Report Term: January 26, 2020 - January 24, 2021

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.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Source</th>
<th>Community Organizations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, Individual Giving</td>
<td>LinkedIn</td>
<td>*Art for Change</td>
</tr>
<tr>
<td></td>
<td></td>
<td>*Asian American Federation</td>
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<tr>
<td></td>
<td></td>
<td>*Center for Independence of the Disabled</td>
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<td></td>
<td></td>
<td>*Goodwill Industries of Greater New York &amp; Northern New Jersey</td>
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<td></td>
<td></td>
<td>*Helen Keller Foundation for the Blind</td>
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<td></td>
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<td>*Hispanic Federation</td>
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<td></td>
<td></td>
<td>*Job Path</td>
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<tr>
<td></td>
<td></td>
<td>*National Gay &amp; Lesbian Journalists Association</td>
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<td></td>
<td></td>
<td>*National Urban League</td>
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<td></td>
<td></td>
<td>*New York Urban League</td>
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<tr>
<td></td>
<td></td>
<td>*The 100 Black Men of New York</td>
</tr>
<tr>
<td></td>
<td></td>
<td>*Per Scholas</td>
</tr>
</tbody>
</table>

**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
Assistant Creative Director  
Internal Employee

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

Director of Development, NJTV  
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
*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**
**Historically Black Colleges & Universities**
Emma Bowen Foundation
Digital Diversity Network

**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
Production Assistant, Great Performances
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)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor

Engineering Operator
Internal Employee

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

**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
Emma Bowen Foundation
Idealist
LinkedIn
New York Foundation for the Arts
Production Office Coordinator, American Masters

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
- Historically Black Colleges & Universities
- Emma Bowen Foundation
- National Association of Black Journalists
- National Association of Hispanic Journalists

Institutional Giving Associate

Idealist

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
**Broadcast Graphics Designer**  
* Internal Employee

**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  

**Associate Producer, Media Manager**  
* Internal Employee

**Community Organizations**
* Art for Change
Senior Director, Development Operations

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
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
National Association of Multiethnicity in Communications
Idealist
LinkedIn
New York Foundation for the Arts
Philanthropy News Digest
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
salesforce.com/power of us hub
emma bowen foundation
digital diversity network
historically black colleges & universities
glassdoor
linkedin

† managing editor, nj spotlight
internal employee
EXIGENT CIRCUMSTANCES  Chief Diversity Equity & Inclusion Officer  Internal Employee

Development Associate, Individual Giving  WNET Website

COMMUNITY ORGANIZATIONS

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

AMERICA'S JOB EXCHANGE

Beyond.com
AJE Veterans Exchange
AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFADA)
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor
WNET Website
NJTV Website
Glassdoor
Historically Black Colleges & Universities
National Black MBA Association
Emma Bowen Foundation
Digital Diversity Network
LinkedIn
New York Foundation for the Arts
African American Development Officers Network

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
Artistic Director, All Arts

Employee Referral

*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
Historically Black Colleges & Universities
Emma Bowen Foundation
Digital Diversity Network
Glassdoor
LinkedIn
National Association of Multiethnicity in Communications
Latinx in Tech

**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

**Circa/America’s Job Exchange**
Beyond.com
AJE/Circa Veterans Exchange
AJE/Circa Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAV)
Disabled Person
Diversity Working
Senior Director, Diversity, Equity & Inclusion

Indeed

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

CIRCA/America’s Job Exchange
Beyond.com
CIRCA/AJE Veterans Exchange
CIRCA/AJE Disability Exchange
Job Opportunities for Disabled American Veterans (JOFDAY
Disabled Person
Diversity Working
New York Department of Labor
New Jersey Department of Labor

 indeed.com
HBCU
Emma Bowen Foundation
Digital Diversity Network
LinkedIn
Minority Professional Network
NAMIC
National Black MBA
Attachment A Community Organizations
Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080: (c) (1) (ii)

<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>131 E. 101st St.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York, NY 10029</td>
<td></td>
<td></td>
<td></td>
<td></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>
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</tr>
<tr>
<td>120 Wall Street, 3rd Floor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York, NY 10005</td>
<td></td>
<td></td>
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<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>
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<tr>
<td>841 Broadway, #301</td>
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<tr>
<td>New York, NY 10003</td>
<td></td>
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<td></td>
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<tr>
<td>Goodwill Industries of Greater NY &amp; Northern NJ</td>
<td>Francis Mikulka</td>
<td>Employment Specialist</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>1416 Avenue M</td>
<td></td>
<td><a href="mailto:fmikulka@goodwillny.org">fmikulka@goodwillny.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brooklyn, NY 11230</td>
<td></td>
<td></td>
<td></td>
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</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>57 Willoughby Street</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brooklyn, NY 11201</td>
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<tr>
<td>The Hispanic Federation</td>
<td>Mario Colon</td>
<td>Creative Director</td>
<td></td>
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</tr>
<tr>
<td>55 Exchange Place, Suite 501</td>
<td><a href="mailto:mcolon@hispanicfederation.org">mcolon@hispanicfederation.org</a></td>
<td></td>
<td>212.233.8955</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10005</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Path</td>
<td>Tim Garrigan</td>
<td>Director, Job Development &amp; Placement</td>
<td><a href="mailto:tgarrigan@jobpathnyc.org">tgarrigan@jobpathnyc.org</a></td>
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</tr>
<tr>
<td>256 West 38th Street</td>
<td></td>
<td></td>
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<tr>
<td>New York, NY 10018</td>
<td></td>
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<tr>
<td>National Lesbian &amp; Gay Journalist Association</td>
<td>Arin Jaynes</td>
<td>Admin. Asst. Membership</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>2120 L Street, NW Suite 850</td>
<td><a href="mailto:Arin@nlgja.org">Arin@nlgja.org</a></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Washington D.C. 20037</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>National Urban League</td>
<td>Dale Johnson</td>
<td>Dir Operations &amp; Acquisitions</td>
<td><a href="mailto:djohnson@nul.org">djohnson@nul.org</a></td>
<td>0</td>
</tr>
<tr>
<td>80 Pine Street</td>
<td></td>
<td></td>
<td>212-558-5300</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10005</td>
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</tr>
<tr>
<td>New York Urban League</td>
<td>Shaquan Hoke</td>
<td>Career &amp; Employment Specialist</td>
<td><a href="mailto:shake@nyul.org">shake@nyul.org</a></td>
<td>0</td>
</tr>
<tr>
<td>204 W. 136th Street</td>
<td></td>
<td></td>
<td>718 944 3734</td>
<td></td>
</tr>
<tr>
<td>New York, NY 10030</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>New York Urban League</td>
<td>Diana Coleman</td>
<td>Director, Employee Services</td>
<td><a href="mailto:dcoleman@nyul.org">dcoleman@nyul.org</a></td>
<td>0</td>
</tr>
<tr>
<td>3008 Eastchester Road</td>
<td></td>
<td></td>
<td>718 944-3734</td>
<td></td>
</tr>
<tr>
<td>Bronx, NY 10469</td>
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<td></td>
</tr>
<tr>
<td>The 100 Black Men of NY</td>
<td>Executive Director, Courtney Bennett</td>
<td><a href="mailto:Courtney.Bennett@ohbm.org">Courtney.Bennett@ohbm.org</a></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>105 East 22nd Street, Suite 911</td>
<td></td>
<td>Executive Assistant, Dina L Gardner</td>
<td><a href="mailto:DLGardner@ohbm.org">DLGardner@ohbm.org</a></td>
<td></td>
</tr>
<tr>
<td>New York, NY 10010</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vocational &amp; Educational Services for Individuals with Disabilities</td>
<td>Maureen Anderson</td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>116 West 32nd Street</td>
<td></td>
<td>212-967-3081</td>
<td><a href="mailto:maureenanderson@nysed.gov">maureenanderson@nysed.gov</a></td>
<td></td>
</tr>
<tr>
<td>New York, NY 10001</td>
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</tbody>
</table>
ATTACHMENT B Master Recruitment Source List
During the Report Term, we interviewed a total of 201 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>
</tr>
</thead>
<tbody>
<tr>
<td>African American Development Officers Network</td>
<td>0</td>
</tr>
<tr>
<td>Email: <a href="mailto:aadevofficers@aol.com">aadevofficers@aol.com</a>, Phone: 888 646 8166</td>
<td></td>
</tr>
<tr>
<td>America’s Job Exchange (NaviSite)</td>
<td>1</td>
</tr>
<tr>
<td>Address: 400 Minuteman Road, Andover, MA 01810</td>
<td></td>
</tr>
<tr>
<td>Contact: Linda Desrochers, Sales Manager, Phone: 978.946.5856 (Direct)</td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a>, Website: <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a></td>
<td></td>
</tr>
<tr>
<td>America’s Job Exchange (NaviSite) Which redistributes vacancy notices to:</td>
<td>0</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>
<tr>
<td>DiversityWorking</td>
<td></td>
</tr>
<tr>
<td>Job Opportunities for Disabled Americans</td>
<td></td>
</tr>
<tr>
<td>America’s Job Exchange State One-Stops and Community Based Organizations</td>
<td>0</td>
</tr>
<tr>
<td>America’s Job Exchange State One-Stops and Community Based Organizations</td>
<td></td>
</tr>
<tr>
<td>Contact: Linda Desrochers, Sales Manager, Phone: 978.946.5856 (Direct)</td>
<td></td>
</tr>
<tr>
<td>Email: <a href="mailto:ldesrochers@americasjobexchange.com">ldesrochers@americasjobexchange.com</a>, Website: <a href="http://www.americasjobexchange.com">www.americasjobexchange.com</a></td>
<td></td>
</tr>
<tr>
<td>Asian American Journalists Association</td>
<td>0</td>
</tr>
<tr>
<td>Address: 5 Third Street, Ste 1108, San Francisco, CA 94103</td>
<td></td>
</tr>
<tr>
<td>Contact: Phone: 415.346.2051, Email: <a href="mailto:national@aaaja.org">national@aaaja.org</a></td>
<td></td>
</tr>
<tr>
<td>Broadcasting &amp; Cable</td>
<td>0</td>
</tr>
<tr>
<td>Address: 11 West 42nd Street, 11th Fl., New York, NY 10036</td>
<td></td>
</tr>
<tr>
<td>Contact: Website: <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>NABJ/NAHJ Annual Conference &amp; Career Fair</td>
<td></td>
</tr>
<tr>
<td>AAJA Annual Conference &amp; Career Fair</td>
<td></td>
</tr>
<tr>
<td>New York City’s Diversity Career Day</td>
<td></td>
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<tr>
<td>College/Career Fairs – Unnamed</td>
<td>1</td>
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<tr>
<td>CPA2BIZ – AICPA</td>
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<tr>
<td>Address: 1211 Avenue of the Americas, 19th Floor, New York, NY 10036</td>
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<tr>
<td>Contact: Website: <a href="http://www.cpa2biz.com">www.cpa2biz.com</a></td>
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<td>Phone: 888.777.7077</td>
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<td>Columbia University</td>
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<td>Graduate School of Journalism</td>
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<td>Address: 2960 Broadway, mail code 5727, New York, NY 10027</td>
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<tr>
<td>Contact: Julie Hartenstein, Dpty Dir, Career Services, Phone: 212.854.9198</td>
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<td>Email: <a href="mailto:Jh548@columbia.edu">Jh548@columbia.edu</a></td>
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<tr>
<td>Center for Career Education, East Campus Building</td>
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<td>Address: 2960 Broadway, mail code 5727, New York, NY 10027</td>
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<tr>
<td>Contact: Mark Jordan, Assist. Dir., Bus Dev Career Management Center, Phone: 212.854.1926</td>
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<tr>
<td>Email: <a href="mailto:mrj2123@columbia.edu">mrj2123@columbia.edu</a></td>
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<tr>
<td>Corporation for Public Broadcasting</td>
<td>PH: 202-879-9600</td>
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<tr>
<td>2401 9th St. NW</td>
<td><a href="http://www.cpb.org/jobline/">www.cpb.org/jobline/</a></td>
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<td>Washington DC 20004</td>
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<td>Cynopsis</td>
<td><a href="http://www.cynopsis.com">www.cynopsis.com</a></td>
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<td>4 Choke Cherry Road, 2nd Floor</td>
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<td>Rockville, MD 20850</td>
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<tr>
<td>City University of New York (CUNY)</td>
<td>Office of Recruitment &amp; Diversity at Human Resource Management</td>
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<tr>
<td>205 E. 42nd Street</td>
<td><a href="mailto:jobs@cuny.edu">jobs@cuny.edu</a></td>
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<tr>
<td>New York, NY 10017</td>
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<tr>
<td>CUNY Graduate School of Journalism</td>
<td>Andrea Stone Director of Career Services</td>
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<tr>
<td>219 West 40th Street, Room 318A</td>
<td>646.758.7804</td>
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<tr>
<td>New York, NY 10018</td>
<td><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</td>
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<tr>
<td>6930 Carroll Avenue</td>
<td><a href="http://www.current.org">www.current.org</a></td>
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<td>Suite 350</td>
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<td>Takoma Park, MD 20912</td>
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<tr>
<td>Digital Diversity Network</td>
<td><a href="http://www.Digitaldiversitynetwork.com/career-center">www.Digitaldiversitynetwork.com/career-center</a></td>
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<td>41 Madison Avenue, 31st Fl NY, NY 10010</td>
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<td>Disabled Person</td>
<td><a href="https://www.disabledperson.com/jobs">https://www.disabledperson.com/jobs</a></td>
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<td>Emma Bowen Foundation</td>
<td>P: 212-664-3773</td>
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<tr>
<td>1121 Avenue of Americas, 28th Fl NY, NY</td>
<td><a href="http://www.Emmabowenfoundation.com/jobs">www.Emmabowenfoundation.com/jobs</a></td>
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<td>Michael Barham</td>
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<td><a href="mailto:Michael.barham@nbcondi.com">Michael.barham@nbcondi.com</a></td>
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<td>212-664-3486</td>
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<td>Entertainment Careers</td>
<td>Brad Hall</td>
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<td>914 S. Barrington Avenue. Los Angeles, CA 90049</td>
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<td>Employee Referral</td>
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<td>Fairfield University</td>
<td>P: (203) 254-4000</td>
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<tr>
<td>1073 North Benson Road</td>
<td><a href="mailto:Careers@fordham.edu">Careers@fordham.edu</a></td>
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<td>Fairfield, CT 06824</td>
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<tr>
<td>113 W. 60th Street</td>
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<td>Fordham University, School of Law</td>
<td>PH: 212.636.6810</td>
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<tr>
<td>33 W. 60th Street</td>
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<td>Glassdoor.com</td>
<td>415.944.6939</td>
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<td>Goodwill New York &amp; New Jersey</td>
<td><a href="mailto:gawashington@goodwillny.org">gawashington@goodwillny.org</a></td>
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<td>285 Livingston Street</td>
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<td>Brooklyn, NY 11201</td>
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<td>Historical Black Colleges &amp; Universities Career Center (HBCU)</td>
<td><a href="http://www.thehbcucareercenter.com">www.thehbcucareercenter.com</a></td>
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<td>Idealist.com</td>
<td>PH: (212) 843.3973, Fax: (212) 564.3377, <a href="http://www.ideal.org">www.ideal.org</a></td>
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<td>Action Without Borders, Inc.</td>
<td>360 West 31st Street, Suite 1510, New York, NY 10001</td>
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<td>247 Maitland Avenue, Altamonte Springs, FL 32701</td>
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<td>Job Opportunities for Disabled American Veterans (JOFDAV)</td>
<td><a href="http://www.jofdav.com/jobs">https://www.jofdav.com/jobs</a></td>
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<td>MEOjobs</td>
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<td>3044 Wilson Avenue, Wantagh, NY 11793</td>
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<tr>
<td>Media Bistro</td>
<td>P: (212) 929.2588, Nancy Hwang, <a href="mailto:nancy@mediabistro.com">nancy@mediabistro.com</a></td>
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<tr>
<td>494 Broadway, 4th Floor, New York, NY 10012</td>
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<td>Media-Match.com</td>
<td><a href="http://www.mediamatch.com">www.mediamatch.com</a>, 323.284.5589</td>
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<td>8112 ½ West 3rd, Los Angeles, CA 90048</td>
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<tr>
<td>National Association of Black Journalmen</td>
<td>Stephanie McGee, 866.964.2765 ext. 2718, <a href="mailto:Stephanie.mcgee@boxwoodtech.com">Stephanie.mcgee@boxwoodtech.com</a></td>
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<td>1100 Knight Hall, Suite 3100, College Park, MD 20742</td>
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<td>National Association of Broadcasters</td>
<td>202.429.5300, <a href="http://www.nab.org">www.nab.org</a></td>
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<td>1171 N Street NW, Washington DC 20036</td>
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<td>National Association of Hispanic Journalmen</td>
<td>Kevin Olivas, Recruitment Manager, PH: 202.662.7145, <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a></td>
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<tr>
<td>1050 Connecticut Avenue, NW, Washington, DC 20036</td>
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<td>National Association for Multi-Ethnicity in Communications (NAMIC)</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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<td>320 W. 37th Str., 8th Floor, New York, NY 10018</td>
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<td>National Black MBA</td>
<td>Nbtmbaa.org, 404.260.5444</td>
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<td>400 West Peachtree Street NW, S 203, Atlanta, GA 30308</td>
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<td>National Lesbians &amp; Gay Journalmen Association</td>
<td>202.588.9888, <a href="http://www.nlga.org">www.nlga.org</a></td>
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| 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, 7th Floor  
Brooklyn, NY 11201 | PH: 212.366.6900  
www.nyfa.org | 6 |
| 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 – 7th 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, 3rd Floor  
New York, NY 10003 | PH: (212) 998.4730  
Career.services@nyu.edu | 0 |
| New York Women in Film & TV (NYWIFT)  
6 East 39th 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 5th Avenue  
New York, NY 10003 | www.philanthropynewsdigest.com | 0 |
| Philanthropic Planning Group of Greater New York  
15 West 72nd Street, Suite 31G  
New York, NY 10023 | info@ppggny.org | 0 |
| Talent Hub  
220 E. 42nd Street  
New York, NY 10017 | Pat Christopher, President  
646.682.9292 | 1 |
| Tech Jobs for Good  
45 Lynn Street  
Austin, TX | Contact - Noah  
www.Techjobsforgood.com | 0 |
| Theatre Communications Group  
520 Eighth Avenue, 24th 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 |
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<td>TV News Check</td>
<td>News Check Media LLC, 24 W. Lancaster Avenue</td>
<td>484.412.8287, <a href="http://www.Newscheckmedia.com">www.Newscheckmedia.com</a></td>
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<td>Twitter @ TV News Check</td>
<td>1355 Market Street, Suite 900, San Francisco</td>
<td><a href="https://about.twitter.com/company">https://about.twitter.com/company</a></td>
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<tr>
<td>WNET – Website</td>
<td>825 Eighth Avenue, New York, NY 10019</td>
<td>P: (212) 560.1313, <a href="http://www.wnet.org">www.wnet.org</a></td>
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<td>Women in Development</td>
<td>211 W. 56th Street, Suite 7J, New York, NY</td>
<td>PH: (212) 265.76560, FAX: (212) 265.7525</td>
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Attachment B – Master Recruitment Sources
January 26, 2020 - January 24, 2021
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. The New York Urban Leagues’ (NYUL) Centennial Job Fair, February 25, 2020, was attended by THIRTEEN’s Director, Media Ingest and Content Delivery and Director, Media Services.

b. National Association of Black Journalists’ (NABJ) and National Association of Hispanic Journalists’ (NAHJ) virtual annual conference and career fair, August 5 - August 7, 2020 was virtually attended by production staff from NewsHour Weekend and Metrofocus, and the WNET Group’s Director of Community Engagement and Chief Diversity, Equity and Inclusion Officer.

c. Asian American Journalists Associations’ (AAJA) virtual annual conference and career fair, August 12 – August 14, 2020 was virtually attended by production staff from NewsHour Weekend.

d. Per Scholas’ Tech Forward virtual job fair, October 15, 2020. A senior leader from WNET’s Human Resources team participated in informational sessions, providing interview and career guidance.

e. City of New York’s Diversity Employment Day virtual career fair, October, 23, 2020 was virtually attended by THIRTEEN’s Senior Director, Programming and the WNET Group’s Director, Events and Donor Engagement, Major Gifts Officer and Community Engagement Specialist.


2. Internship, Fellowship and Learning Practicum programs designed to assist students interested in media careers and skill development:

a. WNET has a year-round Internship Program to provide undergraduate and graduate students with training and experience related to their academic and/or career goals. The interns come from diverse backgrounds and are placed in a variety of functional areas across WNET. Spring 2020 internships began in January in our offices but were changed to a virtual platform in March. Summer and fall 2020 internships were suspended due to COVID-19.
b. In partnership with the Democracy Fund, Emma Bowen Foundation and the Tiger Baron Foundation, WNET offers BIPOC Fellowships. The recently expanded fellowship program was made possible through a cross departmental collaboration with WNET’s Inclusion & Diversity Council (IDC), Human Resources and Development departments. Fellows are placed with various production units and supported by staff from the Inclusion and Diversity Council and Human Resources. These programs were postponed indefinitely this year due to health and safety restrictions related to the COVID-19 pandemic:

- The Emma Bowen Foundation
- Reginald F. Lewis Endowment Minority Fellowship Program
- The Tiger Baron Minority Fellowship Program
- Academy for Careers in Television and Film (TvF), Broadcast Operations Learning Practicum. WNET partners with the Academy for Careers in Television and Film (TvF), a New York City public high school, to provide hands-on experience and skill development to high school seniors in support of a career in the media production industry.

c. Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities. Over the course of the report period, leaders from WNET’s Human Resources department work closely with representatives from Per Scholas to facilitate a mock interview program. One candidate was interviewed during the report period before the program was suspended due to COVID-19.

3. Participation in the following diversity programs, webinars, programming and association conferences and events:

a. National Center for Accessible Media (NCAM) Web and Social Media Platform Accessibility webinar presented May 13, 2020 was attended by members of WNET’s Communications, Human Resources and Legal departments. The webinar focused on improving accessibility of websites and other digital offerings for people with disabilities.

b. Association of Fundraising Professionals Senior Leadership Breakfast March 10, 2020 was attended by WNET’s Senior Director of Individual and Major Giving. A panel discussion focused on core challenges of staff retention and diversity in the fundraising sector.
Attachment C - Supplemental Recruitment Initiatives

WNET

January 26, 2020 – January 24, 2021

c. 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.

Jennifer Brown Consulting, a diversity, equity and inclusion consulting firm, is working with WNET to reposition the current IDC to become an advisory group to assist in implementation of DEI initiatives including recruiting and onboarding.

4. Employee training programs

a. To further enhance the commitment to diversity and inclusiveness, WNET requires completion of online compliance training for all new employees. Within the first month of employment, new employees must complete four courses with DEI content: Workplace Diversity; Preventing Discrimination and Harassment; Business Etiquette; and Code of Conduct. Several of these courses are repeated on a periodic basis and additional courses added as appropriate.

- Code of Conduct training and Preventing Discrimination and Harassment are required annually.

- All employees are required to complete Preventing Discrimination and Harassment training both online and live/interactive. The Manager version of training includes sections on the manager’s role and responsibilities as a supervisory employee, standards of liability, responding to complaints and documenting employee actions.

- New managers complete Managing within the Law – Basic and Managing within the Law – Advanced, courses which provide training on the increased responsibilities employers have as a result of federal and state laws. The courses address topics such as employee privacy, accommodation of disabilities and religious observance, responding to complaints and bullying and conflict management.

- WNET is working with Jennifer Brown Consulting (JBC), a diversity consulting firm to implement additional DEI related training programs and initiatives. JBC completed a DEI assessment to establish a baseline for measuring progress and for developing targeted training programs based on assessment findings.
Attachment C - Supplemental Recruitment Initiatives

WNET
January 26, 2020 – January 24, 2021

5. Other Initiatives

- From October 15 to October 21, 2020, WNET aired nine, 15 second public service announcements promoting the Diversity Employment Day virtual career fair to be held on October 23, 2020. In addition, WNET included an online banner that rotated on the website during the on-air period.

- WNET, in partnership with New York City Department of Education, Hetrick-Martin Institute and PFLAG (the largest organization uniting parents, families, and allies with people who are lesbian, gay, bisexual, transgender, and queer) hosted LGBTQ+ Inclusive Professional Development webinars in June 2020. Attendees were offered the opportunity to learn more about online curriculum LGBTQ+ inclusive and help LGBTQ+ students during the Covid-19 pandemic.

- WNET serves as the lead station partner for Black Public Media’s 360+ Incubator Program, an initiative devised to help launch non-fiction and fiction serial projects, as well as interactive or “trans-media” projects, about the Black experience. WNET offered Black Public Media's PitchBlack Award winner a 6-month residency. The residency began on February 3rd but was suspended in March due to the COVID-19.

- A virtual screening and panel on Justice in the United States in partnership with the Brennan Center for Justice at NYU School of Law moderated by WLIW’s Metrofocus co-anchor was hosted in September, 2020.


- WNET’s Education department launched a blog to highlight anti-racist resources for families, educators and students in June 2020.

6. WNET announces new Chief DEI Officer, a new position for the organization on June 8, 2020. The new Chief DEI Officer has a key role in promoting equal opportunities in the workplace. One new initiative scheduled for 2021 is “Progression to Succession,” a mentorship program focused on employee career development and preparation of BIPOC employees for promotion and leadership positions.
7. Each upper-level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of women and minorities.