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 (ǂ) 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.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Source</th>
<th>Community Organizations</th>
</tr>
</thead>
</table>
| IEG Digital Designer | Employee Referral | *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 |
<table>
<thead>
<tr>
<th>Position</th>
<th>Job Boards &gt; Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attorney (2)</td>
<td>Internal Employee</td>
</tr>
</tbody>
</table>

### 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 Opporunities for Disabled American Veterans (JOFDAV)
- Disabled Person
- Diversity Working
- New York Department of Labor
- New Jersey Department of Labor

<table>
<thead>
<tr>
<th>Position</th>
<th>LinkedIn</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingest Coordinator</td>
<td>LinkedIn</td>
</tr>
</tbody>
</table>

### 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

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 & 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

Overview:
- *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
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 (JOFDAV)

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 (JOFDAV)
<table>
<thead>
<tr>
<th>Position</th>
<th>Referral</th>
<th>Community Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Coordinator Media Services Tech Support</td>
<td>Internal Employee</td>
<td>*Art for Change &lt;br&gt;*Asian American Federation &lt;br&gt;*Center for Independence of the Disabled &lt;br&gt;*Goodwill Industries of Greater New York &amp; New Jersey &lt;br&gt;*Helen Keller Foundation for the Blind &lt;br&gt;*Hispanic Federation &lt;br&gt;*Job Path &lt;br&gt;*National Gay &amp; Lesbian Journalists Association &lt;br&gt;*National Urban League &lt;br&gt;*New York Urban League &lt;br&gt;*The 100 Black Men of New York &lt;br&gt;*Per Scholas</td>
</tr>
<tr>
<td>Sr Coordinator, Events &amp; Donor Engagement</td>
<td>Employee Referral</td>
<td>America’s Job Exchange &lt;br&gt;Beyond.com &lt;br&gt;AJE Veterans Exchange &lt;br&gt;AJE Disability Exchange &lt;br&gt;Job Opportunities for Disabled American Veterans (JOFDAV) &lt;br&gt;Disabled Person &lt;br&gt;Diversity Working &lt;br&gt;New York Department of Labor &lt;br&gt;New Jersey Department of Labor &lt;br&gt;WNET Website &lt;br&gt;NJTV Website &lt;br&gt;Indeed.com &lt;br&gt;LinkedIn &lt;br&gt;NYFA</td>
</tr>
</tbody>
</table>
Coordinating Producer, Cyberchase | 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

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

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
Production Coordinator, Production Management                           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
AIE Veterans Exchange
AIE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor

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
Campaign Specialist for Special Initiatives Digital Fundraising

Organization Referral

Community Organizations

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

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

Digital Content & Strategy Lead, American Masters

Job Boards>Other

Community Organizations
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 (JOFDNAV)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Indeed.com
Media Bistro

LinkedIn

Digital Content Specialist
Producer, MetroFocus     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 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
NGLJIA

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

Learning Partnerships & Engagement Specialist

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

**America’s Job Exchange**
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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
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
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
<table>
<thead>
<tr>
<th>Organization</th>
<th>Contact Person</th>
<th>Email</th>
<th>Phone</th>
<th>Number of Interviewees Referred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art for Change</td>
<td>Eliana Godoy</td>
<td><a href="mailto:eliana@artforchange.org">eliana@artforchange.org</a></td>
<td>212.348.7044</td>
<td>0</td>
</tr>
<tr>
<td>Asian American Federation of New York</td>
<td>Winnie Li</td>
<td><a href="mailto:Winnie.li@aafederation.org">Winnie.li@aafederation.org</a></td>
<td>212.344.5878</td>
<td>0</td>
</tr>
<tr>
<td>Center for Independence of the Disabled</td>
<td>Susan Dooha</td>
<td><a href="mailto:sdooha@cidny.org">sdooha@cidny.org</a></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Goodwill Industries of Greater NY &amp; Northern NJ</td>
<td>Francis Mikulka</td>
<td><a href="mailto:fmikulka@goodwillny.org">fmikulka@goodwillny.org</a></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Helen Keller Services for the Blind</td>
<td>Russell Martello</td>
<td><a href="mailto:rmartello@helenkeller.org">rmartello@helenkeller.org</a></td>
<td>718.522.2122</td>
<td>0</td>
</tr>
<tr>
<td>The Hispanic Federation</td>
<td>Mario Colon</td>
<td><a href="mailto:mcolon@hispanicfederation.org">mcolon@hispanicfederation.org</a></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Job Path</td>
<td>Tim Garrigan</td>
<td><a href="mailto:tgarrigan@jobpathnyc.org">tgarrigan@jobpathnyc.org</a></td>
<td>212.944.0564 ext 214</td>
<td>0</td>
</tr>
<tr>
<td>National Lesbian &amp; Gay Journalist Association</td>
<td>Arin Jaynes</td>
<td><a href="mailto:Arin@nlgja.org">Arin@nlgja.org</a></td>
<td></td>
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</tr>
<tr>
<td>National Urban League</td>
<td>Dale Johnson</td>
<td><a href="mailto:djohnson@nul.org">djohnson@nul.org</a></td>
<td>212-558-5300</td>
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<tr>
<td>New York Urban League</td>
<td>Shaquan Hoke</td>
<td><a href="mailto:shoke@nyul.org">shoke@nyul.org</a></td>
<td>718 944 3734</td>
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<tr>
<td>New York Urban League</td>
<td>Diana Coleman</td>
<td><a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a></td>
<td>718 944 3734</td>
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<tr>
<td>The 100 Black Men of NY</td>
<td>Jomo Bellard</td>
<td><a href="mailto:jomo@ohbm.org">jomo@ohbm.org</a></td>
<td></td>
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</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>RECRUITMENT SOURCE</th>
<th>Number of interviewees referred</th>
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</thead>
<tbody>
<tr>
<td>America’s Job Exchange (NaviSite)</td>
<td>0</td>
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<tr>
<td>400 Minuteman Road</td>
<td></td>
</tr>
<tr>
<td>Andover, MA 01810</td>
<td></td>
</tr>
<tr>
<td>Linda Desrochers, Sales Manager</td>
<td></td>
</tr>
<tr>
<td>978.946.5856 (Direct)</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a></td>
<td></td>
</tr>
<tr>
<td><a href="http://www.americasjobexchange.com/login">www.americasjobexchange.com/login</a></td>
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<tr>
<td>America’s Job Exchange (NaviSite)</td>
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<tr>
<td>Which redistributes vacancy notices to:</td>
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<tr>
<td>Diversity Partner Network Sites</td>
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<tr>
<td>Disabledperson.com</td>
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<tr>
<td>Diversity Jobs</td>
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<tr>
<td>DiversityWorking</td>
<td></td>
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<tr>
<td>Job Opportunities for Disabled Americans</td>
<td></td>
</tr>
<tr>
<td>Linda Desrochers, Sales Manager</td>
<td></td>
</tr>
<tr>
<td>978.946.5856 (Direct)</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a></td>
<td></td>
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<tr>
<td><a href="http://www.americasjobexchange.com/login">www.americasjobexchange.com/login</a></td>
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</tr>
<tr>
<td>America’s Job Exchange State One-Stops and Community Based Organizations</td>
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</tr>
<tr>
<td>Linda Desrochers, Sales Manager</td>
<td></td>
</tr>
<tr>
<td>978.946.5856 (Direct)</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a></td>
<td></td>
</tr>
<tr>
<td><a href="http://www.americasjobexchange.com/login">www.americasjobexchange.com/login</a></td>
<td></td>
</tr>
<tr>
<td>Asian American Journalists Association</td>
<td>0</td>
</tr>
<tr>
<td>5 Third Street, Ste 1108</td>
<td></td>
</tr>
<tr>
<td>San Francisco, CA 94103</td>
<td></td>
</tr>
<tr>
<td>415.346.2051</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:national@aaja.org">national@aaja.org</a></td>
<td></td>
</tr>
<tr>
<td>Broadcast Career Link</td>
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</tr>
<tr>
<td>NAB Leadership Foundation LLC</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:nabef@nab.org">nabef@nab.org</a></td>
<td></td>
</tr>
<tr>
<td>202.429.3191</td>
<td></td>
</tr>
<tr>
<td>Broadcasting &amp; Cable</td>
<td>0</td>
</tr>
<tr>
<td>11 West 42nd Street, 11th Fl.</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10036</td>
<td></td>
</tr>
<tr>
<td><a href="http://www.broadcastingcable.com">www.broadcastingcable.com</a></td>
<td></td>
</tr>
<tr>
<td>Career Fairs</td>
<td>0</td>
</tr>
<tr>
<td>Public Television Virtual Career Fair</td>
<td></td>
</tr>
<tr>
<td>CPA2BIZ – AICPA</td>
<td>0</td>
</tr>
<tr>
<td>1211 Avenue of the Americas, 19th Floor</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10036</td>
<td></td>
</tr>
<tr>
<td><a href="http://www.cpa2biz.com">www.cpa2biz.com</a></td>
<td></td>
</tr>
<tr>
<td>888.777.7077</td>
<td></td>
</tr>
<tr>
<td>Columbia University</td>
<td>0</td>
</tr>
<tr>
<td>Graduate School of Journalism</td>
<td></td>
</tr>
<tr>
<td>2960 Broadway, mail code 5727</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10027</td>
<td></td>
</tr>
<tr>
<td>Julie Hartenstein, Dpty Dir, Career Services</td>
<td></td>
</tr>
<tr>
<td>P: 212.854.9198</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:Jh548@columbia.edu">Jh548@columbia.edu</a></td>
<td></td>
</tr>
<tr>
<td>Columbia University</td>
<td>0</td>
</tr>
<tr>
<td>Center for Career Education, East Campus Building</td>
<td></td>
</tr>
<tr>
<td>2960 Broadway, mail code 5727</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10027</td>
<td></td>
</tr>
<tr>
<td>Mark Jordan, Assist. Dir., Bus Dev Career Management Center</td>
<td></td>
</tr>
<tr>
<td>212.854.1926</td>
<td></td>
</tr>
<tr>
<td><a href="mailto:mrj2123@columbia.edu">mrj2123@columbia.edu</a></td>
<td></td>
</tr>
</tbody>
</table>

Attachment B – Master Recruitment Sources  
January 26, 2019-January 25, 2020
<table>
<thead>
<tr>
<th>Source</th>
<th>Contact Information</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporation for Public Broadcasting</td>
<td>PH: 202-879-9600, <a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a></td>
<td>0</td>
</tr>
<tr>
<td>Craigslist</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Cynopsis Access Intelligence</td>
<td><a href="http://www.cynopsis.com">www.cynopsis.com</a></td>
<td>0</td>
</tr>
<tr>
<td>City University of New York (CUNY)</td>
<td>Office of Recruitment &amp; Diversity at Human Resource Management, <a href="mailto:jobs@cuny.edu">jobs@cuny.edu</a></td>
<td>0</td>
</tr>
<tr>
<td>CUNY Graduate School of Journalism</td>
<td>Andrea Stone, Director of Career Services, 646.758.7804, <a href="http://www.journalism.cuny.edu">www.journalism.cuny.edu</a></td>
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<tr>
<td>CURRENT.ORG</td>
<td>PH: 301.270.7240, <a href="http://www.current.org">www.current.org</a></td>
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<tr>
<td>Disabled Person</td>
<td><a href="https://www.disabledperson.com/jobs">https://www.disabledperson.com/jobs</a></td>
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<td>Diversity Working</td>
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<td>Entertainment Careers</td>
<td>Brad Hall, PH: (310) 422.0200, <a href="http://www.entertainmentcareers.net/employers/submit.asp">www.entertainmentcareers.net/employers/submit.asp</a></td>
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<tr>
<td>Employee Referral</td>
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<td>Fairfield University</td>
<td>P: (203) 254-4000</td>
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<td>File Search – WNET</td>
<td>P: 212.560.1313</td>
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<tr>
<td>Fordham University</td>
<td><a href="mailto:Careers@fordham.edu">Careers@fordham.edu</a></td>
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<tr>
<td>Fordham University, School of Law</td>
<td>PH: 212.636.6810, <a href="mailto:careers@law.fordham.edu">careers@law.fordham.edu</a></td>
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<td>Former Employee</td>
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<td>Former Intern</td>
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<tr>
<td>Glass Door Glassdoor.com</td>
<td>Ellie Workman, 415.944.6939</td>
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<tr>
<td>Goodwill New York &amp; New Jersey</td>
<td><a href="mailto:gwashington@goodwillny.org">gwashington@goodwillny.org</a></td>
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<tr>
<td>Idealist.com</td>
<td>PH: (212) 843.3973, Fax: (212) 564.3377, <a href="http://www.idealist.org">www.idealist.org</a></td>
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Attachment B – Master Recruitment Sources
January 26, 2019-January 25, 2020
<table>
<thead>
<tr>
<th>Source</th>
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<tr>
<td>Indeed.com</td>
<td>470 West Avenue, Suite 2002 Stamford, CT 06902</td>
<td><a href="https://www.indeed.com">www.indeed.com</a> (not a direct contact; aggregator)</td>
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<tr>
<td>Industry Association Job Board</td>
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<tr>
<td>Institute of Internal Auditors</td>
<td>247 Maitland Avenue Altamonte Springs, Fl. 32701</td>
<td>PH: 407.937.1111 <a href="http://www.na.theiia.org">www.na.theiia.org</a></td>
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<tr>
<td>Internal Employee</td>
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<td>Job Opportunities for Disabled American Veterans (JOFDAV)</td>
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<tr>
<td>LinkedIn</td>
<td>Mountain View, CA</td>
<td>P: 650-687-3600 <a href="http://www.LinkedIn.com">www.LinkedIn.com</a></td>
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<tr>
<td>LinkedIn Group: Association Fund Raising Professions</td>
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<td>Group Administrator- Holly Koenig, VP Kellen</td>
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<tr>
<td>LinkedIn Group: Film and TV Professionals</td>
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<td>Group Owner: Ian Johnson <a href="http://www.linkedin.com/groups/Film-TV-Professionals-63979/about">http://www.linkedin.com/groups/Film-TV-Professionals-63979/about</a></td>
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<tr>
<td>LinkedIn Group: Fundraising Professionals</td>
<td></td>
<td>Group Owner: Stephen Adler, Manager Sclerosis Society of Canada <a href="http://ca.linkedin.com/in/stephenadler">http://ca.linkedin.com/in/stephenadler</a></td>
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<tr>
<td>LinkedIn Group: Nonprofit and Philanthropic Job Board</td>
<td></td>
<td>Group Owner: Regina Ingabire, Nonprofit Strategist <a href="http://www.mojalink.com">www.mojalink.com</a></td>
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<tr>
<td>MEjobs</td>
<td>3044 Wilson Avenue Wantagh, NY 11793</td>
<td>Marc Oppenheim <a href="http://www.mojalink.com">MEOjobs.com</a></td>
<td>0</td>
</tr>
<tr>
<td>Media Bistro</td>
<td>494 Broadway, 4th Floor New York, NY 10012</td>
<td>P: (212) 929.2588 Nancy Hwang <a href="http://nancy@mediabistro.com">nancy@mediabistro.com</a></td>
<td>11</td>
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<tr>
<td>Media-Match.com</td>
<td>8112 ½ West 3rd Los Angeles, CA 90048</td>
<td><a href="http://www.mediamatch.com">www.mediamatch.com</a> 323.284.5589</td>
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</tr>
<tr>
<td>National Association of Black Journalists</td>
<td>1100 Knight Hall, Suite 3100 College Park, MD 20742</td>
<td>Stephanie McGee 866.964.2765 ext. 2718 <a href="http://Stephanie.mcgee@boxwoodtech.com">Stephanie.mcgee@boxwoodtech.com</a></td>
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<tr>
<td>National Association of Broadcasters</td>
<td>1171 N Street NW Washington DC 20036</td>
<td>202.429.5300 <a href="http://www.nab.org">www.nab.org</a></td>
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<tr>
<td>National Association of Hispanic Journalists</td>
<td>1050 Connecticut Avenue, NW Washington, DC 20036</td>
<td>Kevin Olivas, Recruitment Manager PH: 202.662.7145 <a href="http://kolivas@nahj.org">kolivas@nahj.org</a></td>
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</tr>
<tr>
<td>Name</td>
<td>Address</td>
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<td>Notes</td>
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<tr>
<td>National Association for Multi-Ethnicity in Communications (NAMIC)</td>
<td>320 W. 37th Str., 8th Floor</td>
<td>P: (212) 594.5985 [<a href="http://www.jobs.namic.com/hr/">www.jobs.namic.com/hr/</a>]</td>
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<tr>
<td>New York Association of Black Journalists</td>
<td>2214 Frederick Douglas Blvd</td>
<td><a href="http://www.nyabj.org">www.nyabj.org</a></td>
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<tr>
<td>New York Foundation for the Arts</td>
<td>20 Jay Street, 7th Floor</td>
<td>PH: 212.366.6900 [<a href="http://www.nyfa.org">www.nyfa.org</a>]</td>
<td>4</td>
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<tr>
<td>New York State Department of Labor</td>
<td>Building 12, W.A Harriman Campus</td>
<td>518.457.9000 [<a href="http://www.labor.ny.gov">www.labor.ny.gov</a>]</td>
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<tr>
<td>New York State Dept. of Labor Business Services</td>
<td>75 Varick Street – 7th floor</td>
<td>Barbara Listefski [<a href="mailto:Barbara.listefski@labor.ny.gov">Barbara.listefski@labor.ny.gov</a>]</td>
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<tr>
<td>New York University</td>
<td>Office of Career Services</td>
<td>PH: (212) 998.4730 [<a href="mailto:Career.services@nyu.edu">Career.services@nyu.edu</a>]</td>
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<tr>
<td>New York Women in Film &amp; TV (NYWIFT)</td>
<td>6 East 39th St., Suite 1200</td>
<td>Nancy Silva, Victoria Clark [<a href="mailto:info@nywift.org">info@nywift.org</a>]</td>
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<tr>
<td>NJTV</td>
<td>Gateway 2</td>
<td>[<a href="http://www.NJTVonline.org">www.NJTVonline.org</a>]</td>
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<tr>
<td>Pace University</td>
<td>1 Pace Plaza</td>
<td>[<a href="http://www.pace.edu">www.pace.edu</a>]</td>
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<tr>
<td>PBS Connect</td>
<td>1320 Braddock Place</td>
<td>Cordelia Roseboro [<a href="mailto:croseboro@pbs.org">croseboro@pbs.org</a>]</td>
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<tr>
<td>Philanthropy News Digest (PND)</td>
<td>79 5th Avenue</td>
<td>[<a href="http://www.philanthropynewsd">www.philanthropynewsd</a> digest.com]</td>
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<tr>
<td>Philanthropic Planning Group of Greater New York</td>
<td>15 West 72nd Street, Suite 31G</td>
<td>[<a href="mailto:info@ppggny.org">info@ppggny.org</a>]</td>
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<tr>
<td>Talent Hub</td>
<td>Pat Christopher, President</td>
<td>646.682.9292</td>
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<tr>
<td>220 E. 42nd Street</td>
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<td>New York, NY 10017</td>
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<td>Tech Jobs for Good</td>
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<td>45 Lynn Street</td>
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<td>Austin, TX</td>
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<tr>
<td>Theatre Communications Group</td>
<td>212.609.5900</td>
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<tr>
<td>520 Eighth Avenue, 24th Floor</td>
<td>[<a href="http://www.tcg.org">www.tcg.org</a>]</td>
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<tr>
<td>New York, NY 10018</td>
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<tr>
<td>TVJobs.com</td>
<td>800.374.0119</td>
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<td>Broadcast Employment Services</td>
<td>[<a href="http://www.tvjobs.com">www.tvjobs.com</a>]</td>
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<tr>
<td>PO Box 4116</td>
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<tr>
<td>Oceanside, CA 92052</td>
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<tr>
<td>TV News Check</td>
<td>484.412.8287</td>
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<tr>
<td>News Check Media LLC</td>
<td>[<a href="http://www.Newscheckmedia.com">www.Newscheckmedia.com</a>]</td>
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<td>24 W. Lancaster Avenue</td>
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<td>Ste 205</td>
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<td>1355 Market Street, Suite 900</td>
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<td>San Francisco, CA 94103</td>
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<td>WNET – Website</td>
<td>P: (212) 560.1313</td>
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<td>825 Eighth Avenue</td>
<td>[<a href="http://www.wnet.org">www.wnet.org</a>]</td>
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<td>Women in Development</td>
<td>PH: (212) 265.76560</td>
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<td>211 W. 56th Street, Suite 7J</td>
<td>[<a href="http://www.widny@widny.org">www.widny@widny.org</a>]</td>
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<tr>
<td>New York, NY 10019</td>
<td>FAX: (212) 265.7525</td>
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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:
   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.
• 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.
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.


   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.
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.