeed.com

**Researcher/PA, Amanpour & Co.** Networking

**Community Organizations**
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

**America's Job Exchange**
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

**Data Coordinator, Development Systems** Community Organization; Goodwill Industries

**Community Organizations**
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

**America's Job Exchange**
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<tr>
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<tr>
<td>Audience Engagement Specialist</td>
<td>LinkedIn</td>
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**Community Organizations**

- Art for Change
- Asian American Federation
- Goodwill Industries of Greater New York & New Jersey
- Helen Keller Foundation for the Blind
- Hispanic Federation
- National Gay & Lesbian Journalists Association
- National Urban League
- New York Urban League
- The 100 Black Men of New York
- Per Scholas

**America's Job Exchange**

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com
Senior Development Coordinator    Employee Referral

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
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America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
LinkedIn
New York Department of Labor
New Jersey Department of Labor
Indeed.com

Senior Producer WLIW/AllArts    Employee Referral

Community Organizations
*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*National Gay & Lesbian Journalists Association
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New York Department of Labor
New Jersey Department of Labor
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New York Department of Labor
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Media Bistro

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New York Department of Labor
New Jersey Department of Labor
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### Community Organizations
- Art for Change
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- Helen Keller Foundation for the Blind
- Hispanic Federation
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- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- LinkedIn
- Glass Door
‡ Graphic Designer, NJTV
Employee Referral

‡ Associate Producer, NJTV
WNET Website

Community Organizations
*Art for Change
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NJTV Website
Indeed.com

Disability Working
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New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
‡ Stage Manager, NJTV

‡ Videographer/Editor, NJTV (3)

Community Organizations
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‡ Server/CG Operator, NJTV

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New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
## Attachment A: Community Organizations

Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080: (c) (1) (ii)

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<tr>
<th>Organization</th>
<th>Recruitment sources</th>
<th>Contact Information</th>
<th>Number of interviewees referred</th>
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<tbody>
<tr>
<td>Art for Change</td>
<td>Eliana Godoy <a href="mailto:eliana@artforchange.org">eliana@artforchange.org</a></td>
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<tr>
<td>Asian American Federation of New York</td>
<td>Winnie Li <a href="mailto:Winnie.li@aafederation.org">Winnie.li@aafederation.org</a> 212.344.5878</td>
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<tr>
<td>Center for Independence of the Disabled</td>
<td>Jess Powers <a href="mailto:jpowers@cidny.org">jpowers@cidny.org</a></td>
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</tr>
<tr>
<td>Emma G. Bowen Foundation</td>
<td>Sandra Rice SVP, National Recruitment <a href="mailto:Sandra.rice@nbculn.com">Sandra.rice@nbculn.com</a></td>
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<tr>
<td>Goodwill Industries of Greater NY &amp; Northern NJ</td>
<td>Francis Mikulka Employment Specialist <a href="mailto:fmikulka@goodwillny.org">fmikulka@goodwillny.org</a></td>
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<td>Helen Keller Services for the Blind</td>
<td>Russell Martello <a href="mailto:rmartello@helenkeller.org">rmartello@helenkeller.org</a> 718.522.2122</td>
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<td>The Hispanic Federation</td>
<td>Mario Colon, Creative Director <a href="mailto:mcgon@hispanicfederation.org">mcgon@hispanicfederation.org</a> P: 212.233.8955</td>
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<tr>
<td>National Urban League</td>
<td>Chatarra Jenkins <a href="mailto:cjenkins@nul.org">cjenkins@nul.org</a> 212 558-5300</td>
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<tr>
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<td>Leonard Copeland Director, Employment Services <a href="mailto:lcopeland@nyul.org">lcopeland@nyul.org</a> 718 944 3734</td>
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<tr>
<td>New York Urban League</td>
<td>Diana Coleman Director, Employee Services <a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a> 718 944-3734</td>
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<tr>
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<td>Plinio Ayala <a href="mailto:payala@perscholas.org">payala@perscholas.org</a></td>
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</table>
During the Report Term, we interviewed a total of 267 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred. Two additional interviewees were referred by sources listed on Attachment A.

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<td>Which redistributes vacancy notices to:</td>
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<tr>
<td>Job Opportunities for Disabled Americans</td>
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<tr>
<td>Linda Desrochers, Sales Manager 978.946.5856 (Direct)</td>
<td></td>
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<td><a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a></td>
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<td>America’s Job Exchange State One-Stops and Community Based Organizations</td>
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<td>Linda Desrochers, Sales Manager 978.946.5856 (Direct)</td>
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<td>CPA2BIZ – AICPA 1211 Avenue of the Americas, 19th Floor New York, NY 10036</td>
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<td><a href="http://www.cpa2biz.com">www.cpa2biz.com</a></td>
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<td>888.777.7077</td>
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<td>Columbia University Graduate School of Journalism 2960 Broadway, mail code 5727 New York, NY 10027</td>
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<td>Columbia University Center for Career Education, East Campus Building 2960 Broadway, mail code 5727 New York, NY 10027</td>
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<td>Corporation for Public Broadcasting 2401 9th St. NW Washington DC 20004</td>
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<td>Cynopsis Access Intelligence 4 Choke Cherry Road, 2nd Floor Rockville, MD 20850</td>
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| CUNY Graduate School of Journalism | 219 West 40th Street, Room 318A New York, NY 10018 | | | Andrea Stone  
Director of Career Services  
646.758.7804  
www.journalism.cuny.edu/ |
| CURRENT.ORG | 6930 Carroll Avenue Suite 350 Takoma Park, MD 20912 | PH: 301.270.7240 | www.current.org | |
| Disabled Person | | | https://www.disabledperson.com/jobs | |
| Diversity Working | | | http://diversityworking.com/ | |
| Entertainment Careers | 914 S. Barrington Avenue Los Angeles, CA 90049 | Brad Hall  
PH: (310) 422.0200  
www.entertainmentcareers.net/employers/submit.asp | | |
| Employee Referral | | | | 58 |
| Fairfield University | 1073 North Benson Road Fairfield, CT 06824 | P: (203) 254-4000 | | |
| File Search – WNET | 825 Eighth Avenue New York, NY 10019 | P: 212.560.1313 | | 4 |
| Fordham University | 113 W. 60th Street New York, NY 10023 | Careers@fordham.edu | | |
| Fordham University, School of Law | 33 W. 60th Street New York, NY 10023 | PH: 212.636.6810  
careers@law.fordham.edu | | |
| Former Employee | | | | 1 |
| Former Intern | | | | 2 |
| GlassDoor | Glassdoor.com | Ellie Workman  
415.944.6939 | | 1 |
| Goodwill New York & New Jersey | 285 Livingston Street Brooklyn, NY 11201 | gwashington@goodwillny.org | | 0 |
| Idealist.com | Action Without Borders, Inc. 360 West 31st Street, Suite 1510 New York, NY 10001 | PH: (212) 843.3973  
Fax: (212) 564.3377  
www.idealist.org | | 2 |
| Indeed.com | 470 West Avenue, Suite 2002 Stamford, CT 06902 | | | 42 |
| Institute of Internal Auditors | 247 Maitland Avenue Altamonte Springs, FL 32701 | PH: 407.937.1111  
www.na.theiia.org | | 0 |
| Internal Employee | | | | 11 |
| Job Opportunities for Disabled American Veterans (JOFDAV) | | | https://www.jofdav.com/jobs | |
| LinkedIn | Mountain View, CA | P: 650-687-3600  
www.linkedin.com | | 9 |
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<td>MEOjobs</td>
<td>Marc Oppenheim MEOjobs.com</td>
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<td>Media Bistro</td>
<td>P: (212) 929.2588 Nancy Hwang <a href="mailto:nancy@mediabistro.com">nancy@mediabistro.com</a></td>
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<td>Media-Match.com</td>
<td><a href="http://www.mediamatch.com">www.mediamatch.com</a> 323.284.5589</td>
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<td>National Association of Black Journalists</td>
<td>Stephanie McGee 866.964.2765 ext. 2718 <a href="mailto:Stephanie.mcgee@boxwoodtech.com">Stephanie.mcgee@boxwoodtech.com</a></td>
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<td>National Association of Hispanic Journalists</td>
<td>Kevin Olivas, Recruitment Manager PH: 202.662.7145 <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a></td>
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<td>National Association for Multi-Ethnicity in Communications (NAMIC)</td>
<td>P: (212) 594.5985 <a href="http://www.jobs.namic.com/hr/">www.jobs.namic.com/hr/</a></td>
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<td>New York Association of Black Journalists</td>
<td><a href="http://www.nyabj.org">www.nyabj.org</a> Errol Cockfield, Chapter President</td>
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<td>New York Foundation for the Arts</td>
<td>PH: 212.366.6900 <a href="http://www.nyfa.org">www.nyfa.org</a></td>
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<td>New York State Department of Labor</td>
<td>518.457.9000 <a href="http://www.labor.ny.gov">www.labor.ny.gov</a></td>
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<td>New York State Dept. of Labor Business Services</td>
<td>Barbara Listefski Business Service Representative <a href="mailto:Barbara.listefski@labor.ny.gov">Barbara.listefski@labor.ny.gov</a> 212 775 3762</td>
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| New York University | Office of Career Services 719 Broadway, 3rd Floor New York, NY 10003 | PH: (212) 998.4730  
Career.services@nyu.edu | 0 |
| New York Women in Film & TV (NYWIFT) 6 East 39th St., Suite 1200 New York, NY 10016 | Nancy Silva, Victoria Clark  
P: 212.679.0870  
info@nywift.org | 0 |
| NJTV  
Gateway 2  
283-299 Market Street Newark, NJ 07102 | www.NJTVonline.org | 0 |
| Pace University  
1 Pace Plaza New York, NY 10096 | www.pace.edu | 0 |
| PBS Connect  
1320 Braddock Place Alexandria, VA 22314 | Cordelia Roseboro  
P: 703.739.5080  
croseboro@pbs.org | 1 |
| Philanthropy News Digest (PND) 79 5th Avenue New York, NY 10003 | www.philanthropynewsdigest.com | 0 |
| Philanthropic Planning Group of Greater New York 15 West 72nd Street, Suite 31G New York, NY 10023 | info@ppggny.org | 0 |
| Talent Hub  
220 E. 42nd Street New York, NY 10017 | Pat Christopher, President  
646.682.9292 | 12 |
| Theatre Communications Group  
520 Eighth Avenue, 24th Floor New York, NY 10018 | 212.609.5900  
www.tcg.org | 0 |
| TVJobs.com  
Broadcast Employment Services  
PO Box 4116  
Oceanside, CA 92052 | 800.374.0119  
www.tvjobs.com | 0 |
| Twitter  
1355 Market Street, Suite 900  
San Francisco, CA 94103 | https://about.twitter.com/company | 0 |
| WNET – Website  
825 Eighth Avenue New York, NY 10019 | P: (212) 560.1313  
www.wnet.org | 90 |
| Women in Development  
211 W. 56th Street, Suite 7J New York, NY 10019 | PH: (212) 265.76560  
FAX: (212) 265.7525  
www.widny@widny.org | 0 |
During the Report Term, WNET engaged in the following supplemental recruitment initiatives:

1. Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions.
   
a. Public Media’s Virtual Career Fair on March 15, 2018. WNET’s Director of Human Resources met virtually with candidates who identified as having an interest in open positions.


c. City University of New York School of Journalism’s Social Media Conference and Networking Event on June 1, 2018. WNET’s Director of Audience Engagement and WLIW’s Sr. Director, All Arts attended, networking with participants interested in careers in social media.

d. Emma Bowen Foundation’s Power Networking Session on June 26, 2018. Members of WNET’s staff-led Inclusion and Diversity Council (IDC) attended to explore potential partnerships in building a diverse pipeline of tech and media professionals.

2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:

a. WNET maintains a year-round College Internship Program (CIP) consisting of four sessions that coincide with the winter, spring, summer and fall academic semesters. Over the course of the past year, WNET hosted approximately 65 interns in a variety of departments. The program is open to undergraduate and graduate students and is designed to provide valuable entry-level employment training related to their academic and/or career goals.

b. Reginald F. Lewis Endowment Minority Fellowship Program; Summer, 2018. In partnership with the Reginald F. Lewis Foundation, Inc., WNET provided an undergraduate fellowships for qualifying, distinguished students. In the summer of 2018, over the course of 12 weeks, three (3) students were recipients of the Fellowship Program. The Fellowships were with WNET Public Initiatives, All Arts & Music Services where students were exposed to such areas as pitching, writing, producing, editing and publishing stories, collaboration and
networking with individuals and teams, archival research, music licensing and practical skills for working in a media company.

c. Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum. WNET has partnered with the Academy for Careers in Television and Film (TvF) with the purpose of providing hands on experience and skill development to high school seniors in support of a career in the media production industry. Over the course of one semester, two students observed and participated in workflows used in a live production environment and given personalized instruction in Media and Broadcast Operations, Post Production as well as Design and On-Air Promotions. Their experience in the classroom and onsite with WNET’s technical staff allows for the development of technical experience so that students are able to pursue entry level careers in media as well as other industries.

d. A mock interview program, in partnership with Per Scholas, was designed to assist graduating students from Per Scholas in perfecting interviewing skills. Per Scholas is a national nonprofit organization that breaks the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Leaders from WNET’s Human Resources department worked closely with representatives from Per Scholas to coordinate and facilitate the mock interview program.

Mock interviews took place during the months of May and December, 2018 during which a total of 4 interviews were conducted. Mock interviews are conducted on-site at WNET’s offices and an interviewer’s assessment form is completed for each student which provides specific feedback, allowing their counselors to work with the students on specific areas of improvement.

e. WLIW partnered with Tufts and the Tisch Summer Fellows program to offer substantive internships that allow students to gain real-world skills, grow their networks, and explore career paths while building stronger communities on a local, national, or international level. Over the summer of 2018, WLIW’s Local Production Fellow worked alongside and supported production staff, participating on a variety of local series centered on the arts, technology, and local cultural and architectural landmarks.

f. In partnership with Harvard College’s Center for Public Interest Careers, Mindich Service Fellowships were provided to two Fellows in the summer of 2018. One Fellowship support PBSs NewsHour Weekend; the second supported MetroFocus. Each Fellow was given the
opportunity to learn and gain experience in production assistance, including researching, fact-checking, editing and development of web and social media content.

3. Participation in the following diversity programs, webinars and association conferences and events:

a. Creating & Implementing a Meaningful Diversity & Inclusion Strategy – January, 2018. WNET’s Director, Human Resources participated in a webinar led by OutSolve. The Webinar was designed to demonstrate how compliance and Affirmative Action data can help drive diversity metrics and strategic implementation plans.

b. PBS TechCon Conference – On April 4th, 2018, THIRTEEN Vice President, Broadcast & Media Operations attended the TechCon Conference in Las Vegas, NV, participating in a panel discussion on strategies to deepen candidate resources and increase diversity of technical teams. The discussion reviewed ideas, programs and initiatives that support diversity and inclusion across the PBS Network.

c. The Creative Coalition’s Intern Speaker Series. On June 19, 2018, WLIW’s Executive Producer of MetroFocus delivered a presentation titled, “From Intern to Invaluable: Learn, Shine, & Work Your Time.”

d. National Lesbian and Gay Journalists Association (NLGJA) – Ongoing participation with NLGJA – National Lesbian and Gay Journalists Association. The Executive Producer, MetroFocus is an active member, former National Board Member and former co-chair of “Headlines & Headliners,” the annual fundraiser.

e. National Association of Multi-Ethnicity in Communications (NAMIC) annual diversity conference; October, 2018. Participation by WNET’s Senior Specialist, Community Engagement as a panelist in Career Corners session titled, Careering – How to Make Your Next Move Matter, providing insight about how to strategically navigate career moves to ensure personal and professional satisfaction.
Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

4. Employee training programs

   a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with diversity content: *Workplace Diversity, Business Etiquette* and *Code of Conduct*.

   b. All employees are required to complete *Preventing Discrimination and Harassment* training. The version presented to managers includes sections on the manager’s role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.

   c. *Code of Conduct* training is required annually.

   d. New managers complete *Managing within the Law – Basic* and *Managing within the Law – Advanced*, courses which provide training on the increased responsibilities employers have as a result of federal and state laws. The courses address topics such as employee privacy, accommodation of disabilities and religious observance, responding to complaints and bullying and conflict management.

5. WNET serves as the lead station partner for the NBPC program. NBPC 360 is a funding initiative of the national Black Programming Consortium (NBPC) devised to help launch non-fiction and fiction serial projects, as well as interactive or “trans-media” projects, about the Black experience. The NBPC 360 fund and incubator features training and support designed to harvest and accelerate important stories in their most engaging light.

As the lead station, WNET provides publicity, social media and assistance with project selection. In addition, if a candidate is selected for WNET, WNET will provide workspace, guidance and editorial feedback for NBPC Producers to develop their pilot projects.

6. WNET’s Inclusion and Diversity Council (IDC) was created to support WNET’s ongoing commitment to fostering a workplace where everyone feels welcome and respected. With members representing different departments, experiences, skills, goals and ideals, the Council is unified in the belief that through inclusion and diversity, WNET can better serve and reflect our communities.
a. In November of 2018, the IDC presented a panel discussion titled, Latinx in the Media, a conversation featuring Latinx media leaders as they explore their views on cultural identity within the landscape of their chosen disciplines and within society as a whole.

b. The IDC’s Onboarding program introduces new hires to other staff, providing the new hire a peer to assist in understanding resources, culture and networks available outside of the department.

7. Each upper-level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of women and minorities.