

**EEO Public File Report****WNET**

Licensed television stations:   **WNET**  
  **WLIW**  
  **WMBQ**  
  **WNDT**

Licensed radio station: **WLIW-FM**

**Report Term: January 26, 2020 - January 24, 2021****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 (#) 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.

Job Title	Source
Director, Individual Giving	LinkedIn
	<b>Community Organizations</b>
	*Art for Change
	*Asian American Federation
	*Center for Independence of the Disabled
	*Goodwill Industries of Greater New York & Northern New Jersey
	*Helen Keller Foundation for the Blind
	*Hispanic Federation
	*Job Path
	*National Gay & Lesbian Journalists Association
	*National Urban League
	*New York Urban League
	*The 100 Black Men of New York
	*Per Scholas
	<b>America's Job Exchange</b>
	Beyond.com
	AJE Veterans Exchange
	AJE Disability Exchange
	Job Opportunities for Disabled American Veterans (JOFDVA)
	Disabled Person
	Diversity Working
	New York Department of Labor
	New Jersey Department of Labor
	WNET Website
	NJTV Website
	Indeed.com

Assistant Creative Director

Internal Employee

Idealist  
LinkedIn  
Association of Fundraising Professionals  
Philanthropy News Digest(PND)  
Emma Bowen Foundation

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com

Director of Development, NJTV

Employee Referral

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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

‡ Associate Producer, NJTV

Internal Employee

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  
Emma Bowen Foundation  
Association of Fundraising Professionals  
Philanthropy News Digest  
LinkedIn

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
National Association of Black Journalists  
National Association of Hispanic Journalists  
Glassdoor

‡ Associate Producer, NJTV

Internal Employee

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network

Associate Producer, Digital American Masters   Employee Referral

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person

		Diversity Working New York Department of Labor New Jersey Department of Labor WNET Website NJTV Website Indeed.com Emma Bowen Foundation Media Bistro
Production Assistant, Great Performances	Job Boards: Other	<b>Community Organizations</b> *Art for Change *Asian American Federation *Center for Independence of the Disabled *Goodwill Industries of Greater New York & Northern New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *Job Path *National Gay & Lesbian Journalists Association *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas <b>America's Job Exchange</b> Beyond.com AJE Veterans Exchange AJE Disability Exchange Job Opportunities for Disabled American Veterans (JOFAV) Disabled Person Diversity Working New York Department of Labor New Jersey Department of Labor WNET Website NJTV Website Indeed Historically Black Colleges & Universities Emma Bowen Foundation
Engineering Operator	Internal Employee	<b>Community Organizations</b> *Art for Change *Asian American Federation *Center for Independence of the Disabled *Goodwill Industries of Greater New York & Northern New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *Job Path *National Gay & Lesbian Journalists Association *National Urban League

Board Coordinator

WNET Website

- \*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
- \*Center for Independence of the Disabled
- \*Goodwill Industries of Greater New York & Northern New Jersey
- \*Helen Keller Foundation for the Blind
- \*Hispanic Federation
- \*Job Path
- \*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation  
Idealist  
LinkedIn  
New York Foundation for the Arts

Production Office Coordinator, American  
Masters

Employee Referral

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
- \*Center for Independence of the Disabled
- \*Goodwill Industries of Greater New York & Northern New Jersey
- \*Helen Keller Foundation for the Blind
- \*Hispanic Federation
- \*Job Path
- \*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 (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- National Association of Black Journalists
- National Association of Hispanic Journalists

Institutional Giving Associate

Idealist

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
- \*Center for Independence of the Disabled
- \*Goodwill Industries of Greater New York & Northern New Jersey
- \*Helen Keller Foundation for the Blind
- \*Hispanic Federation
- \*Job Path
- \*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

‡ Broadcast Graphics Designer

Internal Employee

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  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network  
Philanthropy News Digest (PND)  
Idealist  
LinkedIn

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network

‡ Associate Producer, Media Manager

Internal Employee

**Community Organizations**

\*Art for Change



Database Administrator

Job Board: Other

- \*Asian American Federation
- \*Center for Independence of the Disabled
- \*Goodwill Industries of Greater New York & Northern New Jersey
- \*Helen Keller Foundation for the Blind
- \*Hispanic Federation
- \*Job Path
- \*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
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- Digital Diversity Network

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
- \*Center for Independence of the Disabled
- \*Goodwill Industries of Greater New York & New Jersey
- \*Helen Keller Foundation for the Blind
- \*Hispanic Federation
- \*Job Path
- \*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

Senior Director, Development Operations

LinkedIn

New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Glassdoor  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network  
**Community Organizations**  
\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network  
National Association of Multiethnicity in Communications  
Idealist  
LinkedIn  
New York Foundation for the Arts  
Philanthropy News Digest

Salesforce Administrator

Glass Door

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & New Jersey

‡ Managing Editor, NJ Spotlight

Internal Employee

\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Salesforce.com/Power of Us Hub  
Emma Bowen Foundation  
Digital Diversity Network  
Historically Black Colleges & Universities  
Glassdoor  
LinkedIn

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & New Jersey  
\*Helen Keller Foundation for the Blind  
\*Hispanic Federation  
\*Job Path  
\*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 (JOFDVA)  
Disabled Person  
Diversity Working  
New York Department of Labor

			New Jersey Department of Labor WNET Website NJTV Website Indeed Emma Bowen Foundation
<b>EXIGENT CIRCUMSTANCES</b>	Chief Diversity Equity & Inclusion Officer	Internal Employee	
	Development Associate, Individual Giving	WNET Website	<b>Community Organizations</b> *Art for Change *Asian American Federation *Center for Independence of the Disabled *Goodwill Industries of Greater New York & New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *Job Path *National Gay & Lesbian Journalists Association *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas <b>America's Job Exchange</b> Beyond.com AJE Veterans Exchange AJE Disability Exchange Job Opportunities for Disabled American Veterans (JOFDVA) Disabled Person Diversity Working New York Department of Labor New Jersey Department of Labor WNET Website NJTV Website Glassdoor Historically Black Colleges & Universities National Black MBA Association Emma Bowen Foundation Digital Diversity Network LinkedIn New York Foundation for the Arts African American Development Officers Network
	Chief Technology Officer	LinkedIn	<b>Community Organizations</b> *Art for Change *Asian American Federation *Center for Independence of the Disabled *Goodwill Industries of Greater New York & New Jersey *Helen Keller Foundation for the Blind

Artistic Director, All Arts

Employee Referral

\*Hispanic Federation  
\*Job Path  
\*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  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network  
Glassdoor  
LinkedIn  
National Association of Multiethnicity in Communications  
Latinx in Tech

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

**Circa/America's Job Exchange**  
Beyond.com  
AJE/Circa Veterans Exchange  
AJE/Circa Disability Exchange  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Person  
Diversity Working

Senior Director, Diversity, Equity & Inclusion      Indeed

New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Historically Black Colleges & Universities  
Emma Bowen Foundation  
Digital Diversity Network  
LinkedIn  
National Association of Multiethnicity in Communications  
New York Foundation for the Arts

**Community Organizations**

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

**CIRCA/America's Job Exchange**

Beyond.com  
CIRCA/AJE Veterans Exchange  
CIRCA/AJE Disability Exchange  
Job Opportunities for Disabled American Veterans (JOFDVA),  
Disabled Person  
Diversity Working  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
HBCU  
Emma Bowen Foundation  
Digital Diversity Network  
LinkedIn  
Minority Professional Network  
NAMIC  
National Black MBA

## Attachment A Community Organizations

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

Art for Change 131 E. 101st St. New York, NY 10029	Eliana Godoy <a href="mailto:eliana@artforchange.org">eliana@artforchange.org</a> 212.348.7044	Number of interviewees referred 0
Asian American Federation of New York 120 Wall Street, 3 <sup>rd</sup> Floor New York, NY 10005	Winnie Li <a href="mailto:Winnie.li@aafederation.org">Winnie.li@aafederation.org</a> 212.344.5878	0
Center for Independence of the Disabled 841 Broadway, #301 New York, NY 10003	Susan Dooha <a href="mailto:sdooha@cidny.org">sdooha@cidny.org</a>	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist <a href="mailto:fmikulka@goodwillny.org">fmikulka@goodwillny.org</a>	0
Helen Keller Services for the Blind 57 Willoughby Street Brooklyn, NY 11201	Russell Martello <a href="mailto:rmartello@helenkeller.org">rmartello@helenkeller.org</a> 718.522.2122	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director <a href="mailto:mcolon@hispanicfederation.org">mcolon@hispanicfederation.org</a> P: 212.233.8955	0
Job Path 256 West 38 <sup>th</sup> Street New York, NY 10018	Tim Garrigan Director, Job Development & Placement <a href="mailto:tgarrigan@jobpathnyc.org">tgarrigan@jobpathnyc.org</a> 212.944.0564 ext 214	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership <a href="mailto:Arin@nlja.org">Arin@nlja.org</a>	0
National Urban League 80 Pine Street New York, NY 10005	Dale Johnson Dir Operations & Acquisitions <a href="mailto:djohnson@nul.org">djohnson@nul.org</a> 212-558-5300	0
New York Urban League 204 W. 136 <sup>th</sup> Street New York, NY 10030	Shaquan Hoke Career & Employment Specialist <a href="mailto:shoke@nyul.org">shoke@nyul.org</a> 718 944 3734	0
New York Urban League 3008 Eastchester Road Bronx, NY 10469	Diana Coleman Director, Employee Services <a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a> 718 944-3734	0
The 100 Black Men of NY 105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10010	Executive Director, Courtney Bennett <a href="mailto:Courtney.Bennett@ohbm.org">Courtney.Bennett@ohbm.org</a> Executive Assistant, Dina L Gardner <a href="mailto:DLGardner@ohbm.org">DLGardner@ohbm.org</a>	0
Vocational & Educational Services for Individuals with Disabilities 116 West 32 <sup>nd</sup> Street New York, NY 10001	Maureen Anderson 212-967-3081 <a href="mailto:maureenanderson@nysed.gov">maureenanderson@nysed.gov</a>	0

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**ATTACHMENT B Master Recruitment Source List**

During the Report Term, we interviewed a total of 201 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

RECRUITMENT SOURCE		Number of interviewees referred
African American Development Officers Network	<a href="mailto:aadevofficers@aol.com">aadevofficers@aol.com</a> 888 646 8166	0
America's Job Exchange (NaviSite) 400 Minuteman Road Andover, MA 01810	Linda Desrochers, Sales Manager 978.946.5856 (Direct) <a href="mailto:lidesrochers@americasjobexchange.com">lidesrochers@americasjobexchange.com</a>  <a href="http://www.amercasjobexchange.com/login">www.amercasjobexchange.com/login</a>	1
America's Job Exchange (NaviSite) <u>Which redistributes vacancy notices to:</u> Diversity Partner Network Sites Disabledperson.com Diversity Jobs DiversityWorking Job Opportunities for Disabled Americans	Linda Desrochers, Sales Manager 978.946.5856 (Direct) <a href="mailto:lidesrochers@americasjobexchange.com">lidesrochers@americasjobexchange.com</a>  <a href="http://www.amercasjobexchange.com/login">www.amercasjobexchange.com/login</a>	0
America's Job Exchange State One-Stops and Community Based Organizations	Linda Desrochers, Sales Manager 978.946.5856 (Direct) <a href="mailto:lidesrochers@americasjobexchange.com">lidesrochers@americasjobexchange.com</a>  <a href="http://www.amercasjobexchange.com/login">www.amercasjobexchange.com/login</a>	0
Asian American Journalists Association 5 Third Street, Ste 1108 San Francisco, CA 94103	415.346.2051 <a href="mailto:national@aaaja.org">national@aaaja.org</a>	0
Broadcasting & Cable 11 West 42 <sup>nd</sup> Street, 11 <sup>th</sup> Fl. New York, NY 10036	<a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a>	0
Career Fairs NABJ/NAHJ Annual Conference & Career Fair AAJA Annual Conference & Career Fair New York City's Diversity Career Day		0
College/Career Fairs – Unnamed		1
CPA2BIZ – AICPA 1211 Avenue of the Americas, 19 <sup>th</sup> Floor New York, NY 10036	<a href="http://www.cpa2biz.com">www.cpa2biz.com</a> 888.777.7077	0
Columbia University Graduate School of Journalism 2960 Broadway, mail code 5727 New York, NY 10027	Julie Hartenstein, Dpty Dir, Career Services P: 212.854.9198 <a href="mailto:jh548@columbia.edu">jh548@columbia.edu</a>	0
Columbia University Center for Career Education, East Campus Building 2960 Broadway, mail code 5727 New York, NY 10027	Mark Jordan, Assist. Dir., Bus Dev Career Management Center 212.854.1926 <a href="mailto:mrj2123@columbia.edu">mrj2123@columbia.edu</a>	0

Corporation for Public Broadcasting 2401 9 <sup>th</sup> St. NW Washington DC 20004	PH: 202-879-9600 <a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a>	0
Cynopsis Access Intelligence 4 Choke Cherry Road, 2 <sup>nd</sup> Floor Rockville, MD 20850	<a href="http://www.cynopsis.com">www.cynopsis.com</a>	0
City University of New York (CUNY) 205 E. 42 <sup>nd</sup> Street New York, NY 10017	Office of Recruitment & Diversity at Human Resource Management <a href="mailto:jobs@cuny.edu">jobs@cuny.edu</a>	0
CUNY Graduate School of Journalism 219 West 40 <sup>th</sup> Street, Room 318A New York, NY 10018	Andrea Stone Director of Career Services 646.758.7804 <a href="http://www.journalism.cuny.edu/">www.journalism.cuny.edu/</a>	0
CURRENT.ORG 6930 Carroll Avenue Suite 350 Takoma Park, MD 20912	PH: 301.270.7240 <a href="http://www.current.org">www.current.org</a>	0
Digital Diversity Network 41 Madison Avenue, 31 <sup>st</sup> Fl NY, NY 10010	<a href="http://www.Digitaldiversitynetwork.com/career-center">www.Digitaldiversitynetwork.com/career-center</a>	0
Disabled Person	<a href="https://www.disabledperson.com/jobs">https://www.disabledperson.com/jobs</a>	0
Diversity Working	<a href="http://diversityworking.com/">http://diversityworking.com/</a>	0
Emma Bowen Foundation 1121 Avenue of Americas, 28 <sup>th</sup> Fl NY, NY	P: 212-664-3773 <a href="http://www.Emmabowenfoundation.com/jobs">www.Emmabowenfoundation.com/jobs</a> Michael Barham Michael.barham@nbcuni.com VP, Programs 212-664-3486	0
Entertainment Careers 914 S. Barrington Avenue. Los Angeles, CA 90049	Brad Hall PH: (310) 422.0200 <a href="http://www.entertainmentcareers.net/employers/submit.asp">www.entertainmentcareers.net/employers/submit.asp</a>	0
Employee Referral		25
Fairfield University 1073 North Benson Road Fairfield, CT 06824	P: (203) 254-4000	0
Fordham University 113 W. 60 <sup>th</sup> Street New York, NY 10023	<a href="mailto:Careers@fordham.edu">Careers@fordham.edu</a>	0
Fordham University, School of Law 33 W. 60 <sup>th</sup> Street New York, NY 10023	PH: 212.636.6810 <a href="mailto:careers@law.fordham.edu">careers@law.fordham.edu</a>	0
Former Employee		0
Former Intern		0
Glass Door Glassdoor.com	Ellie Workman 415.944.6939	11
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	<a href="mailto:gwashington@goodwillny.org">gwashington@goodwillny.org</a>	0

Historical Black Colleges & Universities Career Center (HBCU)	<a href="http://www.thehbcucareercenter.com">www.thehbcucareercenter.com</a>	0
Idealist.com Action Without Borders, Inc. 360 West 31 <sup>st</sup> Street, Suite 1510 New York, NY 10001	PH: (212) 843.3973 Fax: (212) 564.3377 <a href="http://www.idealist.org">www.idealist.org</a>	13
Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	<a href="http://www.indeed.com">www.indeed.com</a> (not a direct contact; aggregator)	0
Institute of Internal Auditors 247 Maitland Avenue Altamonte Springs, FL 32701	PH: 407.937.1111 <a href="http://www.na.theiia.org">www.na.theiia.org</a>	0
Internal Employee		8
Job Boards>Other		31
Job Boards>Industry Association (unnamed)		2
Job Opportunities for Disabled American Veterans (JOFDV)	<a href="https://www.jofdav.com/jobs">https://www.jofdav.com/jobs</a>	0
LinkedIn Mountain View, CA	P: 650-687-3600 <a href="http://www.Linkedin.com">www.Linkedin.com</a>	70
LinkedIn Group: Nonprofit and Philanthropic Job Board	Group Owner: Regina Ingabire, Nonprofit Strategist <a href="http://www.mojalink.com">www.mojalink.com</a>	0
MEOjobs 3044 Wilson Aveue Wantagh, NY 11793	Marc Oppenheim <a href="http://Meojobs.com">Meojobs.com</a>	0
Media Bistro 494 Broadway, 4 <sup>th</sup> Floor New York, NY 10012	P: (212) 929.2588 Nancy Hwang <a href="mailto:nancy@mediabistro.com">nancy@mediabistro.com</a>	3
Media-Match.com 8112 ½ West 3 <sup>rd</sup> Los Angeles, CA 90048	<a href="http://www.mediamatch.com">www.mediamatch.com</a> 323.284.5589	0
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Stephanie McGee 866.964.2765 ext. 2718 <a href="mailto:Stephanie.mcgee@boxwoodtech.com">Stephanie.mcgee@boxwoodtech.com</a>	0
National Association of Broadcasters 1171 N Street NW Washington DC 20036	202.429.5300 <a href="http://www.nab.org">www.nab.org</a>	0
National Association of Hispanic Journalists 1050 Connecticut Avenue, NW Washington, DC 20036	Kevin Olivas, Recruitment Manager PH: 202.662.7145 <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a>	0
National Association for Multi-Ethnicity in Communications (NAMIC) 320 W. 37 <sup>th</sup> Str., 8 <sup>th</sup> Floor New York, NY 10018	P: (212) 594.5985 <a href="http://www.jobs.namic.com/hr/">www.jobs.namic.com/hr/</a>	0
National Black MBA 400 West Peachtree Street NW, S 203 Atlanta, GA 30308	Nbmbaa.org 404.260.5444	0
National Lesbians & Gay Journalists Association 2120 L Street NW, Ste 850	202.588.9888 <a href="http://www.nlgja.org">www.nlgja.org</a>	0

Washington DC 20037		
Networking/Referrals		3
New York Association of Black Journalists 2214 Frederick Douglas Blvd New York, NY 10026	<a href="http://www.nyabj.org">www.nyabj.org</a> Errol Cockfield, Chapter President	0
New York Foundation for the Arts 20 Jay Street, 7 <sup>th</sup> Floor Brooklyn, NY 11201	PH: 212.366.6900 <a href="http://www.nyfa.org">www.nyfa.org</a>	6
New York State Department of Labor Building 12, W.A Harriman Campus Albany, NY 12240	518.457.9000 <a href="http://www.labor.ny.gov">www.labor.ny.gov</a>	0
New York State Dept. of Labor Business Services 75 Varick Street – 7 <sup>th</sup> floor New York, NY 10013	Barbara Listefski Business Service Representative <a href="mailto:Barbara.listefski@labor.ny.gov">Barbara.listefski@labor.ny.gov</a> 212 775 3762	0
New York University Office of Career Services 719 Broadway, 3 <sup>rd</sup> Floor New York, NY 10003	PH: (212) 998.4730 <a href="mailto:Career.services@nyu.edu">Career.services@nyu.edu</a>	0
New York Women in Film & TV (NYWIFT) 6 East 39 <sup>th</sup> St., Suite 1200 New York, NY 10016	Nancy Silva, Victoria Clark P: 212.679.0870 <a href="mailto:info@nywift.org">info@nywift.org</a>	0
NJTV Gateway 2 283-299 Market Street Newark, NJ 07102	<a href="http://www.NJTVonline.org">www.NJTVonline.org</a>	0
Pace University 1 Pace Plaza New York, NY 10096	<a href="http://www.pace.edu">www.pace.edu</a>	0
PBS Connect 1320 Braddock Place Alexandria, VA 22314	Cordelia Roseboro P: 703.739.5080 <a href="mailto:croseboro@pbs.org">croseboro@pbs.org</a>	0
Philanthropy News Digest (PND) 79 5 <sup>th</sup> Avenue New York, NY 10003	<a href="http://www.philanthropynewsdigest.com">www.philanthropynewsdigest.com</a>	0
Philanthropic Planning Group of Greater New York 15 West 72 <sup>nd</sup> Street, Suite 31G New York, NY 10023	<a href="mailto:info@ppggny.org">info@ppggny.org</a>	0
Talent Hub 220 E. 42 <sup>nd</sup> Street New York, NY 10017	Pat Christopher, President 646.682.9292	1
Tech Jobs for Good 45 Lynn Street Austin, TX	Contact - Noah <a href="http://www.Techjobsforgood.com">www.Techjobsforgood.com</a>	0
Theatre Communications Group 520 Eighth Avenue, 24 <sup>th</sup> Floor New York, NY 10018	212.609.5900 <a href="http://www.tcg.org">www.tcg.org</a>	0
TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	800.374.0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0

TV News Check News Check Media LLC 24 W. Lancaster Avenue Ste 205 Ardmore, PA 19003	484.412.8287 <a href="http://www.Newscheckmedia.com">www.Newscheckmedia.com</a>	0
Twitter 1355 Market Street, Suite 900 San Francisco, CA 94103	<a href="https://about.twitter.com/company">https://about.twitter.com/company</a>	0
WNET – Website 825 Eighth Avenue New York, NY 10019	P: (212) 560.1313 <a href="http://www.wnet.org">www.wnet.org</a>	26
Women in Development 211 W. 56 <sup>th</sup> Street, Suite 7J New York, NY 10019	PH: (212) 265.76560 FAX: (212) 265.7525 <a href="mailto:www.widny@widny.org">www.widny@widny.org</a>	0

**Attachment C - Supplemental Recruitment Initiatives**  
**WNET**  
**January 26, 2020 – January 24, 2021**

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. The New York Urban Leagues' (NYUL) Centennial Job Fair, February 25, 2020, was attended by THIRTEEN's Director, Media Ingest and Content Delivery and Director, Media Services.
  - b. National Association of Black Journalists' (NABJ) and National Association of Hispanic Journalists' (NAHJ) virtual annual conference and career fair, August 5 -August 7, 2020 was virtually attended by production staff from NewsHour Weekend and Metrofocus, and the WNET Group's Director of Community Engagement and Chief Diversity, Equity and Inclusion Officer.
  - c. Asian American Journalists Associations' (AAJA) virtual annual conference and career fair, August 12 – August 14, 2020 was virtually attended by production staff from NewsHour Weekend.
  - d. Per Scholas' Tech Forward virtual job fair, October 15, 2020. A senior leader from WNET's Human Resources team participated in informational sessions, providing interview and career guidance.
  - e. City of New York's Diversity Employment Day virtual career fair, October, 23, 2020 was virtually attended by THIRTEEN's Senior Director, Programming and the WNET Group's Director, Events and Donor Engagement, Major Gifts Officer and Community Engagement Specialist.
  - f. National Association of Black Journalists' (NABJ) virtual regional conference and career fair, November 21, 2020 attended by production staff from Amanpour & Co. and NJTV News.
2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:
  - a. WNET has a year-round Internship Program to provide undergraduate and graduate students with training and experience related to their academic and/or career goals. The interns come from diverse backgrounds and are placed in a variety of functional areas across WNET. Spring 2020 internships began in January in our offices but were changed to a virtual platform in March. Summer and fall 2020 internships were suspended due to COVID-19.

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- b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offers BIPOC Fellowships. The recently expanded fellowship program was made possible through a cross departmental collaboration with WNET's Inclusion & Diversity Council (IDC), Human Resources and Development departments. Fellows are placed with various production units and supported by staff from the Inclusion and Diversity Council and Human Resources. These programs were postponed indefinitely this year due to health and safety restrictions related to the COVID-19 pandemic:
            - The Emma Bowen Foundation
            - Reginald F. Lewis Endowment Minority Fellowship Program
            - The Tiger Baron Minority Fellowship Program
            - Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum. WNET partners with the Academy for Careers in Television and Film (TvF), a New York City public high school, to provide hands on experience and skill development to high school seniors in support of a career in the media production industry.
  - c. Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Over the course of the report period, leaders from WNET's Human Resources department work closely with representatives from Per Scholas to facilitate a mock interview program. One candidate was interviewed during the report period before the program was suspended due to COVID-19.
3. Participation in the following diversity programs, webinars, programming and association conferences and events:
  - a. National Center for Accessible Media (NCAM) Web and Social Media Platform Accessibility webinar presented May 13, 2020 was attended by members of WNET's Communications, Human Resources and Legal departments. The webinar focused on improving accessibility of websites and other digital offerings for people with disabilities.
  - b. Association of Fundraising Professionals Senior Leadership Breakfast March 10, 2020 was attended by WNET's Senior Director of Individual and Major Giving. A panel discussion focused on core challenges of staff retention and diversity in the fundraising sector.

**Attachment C - Supplemental Recruitment Initiatives**  
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- c. 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.

Jennifer Brown Consulting, a diversity, equity and inclusion consulting firm, is working with WNET to reposition the current IDC to become an advisory group to assist in implementation of DEI initiatives including recruiting and onboarding.

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 DEI content: *Workplace Diversity*; *Preventing Discrimination and Harassment*; *Business Etiquette*; and *Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses added as appropriate.
  - Code of Conduct training and Preventing Discrimination and Harassment are required annually.
  - All employees are required to complete Preventing Discrimination and Harassment training both online and live/interactive. The Manager version of training includes sections on the manager's role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.
  - 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.
  - WNET is working with Jennifer Brown Consulting (JBC), a diversity consulting firm to implement additional DEI related training programs and initiatives. JBC completed a DEI assessment to establish a baseline for measuring progress and for developing targeted training programs based on assessment findings.



## Attachment C - Supplemental Recruitment Initiatives

### WNET

January 26, 2020 – January 24, 2021

#### 5. Other Initiatives

- From October 15 to October 21, 2020, WNET aired nine, 15 second public service announcements promoting the Diversity Employment Day virtual career fair to be held on October 23, 2020. In addition, WNET included an online banner that rotated on the website during the on-air period.
- WNET, in partnership with New York City Department of Education, Hetrick-Martin Institute and PFLAG (the largest organization uniting parents, families, and allies with people who are lesbian, gay, bisexual, transgender, and queer) hosted LGBTQ+ Inclusive Professional Development webinars in June 2020. Attendees were offered the opportunity to learn more about online curriculum LGBTQ+ inclusive and help LGBTQ+ students during the Covid-19 pandemic.
- WNET serves as the lead station partner for Black Public Media's 360+ Incubator Program, an initiative devised to help launch non-fiction and fiction serial projects, as well as interactive or "trans-media" projects, about the Black experience. WNET offered Black Public Media's PitchBlack Award winner a 6-month residency. The residency began on February 3rd but was suspended in March due to the COVID -19.
- A virtual screening and panel on Justice in the United States in partnership with the Brennan Center for Justice at NYU School of Law moderated by WLIW's Metrofocus co-anchor was hosted in September, 2020.
- Inside THIRTEEN blog launched, "Rich Lives and Conversations. Viewing that Nourishes," highlighting black voices and experiences in the arts, our community and in our balanced, trusted news/conversations in August 2020.
- WNET's Education department launched a blog to highlight anti-racist resources for families, educators and students in June 2020.

6. WNET announces new Chief DEI Officer, a new position for the organization on June 8, 2020. The new Chief DEI Officer has a key role in promoting equal opportunities in the workplace. One new initiative scheduled for 2021 is "Progression to Succession," a mentorship program focused on employee career development and preparation of BIPOC employees for promotion and leadership positions.

**Attachment C - Supplemental Recruitment Initiatives**

**WNET**

**January 26, 2020 – January 24, 2021**

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.