

<b>EEO Public File Report</b>			
<b>WNET/Educational Broadcasting Corporation</b>			
<b>Licensed television stations: WNET</b>			
<b>WLIW</b>			
<b>Report Term: January 23, 2017-January 31, 2018</b>			
<b><u>Vacancies/Sources Utilized</u></b>			

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.

	<b>Job Title</b>	<b>Source</b>	
	Associate Producer, MetroFocus	WNET Website	<b>*Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New Heights Neighborhood Center
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services

		<b>America's Job Exchange</b>
		State Workforce Website
		New Jersey State Department of Labor
		New York State Department of Labor
		Diversity Partner Network
		Job Opportunities for Disabled American Veterans (JOFDAV)
		Disabled Person
		Diversity Working
		Distribution to Career One Stop Center Representatives
		Jersey City One Stop Career Center
		Middlesex County One Stop Career Center
		Passaic County One Stop Career Center
		Union County One Stop Career Center
		Newark One Stop Career Center
		Brooklyn Workforce 1 Career Center
		Bronx Workforce 1 Career Center
		Upper Manhattan Workforce 1 Career Center
		Queens Workforce 1 Career Center
		Staten Island Workforce 1 Career Center
		Westchester Employment Center
		Long Island City Workforce 1 Career Center
		Distribution to Community Outreach Organizations
		Harlem Vet Center
		Queens Vet Center
		NJ Division of Vocational Rehab Services
		Vocational & Educational Services for Individuals with Disabilities
		Women's Rights Information Center
		New Era Employment Services Inc.
		Goodwill NY & NJ
		NAACP New York City Branch #2820
		United Way of North Essex
		Jewish Vocational Services
		Lehman College
		Rutgers University
		New York Indian Council
		American Indian Community
		Jewish Vocational Services
		Lutheran Family Health Centers
		AARP Foundation
		Ridgewood Bushwick Senior Citizens Council
		New Jersey Dept. of Rehabilitation
		WNET Website
		New York Women in Film & Television
		Montclair State
		Rutgers University
		Media Bistro
		LinkedIn
		Media Match
		Cynopsis
		Indeed.com

	Associate Multimedia Producer, MetroFocus	Indeed.com	<b>*Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of
			*Children & Family Services
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center

			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			Media Bistro
	Customer Service Representative	Talent Hub	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs.
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY

			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
	Sr Coordinator, National Programming	WNET Website	<b>Community Organizations</b>

			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center

			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			LinkedIn
			WIE (Work in Entertainment)
			NYFA (New York Foundation for the Arts)
	Associate Producer, Education	Former Intern	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New Heights Neighborhood Center
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League

			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University



	Associate Producer, WLIW	Employee Referral	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center

			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			LinkedIn
	Associate Producer, Education	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities

			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
	Director of Production Support	LinkedIn	<b>Community Organizations</b>
			*Art for Change

			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services

			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			LinkedIn
			Media Bistro
			National Association of MultiEthnicity in Communications (NAMIC)
	Audience Development Analyst	LinkedIn	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities

			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			LinkedIn
			Media Bistro
			Media Match
			LinkedIn Group: Social Media Today

			Indeed.com
	Payroll Specialist	TalentHub	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
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			Union County One Stop Career Center
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			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center

			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			TalentHub
			LinkedIn
	Researcher/PA WLIW	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League



			*The 100 Black Men of NY
			*Per Scholas
			vVocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University

	Accounting Associate	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations

			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
	Associate Producer, Education	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities

			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
	Music Services Associate	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York

			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities

			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			LinkedIn
			Vet Central
	Associate Producer, NHWE	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor

			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			Indeed.com
			Vet Central
	Production Service Coordinator	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media

			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDVA)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services



			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			LinkedIn
			Vet Central
			Indeed.com
	Procurement Associate	Talent Hub	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<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.com
	Senior Major Gifts Officer	LinkedIn	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>

			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
			VetCentral
			Indeed
			LinkedIn
	Associate Director, Education	Former Employee	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Glassdoor.com
			Indeed.com
	Correspondent/Anchor MetroFocus	New York Association of Black Journalists	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League

			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Indeed.com
	Associate Producer, MetroFocus (3)	LinkedIn (2)	<b>Community Organizations</b>
		WNET Website(1)	*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			MediaBistro
			LinkedIn
			Indeed.com
	Associate Producer, Social Media	Employee Referral	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association

			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			MediaBistro
			LinkedIn
	Associate Producer, Digital Content	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
	Board Coordinator	Indeed	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association

			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Indeed.com
	Attorney	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Indeed.com
			LinkedIn
			New York Foundation for the Arts (NYFA)
			Entertainment Careers
	Audience Engagement Specialist (2)	Employee Referral	<b>Community Organizations</b>
		Idealist	*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey

			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<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
			VetCentral
			Indeed.com
			LinkedIn
			New York Foundation for the Arts (NYFA)
			Cynopsis
			Idealist
	Ingest Coordinator (2)	WNET Website	<b>Community Organizations</b>
		Employee Referral	*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<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
			VetCentral
			Indeed.com

	Data Coordinator	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<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
			VetCentral
			Indeed.com
	Sr. Specialist, Member Analytics	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<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
			VetCentral
			Indeed.com

	Researcher/PA, WLIW	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Indeed.com
	Sr. Production Coordinator, Design & Promotions	WNET Website	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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
			VetCentral
			Indeed.com



Vice President, Development	Networking	Community Organizations
		*Art for Change
		*Asian American Federation of New York
		*Black United Fund of New Jersey
		*The Bridge to Independence & Career Opportunity
		*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
		*Communications Industry Skills Center (CISC)
		*Education & Employment Consulting
		*Emma G. Bowen Foundation for Minority Interests in Media
		*Fed Cap Rehabilitation Services
		*Goodwill Industries of Greater New York & Northern New Jersey
		*Harlem Arts Alliance
		*Harlem Business Alliance
		*Helen Keller Services for the Blind
		*The Hispanic Federation
		*Job Path
		*Lee Hecht Harrison
		*National Lesbian & Gay Journalist Association
		*National Urban League
		*New York City Industries for the Blind
		*New York League of Conservative Voters
		*New York State Broadcasters Association (NAB)
		*New York Urban League
		*The 100 Black Men of NY
		*Per Scholas
		*Vocational & Educational Services for Individuals with Disabilities
		*Workforce Opportunity Services
		<b>America's Job Exchange</b>
		State Workforce Website
		New Jersey State Department of Labor
		New York State Department of Labor
		Diversity Partner Network
		Job Opportunities for Disabled American Veterans (JOFDAV)
		Disabled Person
		Diversity Working
		Distribution to Career One Stop Center Representatives
		Jersey City One Stop Career Center
		Middlesex County One Stop Career Center
		Passaic County One Stop Career Center
		Union County One Stop Career Center
		Newark One Stop Career Center
		Brooklyn Workforce 1 Career Center
		Bronx Workforce 1 Career Center
		Upper Manhattan Workforce 1 Career Center
		Queens Workforce 1 Career Center
		Staten Island Workforce 1 Career Center
		Westchester Employment Center
		Long Island City Workforce 1 Career Center
		Distribution to Community Outreach Organizations
		Harlem Vet Center

			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website
			New York Women in Film & Television
			Montclair State
			Rutgers University
			TalentHub
			LinkedIn
			Vet Central
			Chronical of Philanthropy
			National Association of MultiEthnicity in Communicaitons (NAMIC)
			Corporation for Public Broadcasting
			Indeed.com
‡ New Jersey Public Broadcasting Authority			
	‡ Associate Producer, Media Mgr. NJTV	Employee Referral	<b>Community Organizations</b>
			*Art for Change
			*Asian American Federation of New York
			*Black United Fund of New Jersey
			*The Bridge to Independence & Career Opportunity
			*Commission for the Blind & Visually Handicapped/NYS Office of Children & Family Svcs
			*Communications Industry Skills Center (CISC)
			*Education & Employment Consulting
			*Emma G. Bowen Foundation for Minority Interests in Media
			*Fed Cap Rehabilitation Services
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Harlem Arts Alliance
			*Harlem Business Alliance
			*Helen Keller Services for the Blind
			*The Hispanic Federation
			*Job Path
			*Lee Hecht Harrison
			*National Lesbian & Gay Journalist Association
			*National Urban League
			*New Heights Neighborhood Center

			*New York City Industries for the Blind
			*New York League of Conservative Voters
			*New York State Broadcasters Association (NAB)
			*New York Urban League
			*The 100 Black Men of NY
			*Per Scholas
			*Vocational & Educational Services for Individuals with Disabilities
			*Workforce Opportunity Services
			<b>America's Job Exchange</b>
			State Workforce Website
			New Jersey State Department of Labor
			New York State Department of Labor
			Diversity Partner Network
			Job Opportunities for Disabled American Veterans (JOFDAV)
			Disabled Person
			Diversity Working
			Distribution to Career One Stop Center Representatives
			Jersey City One Stop Career Center
			Middlesex County One Stop Career Center
			Passaic County One Stop Career Center
			Union County One Stop Career Center
			Newark One Stop Career Center
			Brooklyn Workforce 1 Career Center
			Bronx Workforce 1 Career Center
			Upper Manhattan Workforce 1 Career Center
			Queens Workforce 1 Career Center
			Staten Island Workforce 1 Career Center
			Westchester Employment Center
			Long Island City Workforce 1 Career Center
			Distribution to Community Outreach Organizations
			Harlem Vet Center
			Queens Vet Center
			NJ Division of Vocational Rehab Services
			Vocational & Educational Services for Individuals with Disabilities
			Women's Rights Information Center
			New Era Employment Services Inc.
			Goodwill NY & NJ
			NAACP New York City Branch #2820
			United Way of North Essex
			Jewish Vocational Services
			Lehman College
			Rutgers University
			New York Indian Council
			American Indian Community
			Jewish Vocational Services
			Lutheran Family Health Centers
			AARP Foundation
			Ridgewood Bushwick Senior Citizens Council
			New Jersey Dept. of Rehabilitation
			WNET Website

			Indeed.com
			NJTV Website
			Indeed.com
	‡ Producer/Correspondent, NJTV (2)	Networking	<b>Community Organizations</b>
		NJTV Website	*Art for Change
			*Asian American Federation
			*Goodwill Industries of Greater New York & Northern New Jersey
			*Helen Keller Foundation for the Blind
			*Hispanic Federation
			*National Gay & Lesbian Journalists Association
			*National Urban League
			*New York Urban League
			*The 100 Black Men of New York
			*Per Scholas
			<b>America's Job Exchange</b>
			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

**Attachment A Community Organizations**

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

1	Art for Change 131 E. 101st St. New York, NY 10029	Eliana Godoy <a href="mailto:eliana@artforchange.org">eliana@artforchange.org</a> <a href="mailto:artforchangeinfo@gmail.com">artforchangeinfo@gmail.com</a> 212.348.7044	Number of interviewees referred 0
2	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
3	Black United Fund of New Jersey 510 Grant Avenue Plainfield, NJ 07060	Robin Grant <a href="mailto:rgrant@bufhhs.org">rgrant@bufhhs.org</a> 908.754.1234, Ext. 104	0
4	The Bridge to Independence & Career Opportunity 22 Eagle Road Danbury, CT 06810	Lou Ann Bloomer/President <a href="mailto:Tbico1@aol.com">Tbico1@aol.com</a> 203.743.6695	0
5	Commission for the Blind & Visually Handicapped NYS Office of Children & Family Services Capital View Office Park, South Bldg., Room 201 52 Washington Street Rensselaer, NY 12144-2796	Barbara Kellerman <a href="mailto:Barbara.kellerman@ocfs.ny.gov">Barbara.kellerman@ocfs.ny.gov</a>  518.473.1774	0
6	Communications Industry Skills Center 270 Lenox Avenue New York, NY 10027	Ines Reyes <a href="mailto:Majeed7308@aol.com">Majeed7308@aol.com</a> 215.740.1624	0
7	Education & Employment Consulting 566 7 <sup>th</sup> Avenue, Suite 603 New York, NY 10018	Liz Maher <a href="mailto:Colleen@education-employment.org">Colleen@education-employment.org</a> (212) 868.1854	0
8	Emma G. Bowen Foundation for Minority Interests in Media 524 W. 57 <sup>th</sup> Street New York, NY 10019	Sandra Rice <a href="mailto:sdrice@cbs.com">sdrice@cbs.com</a> 212.975.2545	0
9	Fed Cap Rehabilitation Services 119 West 19 <sup>th</sup> Street New York, NY 10013	Sandy Sabat <a href="mailto:ssabat@fedcap.org">ssabat@fedcap.org</a> 212.727.4282	0
10	Goodwill Industries of Greater New York & Northern New Jersey 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist <a href="mailto:fmikulka@goodwillny.org">fmikulka@goodwillny.org</a>	0
11	Harlem Arts Alliance 253 W. 138 <sup>th</sup> Street New York, NY 10030	Voza Rivers <a href="mailto:Vorivers@aol.com">Vorivers@aol.com</a> 347.735.4280	0
12	The Harlem Business Alliance 275 Lenox Avenue, 2 <sup>nd</sup> Floor New York, NY 10027	<a href="mailto:bharte@hbany.org">bharte@hbany.org</a> Philomena Boateng <a href="mailto:pboateng@hbany.org">pboateng@hbany.org</a> 212.665.7010	0

13	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
14	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
15	Job Path 22 W. 38 <sup>th</sup> Street New York, NY 10018	Nick Mukherjee Director, Job Dev & Placement <a href="mailto:nmukherjee@jobpathnyc.org">nmukherjee@jobpathnyc.org</a> 212.944.0564	0
16	Lee Hecht Harrison 200 Park Avenue, 26 <sup>th</sup> Floor New York, NY 10166	Safiya Edwards SVP & Director, Professional Svcs <a href="mailto:safiya.edwards@lhh.com">safiya.edwards@lhh.com</a> 610.729.7604	0
17	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership <a href="mailto:Arin@nlgia.org">Arin@nlgia.org</a>	0
18	National Urban League 120 Wall Street New York, NY 10005	Chatarra Jenkins Human Resources <a href="mailto:cjenkins@nul.org">cjenkins@nul.org</a> 212 558-5300	0
19	New Heights Neighborhood Center 216 Ft. Washington Ave., 2 <sup>nd</sup> Floor New York, NY 10032	Evelyn Fernandez-Ketchum, Exec Dir <a href="mailto:dapheights@reachnewheights.org">dapheights@reachnewheights.org</a> P: (212) 781.6892	0
20	New Jersey State Department of Labor 1 John Fitch Plaza, PO Box 110 Trenton, NJ 08625	<a href="http://www.lwd.dol.state.nj.us">www.lwd.dol.state.nj.us</a>	0
21	New York City Industries for the Blind 3611 14 <sup>th</sup> Avenue Brooklyn, NY 11218	Mark D'Altorio, Job Placement Specialist <a href="mailto:mdaltorio@alphapointe.org">mdaltorio@alphapointe.org</a> 781.854.7300	0
22	New York League of Conservation Voters 30 Broad Street, 30 <sup>th</sup> Floor New York, NY 10004	Josh Klainberg <a href="mailto:jklainberg@nylcv.org">jklainberg@nylcv.org</a> 212.361.6350	0
23	NY State Broadcasters Assn (NAB) 1805 Western Avenue Albany, NY 12203	Dick Novik <a href="mailto:dnovik@nysbroadcasters.org">dnovik@nysbroadcasters.org</a> 518 456 8888	0
24	New York State Department of Labor 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	1

25	New York Urban League 204 W. 136 <sup>th</sup> Street New York, NY 10030	Leonard Copeland Director, Employment Services <a href="mailto:lcopeland@nyul.org">lcopeland@nyul.org</a> 718 944 3734	1
26	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
27	The 100 Black Men of NY 105 East 22 <sup>nd</sup> Street, Suite 911 New York, NY 10010	Faith – Executive Assistant <a href="mailto:Executiveassistant@ohbm.org">Executiveassistant@ohbm.org</a> Jomo Bellard <a href="mailto:jomo@ohbm.org">jomo@ohbm.org</a>	0
28	Per Scholas 804 E. 138 <sup>th</sup> Street Bronx, NY 10454	Plinio Ayala <a href="mailto:payala@perscholas.org">payala@perscholas.org</a> Tiernan Walsh <a href="mailto:twalsh@perscholas.org">twalsh@perscholas.org</a>	0
29	Vocational & Educational Services for Individuals with Disabilities 116 West 32 <sup>nd</sup> Street New York, NY 10001	Arnold Dorin <a href="mailto:adorin@mail.nysed.gov">adorin@mail.nysed.gov</a>  212.967.3081 Florence Chichester <a href="mailto:fchiches@mail.nysed.gov">fchiches@mail.nysed.gov</a>	0
30	Workforce Opportunity Services 2098 8 <sup>th</sup> Avenue, Suite 2F New York, NY 10026	Natalia Sepulveda, Director, Talent <a href="mailto:Natalia.sepulveda@wforce.org">Natalia.sepulveda@wforce.org</a> 646 533 4569 Beatrice Leon, Exec Director Addie Rimmer, Director	0

## ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 169 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred. Two additional interviewees were referred by sources listed on Attachment A.

RECRUITMENT SOURCE		Number of interviewees referred
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>	0
**America's Job Exchange (NaviSite) <i>Which redistributes vacancy notices to:</i> 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
Association of Fundraising Professionals Greater New York Chapter 211 W. 56 <sup>th</sup> Street, Suite 7J New York, NY 10019	PH: (212) 582.8565 FAX: (212) 582.8492 Postings: <a href="mailto:nycafp@nycafp.org">nycafp@nycafp.org</a> <a href="http://www.nycafp.org">www.nycafp.org</a>	0
Career Fairs		0
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
Children's Media Association ADG Communications ( <b>Management Company</b> ) 136 Everett Road Albany, NY 12205	646-461-3387 <a href="mailto:jobboard@cmanyc.org">jobboard@cmanyc.org</a>	0
The Chronicle of Philanthropy 1255 23 <sup>rd</sup> St., NW, Suite 700 Washington, DC 20037	P: (202) 466.1230 <a href="mailto:jobs@philanthropy.com">jobs@philanthropy.com</a>	0
City & State 79 Madison Avenue New York, NY 10016	PH: 646.442.1662 <a href="http://jobs.cityandstateny.com">jobs.cityandstateny.com</a>	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>  Melissa McLaney, Office of Career Services P: 212.854.4422 <a href="mailto:mm3371@columbia.edu">mm3371@columbia.edu</a>	0
Columbia University Center for Career Education, East Campus Building 2960 Broadway, mail code 5727	Mark Jordan Assist. Dir., Bus Dev Career Management Center	0



New York, NY 10027	212.854.1926 <a href="mailto:mrj2123@columbia.edu">mrj2123@columbia.edu</a>	
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
Direct Employers Association, Inc. (NY/NJ State Dept of Labor websites) 9002 North Purdue Road Suite 100 Indianapolis, IN 46268	Brian Arnot Direct: 317.874.9030 <a href="mailto:brian@directemployers.org">brian@directemployers.org</a>	0
Disabled Person	<a href="https://www.disabledperson.com/jobs">https://www.disabledperson.com/jobs</a>	
Diversity Working	<a href="http://diversityworking.com/">http://diversityworking.com/</a>	
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>	1
Employee Referral		22
Facebook Social Journalism Group	<a href="http://www.facebook.com">www.facebook.com</a>	0
Fairfield University 1073 North Benson Road Fairfield, CT 06824	P: (203) 254-4000	0
File Search – WNET 825 Eighth Avenue New York, NY 10019	P: 212.560.1313	5
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		1
Former Intern		3
GlassDoor Glassdoor.com	Ellie Workman 415.944.6939	1
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	<a href="mailto:gwashington@goodwillny.org">gwashington@goodwillny.org</a>	0

Hofstra University 1000 Fulton Ave Hempstead, NY 11550	(516) 463-6600 <a href="http://www.hofstra.edu">www.hofstra.edu</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>	1
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)	24
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		3
Jersey City One Stop Career Center 438 Summit Avenue, 2 <sup>nd</sup> floor Jersey City, NJ 07306	<a href="mailto:Jeffrey.banton@dol.state.nj.us">Jeffrey.banton@dol.state.nj.us</a> <a href="mailto:Hugh.caufield@dol.state.nj.us">Hugh.caufield@dol.state.nj.us</a> <a href="mailto:Kimberly.johnson@dol.state.nj.us">Kimberly.johnson@dol.state.nj.us</a>	0
Jewish Vocational Services 111 Prospect Street East Orange, NJ 07017	<a href="mailto:rwanatick@jfedgmw.org">rwanatick@jfedgmw.org</a>	0
Job Opportunities for Disabled American Veterans (JOFDAV)	<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>	7
LinkedIn Group: Association Fund Raising Professions	Group Administrator- Holly Koenig, VP Kellen	0
LinkedIn Group: Direct Mail Fundraisers	Group Owner: Luke Vander Linden, VP Carl Bloom Associates <a href="http://www.linkedin.com/in/lukev1">http://www.linkedin.com/in/lukev1</a>	0
LinkedIn Group: Film and TV Professionals	Group Owner: Ian Johnson <a href="http://www.linkedin.com/groups/Film-TV-Professionals-63979/about">http://www.linkedin.com/groups/Film-TV-Professionals-63979/about</a>	0
LinkedIn Group: Fundraising Professionals	Group Owner: Stephen Adler, Manager Sclerosis Society of Canada <a href="http://ca.linkedin.com/in/stephenadler">http://ca.linkedin.com/in/stephenadler</a>	0
LinkedIn Group: HR for NYC Non-Profits	Group Owner: Jose Manuel Valdez	0
LinkedIn Group: Human Resources Information Systems (HRIS)	Group Owner: Abdul Majeed Al Balushi	0
LinkedIn Group: HR-NY	Group Owner: Janet Hoffman, SPHR	0
LinkedIn Group: MRLUG	Group Owner: Donnell Perkins, Manager Brooklyn Public Library <a href="http://www.mrlugonline.com">www.mrlugonline.com</a>	0
LinkedIn Group: NY Non Profit Accounting Group	Group Owner: Michael Whitney <a href="http://www.linkedin.com/groups/NY-Nonprofit-Accounting-Group-856417/about">http://www.linkedin.com/groups/NY-Nonprofit-Accounting-Group-856417/about</a>	0
LinkedIn Group: Nonprofit and Philanthropic Job Board	Group Owner: Regina Ingabire, Nonprofit Strategist <a href="http://www.mojalink.com">www.mojalink.com</a>	0
LinkedIn Group: NPO Accounting & Grant Management	Group Owner: Solomon E., Accounting Manager The Task Force	0
LinkedIn Group: NPO Accounting & Technology (nPACCT)	Group Owner: Julie DeMarco, Client Services Exec	0

	NeoSystems Corp.	
LinkedIn Group: On-Line Fundraising for Non-Profit Orgs	Group Owner – Heather Mansfield, Blogger, Writer	0
LinkedIn Group: Philanthropy Network	Group Owner: Brad Smith <a href="http://www.linkedin.com/groups?gid=111917&amp;trk=my_groups-b-grp-v">http://www.linkedin.com/groups?gid=111917&amp;trk=my_groups-b-grp-v</a>	0
LinkedIn Group: Planned Giving Group of New England	Group Owner: Samuel Sanker  <a href="http://www.linkedin.com/groups/Planned-Giving-Group-New-England-3678495/about">http://www.linkedin.com/groups/Planned-Giving-Group-New-England-3678495/about</a>	0
LinkedIn Group: Procurement Professionals	Group Owner: Paul R. Bouwman	0
LinkedIn Group: Production Managers and Line Producers in TV	Group Administrator – Kinyette Newman, VP Production Management, TVOne	0
LinkedIn Group: Software Development Jobs	Group Owner: Irina Shamaeva, Founder Sourcing Certification	0
MEOjobs 3044 Wilson Aveue Wantagh, NY 11793	Marc Oppenheim Meojobs.com	
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>	1
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
Montclair State University 1 Normal Avenue Montclair, NJ 07043	PH: 973.655.4000 <a href="http://www.myinterfase.com/montclair/employer">www.myinterfase.com/montclair/employer</a>	0
NAACP New York City Branch #2820 144 W. 125 <sup>th</sup> Street NY, NY 10027	<a href="mailto:nybnaacp@aol.com">nybnaacp@aol.com</a>	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 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
New Jersey Division of Vocational Rehab Services 370 Broadway Patterson, NJ 07501	<a href="mailto:Debralu.hagerman@dol.state.nj.us">Debralu.hagerman@dol.state.nj.us</a>	0
New Jersey State Department of Labor and Workforce Development 1 John Fitch Plaza, PO Box 110 Trenton, NJ 08625	<a href="mailto:Lwd@dol.state.nj.us">Lwd@dol.state.nj.us</a>	0
Networking/Referrals		17
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	1
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>	1
New York Indian Council	<a href="mailto:tpowell@newyorkindiancouncil.org">tpowell@newyorkindiancouncil.org</a>	0

981 Morris Park Avenue Bronx, NY 10461		
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
Nonprofit Coordinating Committee of New York, Inc. 135 West 36 <sup>th</sup> Street, 15 <sup>th</sup> Floor New York, NY 10018-7173	P: 212.502.4191 F: 212.502.4189 <a href="mailto:mclark@npcny.org">mclark@npcny.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
Production Hub 1809 E. Winter Park Road Orlando, FL 32803	PH: (877) 629.4122 <a href="http://www.productionhub.com/jobs/post.asp">www.productionhub.com/jobs/post.asp</a>	0
Queens Workforce 1 Career Center 168-25 Jamaica Avenue, 2 <sup>nd</sup> Floor Jamaica, NY 11432	<a href="mailto:Tara.brooks-smith@labor.state.ny.us">Tara.brooks-smith@labor.state.ny.us</a> <a href="mailto:gjacobs@grantassociatesinc.com">gjacobson@grantassociatesinc.com</a>	0
Rutgers University 83 Somerset Street New Brunswick, NJ 08901	PH: 732.445.4636 <a href="http://www.rutgers-csm.symplicity.com/employers">www.rutgers-csm.symplicity.com/employers</a>	0
Talent Hub 220 E. 42 <sup>nd</sup> Street New York, NY 10017	Pat Christopher, President 646.682.9292	13
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	800.374.0119	0

Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	
Twitter 1355 Market Street, Suite 900 San Francisco, CA 94103	<a href="https://about.twitter.com/company">https://about.twitter.com/company</a>	0
Upper Manhattan Workforce 1 Career Center 215 West 125 <sup>th</sup> Street, 6 <sup>th</sup> Floor New York, NY 10027	<a href="mailto:Gabriel.nava@labor.ny.gov">Gabriel.nava@labor.ny.gov</a> <a href="mailto:Umworkforce1@edsisolutions.com">Umworkforce1@edsisolutions.com</a>	0
Vocational & Educational Services for Individuals with Disabilities 116 West 32 <sup>nd</sup> Street New York, NY 10001	<a href="mailto:fchiches@mail.nysed.gov">fchiches@mail.nysed.gov</a> <a href="mailto:adorin@mail.nysed.gov">adorin@mail.nysed.gov</a>	0
Women in Film & Video - DC 3628 12th Street, NE Second Floor Washington, DC 20017	P: ( 202) 429-9438 <a href="http://www.wifv.org">www.wifv.org</a>	0
Women's Rights Information Center 108 West Palisade Avenue Englewood, NJ 07631	<a href="mailto:lgaleano@womensrights.org">lgaleano@womensrights.org</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>	66
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; 2017 – 2018**

During the Report Term, WNET engaged in the following supplemental recruitment initiatives:

1. Participation in the job fairs by station personnel who have substantial responsibility in the making of hiring decisions.
  - a. The Daily Show's Veteran Immersion Program's annual Career Fair; March 29, 2017. Producers with WLIW Local Productions attended. The program is designed to expose veterans to television production and allow them to explore technical, logistical, and creative opportunities. The eight week program culminated in a Career Fair attended by a variety of media outlets and provided a direct connection to potential employers.
  - b. Long Island University's Day in the City; March 31, 2017. WLIW hosted undergraduates enrolled in a variety of majors and showcased what it's like to work in media. Students were given the opportunity to tour the studios and see producers at work, learning the process for making a documentary, from pre-production planning to post production.
  - c. Columbia University School of Journalism's Career Expo on April 1, 2017. NewsHour Weekend producers attended and discussed public television careers with soon-to-be graduates.
2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:
  - a. WNET maintains a year-round College Internship Program (CIP) consisting of four sessions that coincide with the winter, spring, summer and fall academic semesters. Over the course of the past year, WNET hosted approximately 61 interns in a variety of departments. The program is open to undergraduate and graduate students and is designed to provide valuable entry-level employment training related to their academic and/or career goals.
  - b. Reginald F. Lewis Endowment Minority Fellowship Program, Summer, 2017. In partnership with the Reginald F. Lewis Foundation, Inc., WNET provided an undergraduate fellowship for qualifying, distinguished students. In the summer of 2017, over the course of 12 weeks, three (3) students were recipients of the Fellowship Program. The Fellowships were with Special Projects, Great Performances and Communications where students were exposed to such areas as writing, technical skills like editing and camera work, research, content creation and publicity for the company and practical skills for working in a media company.
  - c. Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum.

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

- d. Senior Communications staff participation in the L. Patrick Mellon Mentor Program. Established by the National Association of MultiEthnicity in Communications (NAMIC), the goal of the L. Patrick Mellon Mentorship Program is to foster diversity in the media and entertainment industry by pairing NAMIC members with mentors who can assist them with their career advancement strategies.
- e. A mock interview program, in partnership with Per Scholas, was designed to assist graduating students from Per Scholas in perfecting interviewing skills. Per Scholas is a national nonprofit organization that breaks the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Leaders from WNET's Human Resources department worked closely with representatives from Per Scholas to coordinate and facilitate the mock interview program.

Mock interviews took place during the months of February, April, October and November of 2017 during which a total of 9 interviews were conducted. Mock interviews are conducted on-site at WNET's offices and an interviewer's assessment form is completed for each student which provides specific feedback, allowing their counselors to work with the students on specific areas of improvement.

- 3. Participation in the following diversity programs, webinars and association conferences and events:
  - a. Diversity Recruitment and Outreach Success webinar presented by America's Job Exchange; January, 2017.
  - b. Inclusive Me! webinar hosted by Public Media Women in Leadership and led by Stone Lake Leadership; January, 2017. The program discussed the importance of inclusion within public media and presented ideas/activities to enhance the understanding of how we handle perceived differences.
  - c. Diversity and Inclusion Action Summit hosted and presented by PBA30; February, 2017. The two day program was devoted exclusively to ideas, programs and initiatives that support

diversity and inclusion locally as well as across the PBS network.

- d. National Association of Multi-Ethnicity in Communications (NAMIC) annual diversity conference; September, 2017.
- e. National Lesbian and Gay Journalists Association (NLGJA) annual fundraiser April, 2017; Participation by WNET senior leaders in annual fundraiser. Annual membership participation.

4. Employee training programs

- a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with diversity content: *Workplace Diversity, Preventing Discrimination and Harassment, Business Etiquette and Code of Conduct.*
- b. *Code of Conduct* training is required annually.
- c. In addition to annual online training, all employees were required to participate in classroom training conducted at WNET's midtown offices by an employment attorney on the topic of *Preventing Sexual Harassment and Discrimination in the Workplace*. Classes were held in December of 2017 and January of 2018. Information covered included defining illegal behavior, unacceptable behavior, standards of liability, reporting and responding to complaints.

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

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

6. 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.