

EEO Public File Report

WNET

Licensed television stations: WNET  
WLIW  
WMBQ  
WNDT

Licensed radio station: WLIW-FM

Report Term: January 25, 2021 - January 22, 2022

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 Broadbean/CareerBuilder include Diversity Partner Network sites, 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
Individual Giving Specialist	Job Boards>Other
	<b>Community Organizations</b>
	*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>Broadbean/Career Builder</b>
	Hispanic Job Exchange
	LGBT Job Search
	African American Job Exchange
	Veteran Job Search
	Asian Job Search
	Disabled Person
	Job Opportunities for Disabled American Veterans (JOFDAV)
	Disabled Job Seekers
	Seniors to Work
	US Diversity Job Search
	Veteran Job Center
	New York Department of Labor
	New Jersey Department of Labor
	WNET Website

Development Associate NJTV

Industry Assoc Job Bds>NYFA

NJ PBS Website  
Indeed.com  
LinkedIn  
National Black MBA  
New York Foundation for the Arts  
Emma Bowen Foundation  
Woment of Color in Fundraising & Philanthropy  
African American Devlopment Officers Network  
Digital Diversity Network  
Fab Female Fundraisers

**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

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange
- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor

WNET Website

NJTV Website

Indeed.com

Emma Bowen Foundation

African American Diversity Officers Network

New York Foundation for the Arts

Digital Diversity Network

New York University/Steinhardt

Historically Black Colleges & Universities

Idealist

Women of Color in Fundraising & Philanthropy

Maintenance Engineer

WNET Website

**Community Organizations**

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

**Broadbean/Career Builder**

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor

WNET Website

NJTV Website

Indeed.com

LinkedIn

Emma Bowen Foundation

Historically Black Colleges & Universities

National Black MBA

Public Media Jobs

Major Gifts Associate

WNET Website

**Community Organizations**

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- \*National Urban League
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**Broadbean/Career Builder**

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Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed

Multimedia Producer, NYC Arts

Internal Promotion

**Community Organizations**

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Seniors to Work  
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Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Hue You Know  
Brown Girls Doc Mafia

Emma Bowen Foundation  
New York University/Steinhardt  
Lincoln University  
Historically Black Colleges & Universities  
Media Bistro  
National Association of Black Journalists  
National Association of Hispanic Journalists

Director of Production, Multiplatform Initiatives      Employee Referral

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

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- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Emma Bowen Foundation
- Historically Black Colleges & Universities
- HueYouKnow
- National Association of MultiEthnicity in Communications

Multimedia Project Lead & Producer      Internal Promotion

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Historically Black Colleges & Universities
- LinkedIn
- Media Bistro
- National Association of Hispanic Journalists
- Brown Girls Doc Mafia
- Emma Bowen Foundation
- Hue You Know
- Asian American Journalists Association

Multimedia Production Assistant, Multiplatform Initiatives

Organizational Referral - Goodwill Industries, NY/NJ

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

**Broadbean/Career Builder**

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Veteran Job Search  
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Disabled Person  
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Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation  
Hue You Know

Associate Producer, Digital Content

WNET Website

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- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

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Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation

Hue You Know  
Historically Black Colleges & Universities

Producer, Great Performances

Employee Referral

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Lincoln University
- BrownGirlsDocMafia
- Emma Bowen Foundation
- Hue You Know

Board Coordinator

Employee Referral

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- \*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  
**Broadbean/Career Builder**  
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LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
LinkedIn  
Emma Bowen Foundation  
Historically Black Colleges & Universities

Sr Communications Coordinator, Audience  
Engagement

Indeed

**Community Organizations**

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\*Helen Keller Foundation for the Blind  
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\*National Gay & Lesbian Journalists Association  
\*National Urban League  
\*New York Urban League  
\*The 100 Black Men of New York  
\*Per Scholas  
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LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search

Associate Producer, Digital

Employee Referral

Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation  
Historically Black Colleges & Universities  
LinkedIn  
New York University/ Steinhardt  
Public Relations Society of America

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\*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

**Broadbean/Career Builder**

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LGBT Job Search  
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Veteran Job Search  
Asian Job Search  
Disabled Person  
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Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Hue You Know  
Emma Bowen Foundation  
BrownGirlsDocMafia  
Asian American Journalists Association

Production Assistant, Great Performances

Organization Referral- American Public  
TV

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

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange
- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Emma Bowen Foundation
- HueYouKnow
- Media Bistro
- Historically Black Colleges & Universities
- National Association of Hispanic Journalists
- Brown Girls Doc Mafia

Director of Communications

Linked In

**Community Organizations**

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- \*National Gay & Lesbian Journalists Association
- \*National Urban League
- \*New York Urban League

\*The 100 Black Men of New York  
\*Per Scholas  
**Broadbean/Career Builder**  
Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDVA)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
National Association of Multiethnicity in Communications  
Emma Bowen Foundation  
LinkedIn  
MediaBistro  
New York Foundation for the Arts

Vice President/General Mgr, NJ PBS

WNET Website

**Community Organizations**

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

**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDVA)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search

Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
National Association of Multiethnicity in Communications  
Current Public Media  
Radio Television Digital News Association  
Emma Bowen Foundation

Attorney (1)  
Attorney (2)

WNET Website  
WNET Website

**Community Organizations**

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDVA)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
Entertainment Careers  
Indeed.com  
LinkedIn

Social Media Specialist

Internal Promotion

**Community Organizations**

- \*Art for Change

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- \*The 100 Black Men of New York
- \*Per Scholas

**Broadbean/Career Builder**

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- LinkedIn
- Emma Bowen Foundation

Multimedia Production Assistant, Amanpour & Co Employee Referral

**Community Organizations**

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange

Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Historically Black Colleges & Universities  
National Association of Hispanic Journalists  
Emma Bowen Foundation  
HueYouKnow  
Brown Girls Doc Mafia

Production Coordinator, American Masters

Industry Association Job Board>Not Specified

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\*National Urban League  
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Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website

Audience Engagement Specialist

Employee Referral

Indeed.com  
Asian American Journalists Association  
Emma Bowen Foundation  
Historically Black Colleges & Universities  
HueYouKnow

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- \*National Urban League
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Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Cynopsis  
Emma Bowen Foundation  
Historically Black Colleges & Universities  
LinkedIn  
MediaBistro  
Multicultural Marketing Resources  
Public Relations Society of America

Senior Audience Engagement Specialist

New York Foundation for the Arts

**Community Organizations**

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\*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

**Broadbean/Career Builder**

Hispanic Job Exchange

LGBT Job Search

African American Job Exchange

Veteran Job Search

Asian Job Search

Disabled Person

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Job Seekers

Seniors to Work

US Diversity Job Search

Veteran Job Center

New York Department of Labor

New Jersey Department of Labor

WNET Website

NJTV Website

Indeed.com

Emma Bowen Foundation

Idealist

Media Bistro

Multicultural Marketing Resources

New York Foundation for the Arts

Senior Business Analyst, Salesforce

Internal Promotion

**Community Organizations**

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\*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

**Broadbean/Career Builder**

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LGBT Job Search

African American Job Exchange

Veteran Job Search

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Disabled Person  
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Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
LinkedIn

Senior Coordinator, Community Engagement

LinkedIn

**Community Organizations**

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Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
African American Development Officers Network  
Current  
Historically Black Colleges & Universities

Idealist  
LinkedIn  
New York Foundation for the Arts  
Philanthropy News Digest

Associate Producer, Metrofocus

Internal Promotion

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
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- Veteran Job Center
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- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Brown Girls Doc Mafia
- Emma Bowen Foundation
- HueYouKnow
- Asian American Journalists Association
- National Association of Black Journalists

Senior Market Research Analyst

Internal Promotion

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\*National Urban League  
\*New York Urban League  
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Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website

Direct Mail & Donor Services Associate

Internal Promotion

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\*National Urban League  
\*New York Urban League  
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Veteran Job Center  
New York Department of Labor

New Jersey Department of Labor  
WNET Website  
NJTV Website

Senior Coordinator, Gift Processing

Glassdoor

**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

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange
- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- New York Foundation for the Arts
- Philanthropy News Digest
- Historically Black Colleges & Universities
- Idealist
- Emma Bowen Foundation
- LinkedIn

Digital Operations Associate

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  
**Broadbean/Career Builder**  
Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
Historically Black Colleges & Universities  
New York Foundation for the Arts

Sr Coordinator Programming Services

Organization Referral: Talent Hub

**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  
**Broadbean/Career Builder**  
Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers

Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation

Associate Producer, Digital Content

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

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search
- African American Job Exchange
- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Brown Girls Doc Mafia
- Emma Bowen Foundation
- Asian American Journalists Association
- National Association of Hispanic Journalists

Multimedia Producer, NYC Arts

WNET Website

**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

**Broadbean/Career Builder**

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- LGBT Job Search
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- Veteran Job Search
- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- LinkedIn
- National Association of Black Journalists
- BrownGirlsDocMafia
- Historically Black Colleges & Universities
- HueYouKnow
- National Association of Hispanic Journalists

Workday Operations Analyst

Internal Promotion

**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

**Broadbean/Career Builder**

- Hispanic Job Exchange
- LGBT Job Search



African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation  
LinkedIn  
New York Foundation for the Arts

Associate Director, Accounts Payable

Organization Referral

**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

**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation

Procurement Associate

WNET Website

**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

**Broadbean/Career Builder**

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- LGBT Job Search
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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Emma Bowen Foundation

Senior Prospect Research Specialist

WNET Website

**Community Organizations**

- \*Art for Change
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- \*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

**Broadbean/Career Builder**

- Hispanic Job Exchange

LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
Idealist  
Philanthropy News Digest  
LinkedIn

Senior Coordinator Prospect Research

Organization Referral: Talent Hub

**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

**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
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Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website

Audience & Market Research Specialist

WNET Website

Indeed.com  
Emma Bowen Foundation

**Community Organizations**

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

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor

WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation

‡ **New Jersey Public Broadcasting Authority (‡)**

Producer, NJ Spotlight News

Internal Promotion

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
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- \*National Gay & Lesbian Journalists Association
- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

**Broadbean/Career Builder**

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Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed

Associate Producer, NJ Spotlight News

Linked In

**Community Organizations**

\*Art for Change  
\*Asian American Federation  
\*Center for Independence of the Disabled  
\*Goodwill Industries of Greater New York & Northern New Jersey  
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\*Job Path  
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\*The 100 Black Men of New York  
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**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
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Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Historically Black Colleges & Universities  
National Association of Hispanic Journalists  
LinkedIn

BrownGirlsDocMafia  
Emma Bowen Foundation  
Hueyouknow

Correspondent, NJ Spotlight News

LinkedIn

**Community Organizations**

- \*Art for Change
- \*Asian American Federation
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- \*Helen Keller Foundation for the Blind
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- \*Job Path
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- \*National Urban League
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- \*The 100 Black Men of New York
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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor

WNET Website

NJTV Website

Indeed

Hueyouknow

National Association of Hispanic Journalists

Historically Black Colleges & Universities

BrownGirlsDocMafia

Emma Bowen Foundation

Lincoln U

LinkedIn

Media Bistro

National Association of Black Journalists

NYU Steinhardt

Senior Editorial Producer, NJ Spotlight

Internal Promotion

**Community Organizations**

- \*Art for Change
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- \*National Urban League
- \*New York Urban League
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- \*Per Scholas

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- Veteran Job Center
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- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Emma Bowen Foundation

Producer, NJ PBS

Internal Promotion

**Community Organizations**

- \*Art for Change
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- \*National Urban League
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**Broadbean/Career Builder**

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Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation

Digital Content Editor, Spotlight

Job Boards>Other

**Community Organizations**

\*Art for Change  
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\*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

**Broadbean/Career Builder**

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Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed  
Emma Bowen Foundation  
Hue You Know

Producer, NJ PBS

Employee Referral

**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

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- Disabled Job Seekers
- Seniors to Work
- US Diversity Job Search
- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed
- Emma Bowen Foundation

News Media Specialist, NJ PBS

Employee Referral

**Community Organizations**

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- \*Goodwill Industries of Greater New York & New Jersey
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- \*Hispanic Federation
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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

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- Asian Job Search
- Disabled Person
- Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
BrownGirlsDocMafia  
National Association of Hispanic Journalists

Associate Producer, NJ Spotlight News

WNET Website

**Community Organizations**

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\*Center for Independence of the Disabled  
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\*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

**Broadbean/Career Builder**

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Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
LinkedIn  
Brown Girls Doc Mafia  
HueYouKnow  
Emma Bowen Foundation

Correspondent, NJ Spotlight News

Internal Promotion

**Community Organizations**

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- \*National Urban League
- \*New York Urban League
- \*The 100 Black Men of New York
- \*Per Scholas

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- Veteran Job Center
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- Brown Girls Doc Mafia
- Emma Bowen Foundation
- HueYouKnow
- Media Bistro
- National Association of Black Journalists
- National Association of Hispanic Journalists
- LinkedIn

Multimedia Content Producer/Editor

Internal Promotion

**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

Videographer/Editor, NJ PBS

Employee Referral

**Broadbean/Career Builder**

Hispanic Job Exchange  
LGBT Job Search  
African American Job Exchange  
Veteran Job Search  
Asian Job Search  
Disabled Person  
Job Opportunities for Disabled American Veterans (JOFDAV)  
Disabled Job Seekers  
Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor  
WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
National Association of Hispanic Journalists  
Asian American Journalists Association  
Brown Girls Doc Mafia  
HueYouKnow

**Community Organizations**

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\*Goodwill Industries of Greater New York & New Jersey  
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\*Hispanic Federation  
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\*National Urban League  
\*New York Urban League  
\*The 100 Black Men of New York  
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**Broadbean/Career Builder**

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Seniors to Work  
US Diversity Job Search  
Veteran Job Center  
New York Department of Labor  
New Jersey Department of Labor

WNET Website  
NJTV Website  
Indeed.com  
Emma Bowen Foundation  
LinkedIn  
HueYouKnow

**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 sdooha@cidny.org	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	Jane Smith <a href="mailto:jsmith@helenkeller.org">jsmith@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@nlga.org">Arin@nlga.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
Per Scholas 804 E 138 <sup>th</sup> Street, @2 Bronx, NY 10454	Plinio Ayala 718 991 8400 payala@perscholas.org	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 424 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
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
Broadbean/Career Builder 19800 MacArthur Blvd. #800 Irvine, CA 92612	Gary Cowan Director of Diversity & Compliance Service 617-997-6477 (Direct) <a href="mailto:gary.cowan@broadbean.com">gary.cowan@broadbean.com</a>  <a href="http://www.broadbean.com">www.broadbean.com</a>	0
Broadbean/Career Builders - State One-Stops and Community Based Organizations	Gary Cowan Director of Diversity & Compliance Service 617-997-6477 (Direct) <a href="mailto:gary.cowan@broadbean.com">gary.cowan@broadbean.com</a>  <a href="http://www.broadbean.com">www.broadbean.com</a>	0
Broadbean/Career Builders <u>Which redistributes vacancy notices to:</u> Hispanic Job Exchange LGBT Job Search US Diversity Job Search African American Job Search Asian Job Search Disabled Person Job Opportunity for Disabled American Veterans (JOFDAV) Disabled Job Seekers Seniors to Work US Diversity Job Search Veteran Job Center	Gary Cowan Director of Diversity & Compliance Service 617-997-6477 (Direct) <a href="mailto:Gary.cowan@broardbean.com">Gary.cowan@broardbean.com</a>  <a href="http://www.broadbean.com">www.broadbean.com</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
BrownGirlsDocMafia	<a href="mailto:bgdm@browngirlsdocmafia.com">bgdm@browngirlsdocmafia.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		3



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@cityu.edu">jobs@cityu.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		50
Fab Female Fundraisers	<a href="mailto:fabfemalefundraisers@gmail.com">fabfemalefundraisers@gmail.com</a> P: 470-222-3292	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	13
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	<a href="mailto:gwashington@goodwillny.org">gwashington@goodwillny.org</a>	1
Historical Black Colleges & Universities Career Center (HBCU)	<a href="http://www.thehbcucareercenter.com">www.thehbcucareercenter.com</a>	0
HueYouKnow Los Angeles, CA	<a href="http://www.hueyouknow.com">www.hueyouknow.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 www.idealist.org	12
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		17
Job Boards>Other/not specified		121
Job Boards>Industry Association (unnamed)		
Job Opportunities for Disabled American Veterans (JOFDAV)	<a href="https://www.jofdav.com/jobs">https://www.jofdav.com/jobs</a>	0
Lincoln University 1570 Baltimore Pike Lincoln University, PA 19352	484-365-8000 hr@lincoln.edu	0
LinkedIn Mountain View, CA	P: 650-687-3600 <a href="http://www.Linkedin.com">www.Linkedin.com</a>	102
LinkedIn Group: Nonprofit and Philanthropic Job Board	Group Owner: Regina Ingabire, Nonprofit Strategist www.mojalink.com	0
MEOjobs 3044 Wilson Aveue Wantagh, NY 11793	Marc Oppenheim Meojobs.com	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>	8
Media-Match.com 8112 West 3 <sup>rd</sup> Los Angeles, CA 90048	<a href="http://www.mediamatch.com">www.mediamatch.com</a> 323.284.5589	0
Multicultural Marketing Resources Inc New York, NY	Lisa Skriloff, MMR Inc, President <a href="mailto:lisa@multicultural.com">lisa@multicultural.com</a> 212-242-3351	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	202.429.5300 <a href="http://www.nab.org">www.nab.org</a>	0

Washington DC 20036		
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 Washington DC 20037	202.588.9888 <a href="http://www.nlgja.org">www.nlgja.org</a>	0
Networking/Referrals		0
New Jersey Department of Labor 1 John Fitch Plz Trenton, NJ 08611	609.984.9414 workforce@dol.nj.gov	1
New York Association of Black Journalists 2214 Frederick Douglas Blvd New York, NY 10026	www.nyabj.org 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>	18
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
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
Public Relations Society of America 120 Wall Street, 21 <sup>st</sup> Fl Ny, NY 10005	<a href="http://www.Jobs@prsa.org">www.Jobs@prsa.org</a>	0
Public Media Jobs 4400 Massachusetts NW Washington DC 20016	<a href="http://www.Publicmediajobs.org">www.Publicmediajobs.org</a> 202-885-6412	0
Radio, Television, Digital News Association The National Press Building 529 14 <sup>th</sup> St., NW, Suite 1240 Washington, DC 20045	<a href="http://www.rtdna.org">www.rtdna.org</a> 202-221-4282	0
Talent Hub 220 E. 42 <sup>nd</sup> Street New York, NY 10017	Pat Christopher, President 646.682.9292	4
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	P: 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>	74
Women of Color – Fundraising & Philanthropy New York, NY	<a href="http://www.woc-fp.com">www.woc-fp.com</a>	0
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="http://www.widny@widny.org">www.widny@widny.org</a>	0

**Attachment C - Supplemental Recruitment Initiatives**  
**WNET**  
**January 25, 2021 – January 22, 2022**

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 Jobs Career Fair:** Wednesday, March 31, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
  - b. **City of NY Diversity Career Fair:** May 14, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
  - c. **Columbia University's Virtual Career Expo:** June 14, 2021 virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
  - d. **Employer Summit: Hispanic-Serving Institutions (HSI) Career Collaborative:** August 10, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
  - e. **The National Association of Black Journalists (NABJ) 2021 Convention:** August 18-21, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion and Community Engagement teams.
  - f. **The Association of LGBTQ Journalists (NLGJA) 2021 Convention:** September 10, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
  - g. **Asian American Journalists Association:** August 24-28, 2021; virtually attended by a representative from WNET's Diversity, Equity and Inclusion team.
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, summer and fall 2021 internships were suspended due to COVID-19, with the exception of the Law Department, which provided a remote internship experience for law school students during summer, 2021, to meet pro bono hours requirement at a non-profit.

## **Attachment C - Supplemental Recruitment Initiatives**

### **WNET**

**January 25, 2021 – January 22, 2022**

- b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offers BIPOC Fellowships. The 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.

WNET's Human Resources Representative participated in Per Scholas Cycle 5 Mock Interview session on May 18<sup>th</sup>, 2021. Interviews were conducted with 9 Learners after which the Human Resources Representative assessed their 60 second pitch and responses to interview questions. Written assessments were provided to Per Scholas Team Leaders to assist Learners in interview skills and presentation development.

3. Participation in the following diversity programs, webinars, programming and association conferences and events:
- a. Lights! Camera! Access! 2.0; September, 28, 2021; This event was created to address underrepresentation of people with disabilities in media and raise disability awareness on how best to increase employment. A representative from the ALL ARTS production team participated in an Accessibility Panel for Global Accessibility Awareness Day (GAAD) and LCA panel.

## Attachment C - Supplemental Recruitment Initiatives

### WNET

January 25, 2021 – January 22, 2022

- b. Employer Summit: Hispanic-Serving Institutions (HSI) Career Collaborative; August 10, 2021; This event explored the topics of effective student outreach and engagement, enhancing the student learning experience and effective DE&I recruitment at HSIs. A member of WNET's Diversity, Equity and Inclusion team participated in the workshop.
  - c. The Role of Journalism in Black & AAPI Solidarity, presented by the Asian American Journalists Association (AAJA) and the National Association of Black Journalists (NABJ) on June 9, 2021. A member of WNET's Diversity, Equity and Inclusion team participated.
  - d. Outsolve's Best Practices in Outreach Effectiveness and Dispositioning; May 12<sup>th</sup>, 2021; a virtual conference on performing compliant and meaningful outreach efforts. Attended virtually by a representative of WNET's Human Resources team.
  - e. The Conference on Diverse Philanthropy and Leadership, co-presented by the African American Development Officers Network (AADO) and the Council for Advancement and Support of Education (CASE); April 7<sup>th</sup> and 8<sup>th</sup>, 2021. This conference focused on growing philanthropic markets while exploring minority wealth, philanthropic behaviors and diverse engagement strategies. Attended by WNET's Major Gifts Officer and Director, Institutional Giving.
  - f. Diverse by Design, The 140K: Women and the Pandemic; March 30, 2021. A virtual conference exploring the unique challenges the COVID-19 pandemic has presented for women and the solutions companies are employing to address them. Attended by a member of WNET's Human Resources team.
  - g. LinkedIn Social Impact Event, Breaking Down Barriers; February 5<sup>th</sup>, 2021. Attended virtually by members of WNET's Diversity, Equity and Inclusion and Human Resources teams on February 5, 2021.
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 three courses with DEI content: *Workplace Diversity; Preventing Discrimination and Harassment; and Code of Conduct*. Several of these courses are repeated on a periodic basis and additional courses added as appropriate.

## Attachment C - Supplemental Recruitment Initiatives

### WNET

January 25, 2021 – January 22, 2022

- Code of Conduct training and Preventing Discrimination and Harassment are required annually.
- All employees are required to complete Preventing Discrimination and Harassment training online/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, bullying and conflict management.
- Jennifer Brown Consulting (JBC), a diversity consulting firm, conducted diversity workshops titled, "Embracing Inclusion: Beating Racial Bias in Our Work + the Workplace" for WNET's IDEA Council on March 29<sup>th</sup>, 2021 and for WNET's senior managers on April 8<sup>th</sup>, 2021. In addition, the diversity workshop (Embracing Inclusion: Beating Racial Bias in Our Work + the Workplace) was delivered to all WNET managers in the months of July, August and November, 2021.

#### 5. Other Initiatives

- From May 3<sup>rd</sup> to May 11, 2021, WNET aired nine, 15 second public service announcements promoting the Diversity Employment Day virtual career fair to be held on May 14, 2021. In addition, WNET included an online banner that rotated on the website during the on-air period.
- From May, 2021 through December, 2021, WNET's IDEA Council hosted six groundbreaking workshops for Black, AAPI, Latino and White Ally employees designed to introduce the concept of racial trauma (historical context and current day issues) and address the psychological impact of racial trauma on BIPOC. The workshops included guided group exercises to uncover participants' thoughts, feelings, and beliefs around their experiences with, and reactions to, racial trauma, both in and out of the workplace. Participants also learned about tools/techniques to cope and heal.



**Attachment C - Supplemental Recruitment Initiatives**

**WNET**

**January 25, 2021 – January 22, 2022**

- In January 2021, WNET's newly formed IDEA Council began semimonthly meetings. The IDEA Council, an employee advisory group whose members were chosen by a diverse panel of staff, works with WNET's Chief Diversity, Equity and Inclusion Officer and Senior Director, Diversity, Equity and Inclusion, to move the organization forward in enhancing DEI initiatives.
6. 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.