

EEO Public File Report

WNET/Educational Broadcasting Corporation

Licensed television stations: WNET

WLIW

WMBQ

WNDT

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

Vacancies/Sources Utilized

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

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

The full time vacancies marked with (†) 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	
Senior Production Coordinator	Employee Referral	Community Organizations *Art for Change *Asian American Federation *Goodwill Industries of Greater New York & Northern New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *National Gay & Lesbian Journalists Association *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas America's Job Exchange Beyond.com AJE Veterans Exchange AJE Disability Exchange Job Opportunities for Disabled American Veterans (JOFDAV) Disabled Person Diversity Working New York Department of Labor New Jersey Department of Labor WNET Website Indeed.com
Senior Production Manager	Employee Referral	Community Organizations

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

America's Job Exchange

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

Attorney

Employee Referral

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com
- Entertainment Careers.com
- LinkedIn

Producer/Reporter

WNET Website

New York Foundation for the Arts

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor

WNET Website

NJTV Website

Media Bistro

Indeed.com

Cynopsis

LinkedIn

National Lesbian & Gay Journalist Association (NLGJA)

Research Specialist

Cynopsis

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)

Digital Producer (2)

Media Bistro
Employee Referral

Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Cynopsis
Indeed.com
LinkedIn
Media Bistro

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDVA)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com
LinkedIn
MEOjobs.com

Production Services Coordinator

Employee Referral

Community Organizations

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

Online Editor, All Arts

Indeed.com

America's Job Exchange

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

Community Organizations

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

America's Job Exchange

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

Online Community Specialist

Employee Referral

Community Organizations

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

*Per Scholas

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com
- LinkedIn
- New York Foundation for the Arts

Senior Production Coordinator

WNET Website

Community Organizations

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

America's Job Exchange

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

Senior Systems Engineer

WNET Website

Community Organizations

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

- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas
- America's Job Exchange**
- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com
- Craigslist
- Glass Door
- LinkedIn

Early Learning Specialist

WNET Website

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

Senior Director, Digital Fundraising

WNET Website

- Community Organizations**
- *Art for Change
- *Asian American Federation
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind

Multimedia Producer, All Arts (3)

WNET Website
Employee Referral
WNET Website

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com
LinkedIn
New York Foundaton for the Arts
MEOjobs.com

Community Organizations

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

America's Job Exchange

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

Production Coordinator, American Masters Former Intern

Community Organizations

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

America's Job Exchange

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

Anchor, Newshour Weekend

Exigent

Senior Director, Development

Employee Referral

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor

Senior Producer, Newshour Weekend Networking

WNET Website
Indeed.com

Community Organizations

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

America's Job Exchange

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

Labor Resources Associate Talent Hub

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)

Communications Coordinator

Indeed.com

Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com

Community Organizations

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

America's Job Exchange

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

Senior Production Coordinator, WLIW

Employee Referral

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange

Audience Engagement Specialist, All Arts Idealist

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
Indeed.com

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJT Website
Indeed.com
Linked In
Media Bistro
New York Foundation for the Arts

Digital Content Editor, All Arts WNET Website

Community Organizations

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

Senior Production Coordinator, Design & On-
Air Promotions Indeed.com

Co-Executive Producer, Amanpour & Co Employee Referral

*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange

AJE Disability Exchange

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Person

Diversity Working

New York Department of Labor

New Jersey Department of Labor

WNET Website

NJTV Website

Indeed.com

New York Foundation for the Arts

Community Organizations

*Art for Change

*Asian American Federation

*Goodwill Industries of Greater New York & New Jersey

*Helen Keller Foundation for the Blind

*Hispanic Federation

*National Gay & Lesbian Journalists Association

*National Urban League

*New York Urban League

*The 100 Black Men of New York

*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange

AJE Disability Exchange

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Person

Diversity Working

New York Department of Labor

New Jersey Department of Labor

WNET Website

NJTV Website

Indeed.com

Community Organizations

*Art for Change

*Asian American Federation

*Goodwill Industries of Greater New York & New Jersey

*Helen Keller Foundation for the Blind

*Hispanic Federation

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

America's Job Exchange

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

Coordinator, Budget Control

Employee Referral

Community Organizations

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

America's Job Exchange

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

Audio Mixing Engineer

WNET Website

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com

Associate Producer, Digital Video

Indeed.com

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com

Program Coordinator, Great Performances Employee Referral

Community Organizations

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

America's Job Exchange

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

Interview Producer, Amanpour & Co (2) Employee Referral
Networking

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- National Association Hispanic Journalists

Specialist, Gift Processing & Budget
Development

File Search

New York Association Black Journalists
Asian American Journalist Association
Indeed.com

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
New York Foundation for the Arts
Idealist
LinkedIn
Indeed.com

Staff Director, THIRTEEN

Employee Referral

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange

Social Media Associate (2)

Employee Referral
WNET Website

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

Community Organizations

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

America's Job Exchange

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

Promo Producer, All Arts

WNET Website

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange

Research Assistant, Office of the President Employee Referral

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

Community Organizations

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

America's Job Exchange

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

Multimedia Producer, Amanpour & Co Internal Candidate

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange

		<p>Job Opportunities for Disabled American Veterans (JOFDVA)</p> <p>Disabled Person</p> <p>Diversity Working</p> <p>New York Department of Labor</p> <p>New Jersey Department of Labor</p> <p>WNET Website</p> <p>New York Association of Black Journalists</p> <p>Asian American Journalist Association</p> <p>Indeed.com</p>
Researcher/PA, Amanpour & Co.	Networking	<p>Community Organizations</p> <ul style="list-style-type: none"> *Art for Change *Asian American Federation *Goodwill Industries of Greater New York & New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *National Gay & Lesbian Journalists Association *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas <p>America's Job Exchange</p> <p>Beyond.com</p> <p>AJE Veterans Exchange</p> <p>AJE Disability Exchange</p> <p>Job Opportunities for Disabled American Veterans (JOFDVA)</p> <p>Disabled Person</p> <p>Diversity Working</p> <p>New York Department of Labor</p> <p>New Jersey Department of Labor</p> <p>WNET Website</p> <p>Indeed.com</p>
Data Coordinator, Development Systems	Community Organization; Goodwill Industries	<p>Community Organizations</p> <ul style="list-style-type: none"> *Art for Change *Asian American Federation *Goodwill Industries of Greater New York & New Jersey *Helen Keller Foundation for the Blind *Hispanic Federation *National Gay & Lesbian Journalists Association *National Urban League *New York Urban League *The 100 Black Men of New York *Per Scholas <p>America's Job Exchange</p>

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

Digital Fundraising Campaign Associate WNET Website

Community Organizations

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

America's Job Exchange

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

Audience Engagement Specialist LinkedIn

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Cynopsis
LinkedIn
New York Foundation for the Arts
New York Women in Film & Television
Indeed.com

Senior Development Coordinator

Employee Referral

Community Organizations

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

America's Job Exchange

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

Senior Producer WLIW/AllArts

Employee Referral

Community Organizations

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

- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas
- America's Job Exchange**
- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com

Coordinator, Desktop Systems

Community Org; Per Scholas

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

Music Service Specialist

LinkedIn

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

- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas
- America's Job Exchange**
- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com

Coordinator, Accounts Payable WNET Website

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

Director, Events & Donor Engagement Employee Referral

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

- *New York Urban League
- *The 100 Black Men of New York
- *Per Scholas
- America's Job Exchange**
- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- Indeed.com

Editorial Producer, Newshour Weekend WNET Website

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

Stage Manager/Associate Director Employee Referral

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

Database Administrator

WNET Website

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

America's Job Exchange

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

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- LinkedIn
- Indeed.com

Audience Engagement Specialist

Employee Referral

Community Organizations

- *Art for Change
- *Asian American Federation
- *Goodwill Industries of Greater New York & New Jersey
- *Helen Keller Foundation for the Blind
- *Hispanic Federation

*National Gay & Lesbian Journalists Association

*National Urban League

*New York Urban League

*The 100 Black Men of New York

*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange

AJE Disability Exchange

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Person

Diversity Working

New York Department of Labor

New Jersey Department of Labor

WNET Website

Indeed.com

Digital NYC

LinkedIn

Media Bistro

New York Foundation for the Arts

Senior Director, Channel Management

WNET Website

Community Organizations

*Art for Change

*Asian American Federation

*Goodwill Industries of Greater New York & New Jersey

*Helen Keller Foundation for the Blind

*Hispanic Federation

*National Gay & Lesbian Journalists Association

*National Urban League

*New York Urban League

*The 100 Black Men of New York

*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange

AJE Disability Exchange

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Person

Diversity Working

New York Department of Labor

New Jersey Department of Labor

WNET Website

Public Media Jobs

National Association of MultiEthnicity in Communications

Indeed.com

Director, Social Media

WNET Website

Community Organizations

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

America's Job Exchange

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

Ingest Coordinator

Employee Referral

Community Organizations

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

America's Job Exchange

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

‡ New Jersey Public Broadcasting Authority

‡ Producer/Correspondent, NJTV

Media Bistro

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com
- LinkedIn
- Glass Door

‡ Producer, NJTV

Employee Referral

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDAV)
- Disabled Person

‡ Graphic Designer, NJTV

Employee Referral

Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com

Community Organizations

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

America's Job Exchange

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

‡ Associate Producer, NJTV

WNET Website

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange

‡ Stage Manager, NJTV

PBS Connect

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

Community Organizations

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

America's Job Exchange

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

‡ Videographer/Editor, NJTV (3)

Employee Referral
Employee Referral
WNET Website

Community Organizations

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

America's Job Exchange

Beyond.com

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

‡ Robotic Camera Operator, NJTV WNET Website

Community Organizations

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

America's Job Exchange

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

‡ Make-up Artist, NJTV WNET Website

Community Organizations

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

‡ Audio Engineer, NJTV

Employee Referral

America's Job Exchange

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

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
Cynopsis
LinkedIn
New York Foundation for the Arts
New York Women In Film and Television
NJTV Website
Indeed.com

‡ Director/Technical Director, NJTV

Employee Referral

Community Organizations

*Art for Change
*Asian American Federation
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com

‡ Server/CG Operator, NJTV

WNET Website

Community Organizations

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

America's Job Exchange

- Beyond.com
- AJE Veterans Exchange
- AJE Disability Exchange
- Job Opportunities for Disabled American Veterans (JOFDVA)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor
- WNET Website
- NJTV Website
- Indeed.com

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 eliana@artforchange.org 212.348.7044	Number of interviewees referred 0
Asian American Federation of New York 120 Wall Street, 3 rd Floor New York, NY 10005	Winnie Li Winnie.li@aafederation.org 212.344.5878	0
Center for Independence of the Disabled 841 Broadway, #301 New York, NY 10003	Jess Powers jpowers@cidny.org	
Emma G. Bowen Foundation 524 W. 57 th Street New York, NY 10019	Sandra Rice SVP, National Recruitment Sandra.rice@nbcuni.com	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist fmikulka@goodwillny.org	1
Helen Keller Services for the Blind 57 Willoughby Street Brooklyn, NY 11201	Russell Martello rmartello@helenkeller.org 718.522.2122	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director mcolon@hispanicfederation.org P: 212.233.8955	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership Arin@nljga.org	0
National Urban League 120 Wall Street New York, NY 10005	Chatarra Jenkins cjenkins@nul.org 212 558-5300	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Leonard Copeland Director, Employment Services lcopeland@nyul.org 718 944 3734	0
New York Urban League 3008 Eastchester Road Bronx, NY 10469	Diana Coleman Director, Employee Services dcoleman@nyul.org 718 944-3734	0
The 100 Black Men of NY 105 East 22 nd Street, Suite 911 New York, NY 10010	Jomo Bellard jomo@ohbm.org	0
Per Scholas 804 E. 138 th Street Bronx, NY 10454	Plinio Ayala payala@perscholas.org	9

ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 267 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred. Two additional interviewees were referred by sources listed on Attachment A.

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) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	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) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	0
***America's Job Exchange State One-Stops and Community Based Organizations	Linda Desrochers, Sales Manager 978.946.5856 (Direct) lidesrochers@americasjobexchange.com www.amercasjobexchange.com/login	0
Career Fairs Public Television Virtual Career Fair		2
CPA2BIZ – AICPA 1211 Avenue of the Americas, 19 th Floor New York, NY 10036	www.cpa2biz.com 888.777.7077	0
Columbia University Graduate School of Journalism 2960 Broadway, mail code 5727 New York, NY 10027	Julie Hartenstein, Dpty Dir, Career Services P: 212.854.9198 Jh548@columbia.edu	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 mrj2123@columbia.edu	0
Corporation for Public Broadcasting 2401 9 th St. NW Washington DC 20004	PH: 202-879-9600 www.cpb.org/jobline/	0
Craigs List		1
Cynopsis Access Intelligence 4 Choke Cherry Road, 2 nd Floor Rockville, MD 20850	www.cynopsis.com	1
City University of New York (CUNY) 205 E. 42 nd Street New York, NY 10017	Office of Recruitment & Diversity at Human Resource Management jobs@cityu.edu	0

CUNY Graduate School of Journalism 219 West 40 th Street, Room 318A New York, NY 10018	Andrea Stone Director of Career Services 646.758.7804 www.journalism.cuny.edu/	0
CURRENT.ORG 6930 Carroll Avenue Suite 350 Takoma Park, MD 20912	PH: 301.270.7240 www.current.org	0
Disabled Person	https://www.disabledperson.com/jobs	
Diversity Working	http://diversityworking.com/	
Entertainment Careers 914 S. Barrington Avenue. Los Angeles, CA 90049	Brad Hall PH: (310) 422.0200 www.entertainmentcareers.net/employers/submit.asp	0
Employee Referral		58
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	4
Fordham University 113 W. 60 th Street New York, NY 10023	Careers@fordham.edu	0
Fordham University, School of Law 33 W. 60 th Street New York, NY 10023	PH: 212.636.6810 careers@law.fordham.edu	0
Former Employee		1
Former Intern		2
GlassDoor Glassdoor.com	Ellie Workman 415.944.6939	1
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	gwashington@goodwillny.org	0
Idealist.com Action Without Borders, Inc. 360 West 31 st Street, Suite 1510 New York, NY 10001	PH: (212) 843.3973 Fax: (212) 564.3377 www.idealists.org	2
Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	www.indeed.com (not a direct contact; aggregator)	42
Institute of Internal Auditors 247 Maitland Avenue Altamonte Springs, FL 32701	PH: 407.937.1111 www.na.theiia.org	0
Internal Employee		11
Job Opportunities for Disabled American Veterans (JOFDVA)	https://www.jofdav.com/jobs	0
LinkedIn Mountain View, CA	P: 650-687-3600 www.Linkedin.com	9

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 http://www.linkedin.com/in/lukevl	0
LinkedIn Group: Film and TV Professionals	Group Owner: Ian Johnson http://www.linkedin.com/groups/Film-TV-Professionals-63979/about	0
LinkedIn Group: Fundraising Professionals	Group Owner: Stephen Adler, Manager Sclerosis Society of Canada http://ca.linkedin.com/in/stephenadler	0
LinkedIn Group: NY Non Profit Accounting Group	Group Owner: Michael Whitney http://www.linkedin.com/groups/NY-Nonprofit-Accounting-Group-856417/about	0
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 th Floor New York, NY 10012	P: (212) 929.2588 Nancy Hwang nancy@mediabistro.com	6
Media-Match.com 8112 ½ West 3 rd Los Angeles, CA 90048	www.mediamatch.com 323.284.5589	0
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	Stephanie McGee 866.964.2765 ext. 2718 Stephanie.mcgee@boxwoodtech.com	1
National Association of Hispanic Journalists 1050 Connecticut Avenue, NW Washington, DC 20036	Kevin Olivas, Recruitment Manager PH: 202.662.7145 kolivas@nahj.org	0
National Association for Multi-Ethnicity in Communications (NAMIC) 320 W. 37 th Str., 8 th Floor New York, NY 10018	P: (212) 594.5985 www.jobs.namic.com/hr/	0
Networking/Referrals		15
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 th Floor Brooklyn, NY 11201	PH: 212.366.6900 www.nyfa.org	2
New York State Department of Labor Building 12, W.A Harriman Campus Albany, NY 12240	518.457.9000 www.labor.ny.gov	0
New York State Dept. of Labor Business Services 75 Varick Street – 7 th floor New York, NY 10013	Barbara Listefski Business Service Representative Barbara.listefski@labor.ny.gov 212 775 3762	0

New York University Office of Career Services 719 Broadway, 3 rd Floor New York, NY 10003	PH: (212) 998.4730 Career.services@nyu.edu	0
New York Women in Film & TV (NYWIFT) 6 East 39 th St., Suite 1200 New York, NY 10016	Nancy Silva, Victoria Clark P: 212.679.0870 info@nywift.org	0
NJTV Gateway 2 283-299 Market Street Newark, NJ 07102	www.NJTVonline.org	0
Pace University 1 Pace Plaza New York, NY 10096	www.pace.edu	0
PBS Connect 1320 Braddock Place Alexandria, VA 22314	Cordelia Roseboro P: 703.739.5080 croseboro@pbs.org	1
Philanthropy News Digest (PND) 79 5 th Avenue New York, NY 10003	www.philanthropynewsdigest.com	0
Philanthropic Planning Group of Greater New York 15 West 72 nd Street, Suite 31G New York, NY 10023	info@ppggny.org	0
Talent Hub 220 E. 42 nd Street New York, NY 10017	Pat Christopher, President 646.682.9292	12
Theatre Communications Group 520 Eighth Avenue, 24 th Floor New York, NY 10018	212.609.5900 www.tcg.org	0
TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	800.374.0119 www.tvjobs.com	0
Twitter 1355 Market Street, Suite 900 San Francisco, CA 94103	https://about.twitter.com/company	0
WNET – Website 825 Eighth Avenue New York, NY 10019	P: (212) 560.1313 www.wnet.org	90
Women in Development 211 W. 56 th Street, Suite 7J New York, NY 10019	PH: (212) 265.76560 FAX: (212) 265.7525 www.widny@widny.org	0

Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

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

1. Participation in job fairs by station personnel who have substantial responsibility in making hiring decisions.
 - a. Public Media’s Virtual Career Fair on March 15, 2018. WNET’s Director of Human Resources met virtually with candidates who identified as having an interest in open positions.
 - b. Columbia University School of Journalism’s 2018 Career Expo on March 24, 2018. NewsHour Weekend Producers attended and discussed public television careers with soon-to-be graduates.
 - c. City University of New York School of Journalism’s Social Media Conference and Networking Event on June 1, 2018. WNET’s Director of Audience Engagement and WLIW’s Sr. Director, All Arts attended, networking with participants interested in careers in social media.
 - d. Emma Bowen Foundation’s Power Networking Session on June 26, 2018. Members of WNET’s staff-led Inclusion and Diversity Council (IDC) attended to explore potential partnerships in building a diverse pipeline of tech and media professionals.
2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:
 - a. WNET maintains a year-round College Internship Program (CIP) consisting of four sessions that coincide with the winter, spring, summer and fall academic semesters. Over the course of the past year, WNET hosted approximately 65 interns in a variety of departments. The program is open to undergraduate and graduate students and is designed to provide valuable entry-level employment training related to their academic and/or career goals.
 - b. Reginald F. Lewis Endowment Minority Fellowship Program; Summer, 2018. In partnership with the Reginald F. Lewis Foundation, Inc., WNET provided an undergraduate fellowships for qualifying, distinguished students. In the summer of 2018, over the course of 12 weeks, three (3) students were recipients of the Fellowship Program. The Fellowships were with WNET Public Initiatives, All Arts & Music Services where students were exposed to such areas as pitching, writing, producing, editing and publishing stories, collaboration and

Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

networking with individuals and teams, archival research, music licensing and practical skills for working in a media company.

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

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

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

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

- f. In partnership with Harvard College's Center for Public Interest Careers, Mindich Service Fellowships were provided to two Fellows in the summer of 2018. One Fellowship support PBSs NewsHour Weekend; the second supported MetroFocus. Each Fellow was given the

Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

opportunity to learn and gain experience in production assistance, including researching, fact-checking, editing and development of web and social media content.

3. Participation in the following diversity programs, webinars and association conferences and events:
 - a. Creating & Implementing a Meaningful Diversity & Inclusion Strategy – January, 2018. WNET’s Director, Human Resources participated in a webinar led by OutSolve. The Webinar was designed to demonstrate how compliance and Affirmative Action data can help drive diversity metrics and strategic implementation plans.
 - b. PBS TechCon Conference – On April 4th, 2018, THIRTEEN Vice President, Broadcast & Media Operations attended the TechCon Conference in Las Vegas, NV, participating in a panel discussion on strategies to deepen candidate resources and increase diversity of technical teams. The discussion reviewed ideas, programs and initiatives that support diversity and inclusion across the PBS Network.
 - c. The Creative Coalition’s Intern Speaker Series. On June 19, 2018, WLIW’s Executive Producer of MetroFocus delivered a presentation titled, “From Intern to Invaluable: Learn, Shine, & *Work Your Time.*”
 - d. National Lesbian and Gay Journalists Association (NLGJA) – Ongoing participation with NLGJA – National Lesbian and Gay Journalists Association. The Executive Producer, MetroFocus is an active member, former National Board Member and former co-chair of “Headlines & Headliners,” the annual fundraiser.
 - e. National Association of Multi-Ethnicity in Communications (NAMIC) annual diversity conference; October, 2018. Participation by WNET’s Senior Specialist, Community Engagement as a panelist in Career Corners session titled, *Careering – How to Make Your Next Move Matter*, providing insight about how to strategically navigate career moves to ensure personal and professional satisfaction.

Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

4. Employee training programs
 - a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with diversity content: *Workplace Diversity, Business Etiquette* and *Code of Conduct*.
 - b. All employees are required to complete *Preventing Discrimination and Harassment* training. The version presented to managers includes sections on the manager's role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.
 - c. *Code of Conduct* training is required annually.
 - d. New managers complete *Managing within the Law – Basic* and *Managing within the Law – Advanced*, courses which provide training on the increased responsibilities employers have as a result of federal and state laws. The courses address topics such as employee privacy, accommodation of disabilities and religious observance, responding to complaints and bullying and conflict management.
5. WNET serves as the lead station partner for the NBPC program. NBPC 360 is a funding initiative of the national Black Programming Consortium (NBPC) devised to help launch non-fiction and fiction serial projects, as well as interactive or "trans-media" projects, about the Black experience. The NBPC 360 fund and incubator features training and support designed to harvest and accelerate important stories in their most engaging light.

As the lead station, WNET provides publicity, social media and assistance with project selection. In addition, if a candidate is selected for WNET, WNET will provide workspace, guidance and editorial feedback for NBPC Producers to develop their pilot projects.
6. WNET's Inclusion and Diversity Council (IDC) was created to support WNET's ongoing commitment to fostering a workplace where everyone feels welcome and respected. With members representing different departments, experiences, skills, goals and ideals, the Council is unified in the belief that through inclusion and diversity, WNET can better serve and reflect our communities.

Attachment C - Supplemental Recruitment Initiatives
WNET
February 1, 2018 – January 25, 2019

- a. In November of 2018, the IDC presented a panel discussion titled, Latinx in the Media, a conversation featuring Latinx media leaders as they explore their views on cultural identity within the landscape of their chosen disciplines and within society as a whole.
 - b. The IDC's Onboarding program introduces new hires to other staff, providing the new hire a peer to assist in understanding resources, culture and networks available outside of the department.
7. Each upper-level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of women and minorities.