

EEO Public File Report

WNET

Licensed television stations: WNET

WLIW

WMBQ

WNDT

Report Term: January 26, 2019 - January 25, 2020

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

Production Coordinator Kids' Media and Education

WNET Website

Community Organizations

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

America's Job Exchange

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

Chief Technology Officer

Networking

Community Organizations

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

America's Job Exchange

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

Attorney (2)

Internal Employee
Job Boards > Other

New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
TV News check
Broadcast Career Link
Broadcasting & Cable
LinkedIn
NAMIC
National Association Broadcasters

Community Organizations

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

America's Job Exchange

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

Ingest Coordinator

LinkedIn

Community Organizations

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

Social Media Specialist

Glass Door

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

OTT Developer

Job Boards>Other

Community Organizations

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

America's Job Exchange

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

Dev Ops Engineer

Job Boards>Other

Community Organizations

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

America's Job Exchange

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

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

Sr Coordinator, Events & Donor Engagement

Employee Referral

Community Organizations

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

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
NJTV Website
Indeed.com
LinkedIn
NYFA

Senior Coordinator Media Services Tech Support

Internal Employee

Community Organizations

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

Director Prospect Development

Job Boards>Other

*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
Media Bistro

Community Organizations

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

America's Job Exchange

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

Director, CRM Business Systems

Organizational Referral

Community Organizations

*Art for Change

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

Senior Coordinator, Gift Processing

Organizational Referral

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

Coordinating Producer , Cyberchase

Employee Referral

WNET Website
NJTV Website
Indeed.com

Community Organizations

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

America's Job Exchange

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

Associate Producer, Digital Content

LinkedIn

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange

Senior Accounting Analyst

Employee Referral

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
LinkedIn
Indeed.com

Community Organizations

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

America's Job Exchange

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

Associate Producer, Promos

WNET Website

Community Organizations

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

Series Producer, Cyberchase

Organizational Referral

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

America's Job Exchange

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

Digital Content Specialist

LinkedIn

Community Organizations

- *Art for Change
- *Asian American Federation

*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas
America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDVAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
LinkedIn
Media Bistro

Specialist, Gift Processing & Development Budget

New York Foundation for the Arts

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

Production Coordinator, Production Management

Internal Employee

WNET Website
NJTV Website
Indeed.com
LinkedIn
NYFA

Community Organizations

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

America's Job Exchange

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

Digital Content & Strategy Lead, Nature

Organizational Referral

Community Organizations

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

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

Prospect Research Associate

Internal Employee

Community Organizations

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

America's Job Exchange

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

Senior Coordinator, Music Services

Employee Referral

Community Organizations

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

Associate Producer, Broadcast

Internal

*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

*Center for Independence of the Disabled

*Goodwill Industries of Greater New York & New Jersey

*Helen Keller Foundation for the Blind

*Hispanic Federation

*Job Path

*National Gay & Lesbian Journalists Association

*National Urban League

*New York Urban League

*The 100 Black Men of New York

*Per Scholas

America's Job Exchange

Beyond.com

AJE Veterans Exchange

AJE Disability Exchange

Job Opportunities for Disabled American Veterans (JOFDAV)

Disabled Person

Diversity Working

New York Department of Labor

New Jersey Department of Labor

WNET Website

Indeed.com

Ingest Coordinator

LinkedIn

Community Organizations

*Art for Change

*Asian American Federation

*Center for Independence of the Disabled

*Goodwill Industries of Greater New York & New Jersey

*Helen Keller Foundation for the Blind

*Hispanic Federation

*Job Path

Campaign Specialist for Special Initiatives Digital Fundraising

Organization Referral

- *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

Community Organizations

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

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

Digital Content & Strategy Lead, American Masters

Job Boards>Other

Community Organizations

Digital Content Specialist

LinkedIn

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

America's Job Exchange

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

WNET Website
NJTV Website
Indeed.com
Media Bistro

Community Organizations

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

America's Job Exchange

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

Producer, MetroFocus

Internal Employee

New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
LinkedIn
Media Bistro

Community Organizations

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

America's Job Exchange

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

Executive Assistant to President & CEO

Internal Employee

Community Organizations

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

Associate Producer, Digital, NATURE

WNET Website

*New York Urban League
*The 100 Black Men of New York
*Per Scholas
America's Job Exchange
Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (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
*Center for Independence of the Disabled
*Goodwill Industries of Greater New York & New Jersey
*Helen Keller Foundation for the Blind
*Hispanic Federation
*Job Path
*National Gay & Lesbian Journalists Association
*National Urban League
*New York Urban League
*The 100 Black Men of New York
*Per Scholas

America's Job Exchange

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

Learning Partnerships & Engagement Specialist

Employee referral

Community Organizations

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

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

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 (‡)**

Associate Producer, NJTV

LinkedIn

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

America's Job Exchange

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

LinkedIn

Coordinating Producer NJTV

Internal Employee

Community Organizations

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

America's Job Exchange

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- 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

Supervising Graphics Designer, NJTV

Internal Employee

Community Organizations

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

America's Job Exchange

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

Senior Managing Editor, NJTV

Internal Employee

New York Department of Labor
New Jersey Department of Labor
WNET Website
Indeed.com

Community Organizations

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

America's Job Exchange

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET 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	Susan Dooha sdooha@cidny.org	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist fmikulka@goodwillny.org	0
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
Job Path 256 West 38 th Street New York, NY 10018	Tim Garrigan Director, Job Development & Placement tgarrigan@jobpathnyc.org 212.944.0564 ext 214	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership Arin@nljga.org	0
National Urban League 80 Pine Street New York, NY 10005	Dale Johnson Dir Operations & Acquisitions djohnson@nul.org 212-558-5300	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Shaquan Hoke Career & Employment Specialist shoke@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

ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 337 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

RECRUITMENT SOURCE		Number of interviewees referred
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
Asian American Journalists Association 5 Third Street, Ste 1108 San Francisco, CA 94103	415.346.2051 national@aja.org	0
Broadcast Career Link NAB Leadership Foundation LLC	nabef@nab.org 202.429.3191	0
Broadcasting & Cable 11 West 42 nd Street, 11 th Fl. New York, NY 10036	www.broadcastingcable.com	0
Career Fairs Public Television Virtual Career Fair		0
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		0
Cynopsis Access Intelligence 4 Choke Cherry Road, 2 nd Floor Rockville, MD 20850	www.cynopsis.com	0
City University of New York (CUNY) 205 E. 42 nd Street New York, NY 10017	Office of Recruitment & Diversity at Human Resource Management jobs@cuny.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	0
Diversity Working	http://diversityworking.com/	0
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		33
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	0
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
Glass Door Glassdoor.com	Ellie Workman 415.944.6939	10
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	4

Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	www.indeed.com (not a direct contact; aggregator)	2
Industry Association Job Board		8
Institute of Internal Auditors 247 Maitland Avenue Altamonte Springs, FL 32701	PH: 407.937.1111 www.na.theiia.org	0
Internal Employee		15
Job Boards>Other		75
Job Opportunities for Disabled American Veterans (JOFDVA)	https://www.jofdav.com/jobs	0
LinkedIn Mountain View, CA	P: 650-687-3600 www.Linkedin.com	112
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	11
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	0
National Association of Broadcasters 1171 N Street NW Washington DC 20036	202.429.5300 www.nab.org	0
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
National Lesbians & Gay Journalists Association 2120 L Street NW, Ste 850 Washington DC 20037	202.588.9888 www.nlgja.org	0
Networking/Referrals		17
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	4
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	0
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	0
Tech Jobs for Good 45 Lynn Street Austin, TX	Contact - Noah www.Techjobsforgood.com	0
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
TV News Check News Check Media LLC 24 W. Lancaster Avenue Ste 205 Ardmore, PA 19003	484.412.8287 www.Newscheckmedia.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	43
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
January 26, 2019 – January 25, 2020

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. Columbia University School of Journalism's 2019 Career Expo on March 30, 2019. NewsHour Weekend and NJTV News Producers attended and discussed public television careers with soon-to-be graduates.
 - b. National Association of Black Journalists' (NABJ) annual conference and career fair, August 7 – August 11, 2019; attended by NJTV News' Executive Producer and Director of Program Development.
 - c. National Association of Hispanic Journalists' (NAHJ) annual conference and career fair, September 5 – 7, 2019; attended by NJTV News' Executive Producer and Director of Program Development.
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 67 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. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offered new minority Fellowships. The program expansion was made possible through a cross departmental collaboration with the WNET Inclusion & Diversity Council (IDC), Human Resources and Development departments. Fellows were placed with NewsHour Weekend and Great Performances and supported by staff from the Inclusion and Diversity Council and Human Resources.
 - The Emma Bowen Foundation; Summer, 2019. In partnership with the Emma Bowen Foundation, three (3) students **received** Fellowships. Over the course of 11 weeks, students participated with teams from PBS Newshour Weekend and Great Performances/NYC Arts where they were introduced to writing, producing and editing.

Attachment C - Supplemental Recruitment Initiatives

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- Reginald F. Lewis Endowment Minority Fellowship Program; Fall, 2019. In partnership with the Reginald F. Lewis Foundation, Inc., two (2) students received Fellowships. Over the course of 15 weeks, students participated with teams from American Masters and NJTV where students were exposed to such areas as pitching, writing, producing, editing and publishing stories, collaboration and networking with individuals and teams.
 - The Tiger Baron Minority Fellowship Program. In partnership with the Tiger Baron Foundation, WNET provided undergraduate fellowships for qualifying, distinguished students. In the Summer, 2019, one student received a Fellowship and over a period of 11 weeks, participated with teams from NJTV learning about production. In the Fall of 2019, two (2) students were offered Fellowships and over the course of 15 weeks students participated with teams from with Great Performances/NYC Arts and Metrofocus where they were exposed to areas such as writing, producing and editing.
- 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 in the fall of 2019, two students observed and participated in workflows used in a live production environment and given personalized instruction in Ingest 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 second, third and fourth quarters of 2019 during which a total of 13 interviews were conducted. Mock interviews are conducted at WNET's offices and an assessment form is completed for each student which provides specific feedback for their counselors.

Attachment C - Supplemental Recruitment Initiatives
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3. Participation in the following diversity programs, webinars, programming and association conferences and events:
 - a. PBS TechCon Conference – In April, 2019, 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 & increase diversity of technical teams. The discussion reviewed ideas, programs and initiatives that support diversity and inclusion across the PBS network.
 - b. On April 22, 2019, Kids’ Media & Education Executive Producer, participated in a panel discussion on a WEDU PBS/Tampa program titled, “Breakthrough to Hope: Autism and the Media” as part of a special focus on public media and its potential for children with Autism Spectrum Disorder. WNET’s mission to create educational media that serves diverse children and resources for parents and teacher, featuring *Cyberchase: Railway Hero*, WNET’s accessible math learning game, and new *Parenting Minutes* content aimed at parents with children who have autism spectrum disorder.
 - c. National Lesbian and Gay Journalists Association (NLGJA) – Participation with NLGJA – National Lesbian and Gay Journalists Association. WLIW’s (former) Executive Producer, MetroFocus is an active member, former National Board Member and former co-chair of “Headlines & Headliners,” the annual fundraiser.
 - d. National Association of Multi-Ethnicity in Communications (NAMIC) annual diversity conference; September, 2019. Participation by WNET’s Executive Producer, News Hour Weekend.
 - e. 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. The following programs were made available by the IDC:
 - In September of 2019, the WNET Archive and the Inclusion and Diversity Council hosted a mixer and screening of *Black Journal* titled *The Tuskegee Study: A Human Experiment*. The episode focused on a 40-year medical experiment conducted on some 400 African American males with the purpose of determining the effects of

long-term untreated disease on the human body. This episode sought to answer questions like: What were the potential risks of non-treatment? Were private doctors allowed to treat the patients? Why was penicillin, an accepted form of treatment at the time, never used on the patients? Was there a risk of spreading the disease to women and unborn children? And why weren't the moral and ethical questions of this human experiment raised before by the medical community, which had been aware of the study for over 30 years?

- In August of 2019, in partnership with First Person, WNET's Inclusion and Diversity Council presented GLAAD Media Institute's *Representation 101: Creating LGBTQ Inclusive Media Content*. The training is designed to help advocates and allies sharpen skills to reshape the mainstream narrative and address the lagging cultural acceptance and understanding of the LGBTQ community and other marginalized communities.
- In March of 2019, the Inclusion and Diversity Council presented a panel discussion titled *Calling the Shots: The Media Moguls*. The panel discussion featured a diverse group of media entrepreneurs who break the mold of what a traditional media executive should be. Panelists shared their experiences as people of color, building and leading businesses, obstacles they faced and how a diverse set of leaders at the top have benefitted them and shape the media industry for generations to come.
- In February of 2019, the Inclusion and Diversity Council held the second annual Black History Month Mixer. Clips from American Masters' *Sammy Davis, Jr.: I've Gotta Be Me* and *Boss: The Black Experience in Business* were shown. In addition, the event featured a game of Black History Month Jeopardy! and snacks from black owned bakeries.

4. Employee training programs

- a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete three courses with 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.

Attachment C - Supplemental Recruitment Initiatives
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- 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.
 - e. WNET, in partnership with Jennifer Brown Consulting, is developing an interactive inclusion and diversity training initiative to supplement our current online training and for other inclusion and diversity initiatives.
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.