

EEO Public File Report for WXXI Public Broadcasting Council
(WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)
January 23, 2023 – January 22, 2024

This EEO Public File Report is filed in WXXI’s public inspection file pursuant to Section 73.2080 of the Federal Communications Commission’s (FCC) rules.

The following full-time vacancies were filled for the period January 23, 2023, through January 22, 2024:

Vacancy Number	Full Time Vacancy
1.	Different Radio Music Director
2.	Ready to Learn Partnership Manager
3.	Chief Engineer
4.	Systems Administrator
5.	Executive Director, Little Theatre
6.	TV Digital Media Coordinator
7.	Classical Host/Digital Library Assistant
8.	AR Specialist
9.	Director, Leadership Giving
10.	Development & Operations Administrator
11.	Office Manager, Little Theatre
12.	Digital Library Technician
13.	CITY Editor
14.	IT Manager
15.	Radio Ops

WXXI provides notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers if the organization requests notification. No organizations have specifically requested notice of such vacancies.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and/or office, and telephone number.
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy.
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of Supplemental Outreach Initiatives completed for the period January 23, 2023, through January 22, 2024.

RECRUITING SOURCES

	Recruiting Source	Online Address	Vacancy Posted
Professional Recruit			
	Indeed	www.indeed.com	All
	Corporation Public Broadcasting	www.cpb.org	2
	The Non Profit Network	http://www.thenonprofitnetwork.org	All
	Careerbuilder	www.careerbuilder.org	0
	NYS Labor Department	nysjobbank@labor.ny.gov	All
	Employment Crossing.com	https://www.employmentcrossing.com	2
	S.I. Newhouse School of Public Communications	Newhouse Career Development Centernhcdc@syr.edu	4
	PMBA – Public Media Business Assoc.	http://www.pmbaonline.org/IndustryJobs	5
	National Association of Hispanic Journalists	https://www.nahjcareers.org/	2
	Linked In	www.linkedin.com	All
	National Association of Black Journalists (NABJ)	http://nabjcareers.org/	2
	Association of Fundraising Professionals	www.afpnet.org	2
	JournalismJobs.com	http://www.journalismjobs.com/post	2
	Current	http://jobs.current.org.r.jobs/post/post.cfm	4
	Handshake (Distributes Posting)	Nazareth College: lcranda4@naz.edu St. John Fisher College: jskuse@sjfc.edu The College at Brockport: linkedin.com/in/grace-begemann-999762177	6
	NYS Broadcasters	https://nysbroadcasters.org/careers/job-listings/	2
	Asian American Journalists Association	https://www.aaja.org	2
	Rochester Area Career Development Association	https://racda.org/post-jobs/ info@racda.org	3
	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	2
Local Organizations			
	Rochester Works	www.rochesterworks.org	All
	Veteran’s Outreach Center	nenasiverd@vocroc.org	6
	Rochester Educational Opportunity Center	gsherman@brockport.edu	6

	Causewave Community Partners	http://www.causewave.org/job-board	4
	WNY Job Bank	http://www.wnyjobs.com/	All
	United Way of Greater Rochester	rodney.young@uwrochester.org	All
	Rochester Association of Black Journalists (RABJ)	https://rabjournalists.org/	2
	WXXI News (internal recruiting)	Internal job posting	All
	WXXI Website	https://www.wxxi.org	All
	WXXI Twitter	Twitter Page	4
	WXXI Facebook	Facebook	8
	WXXI LinkedIn	LinkedIn	6
	Genesee Valley Chapter, SHRM	jobs@gvcshrm.org	0
	NHRA	https://www.humanresources.org/affiliates/rochester/	0
	Minority Reporter	davemc@minorityreporter.net	1
	Ibero-American Action League	information@iaal.org	1
	CCSI	https://www.ccsi.org/Employment/Community-Job-Postings	All
	ShiftDiff	https://shiftdiff.com/	0
	WNYACC – Western New York Association of College Career Centers	https://www.wnycollegeconnection.com/wnyacc-about-us	All
	Zip Recruiter	https://www.ziprecruiter.com/post-a-job	0

Attachment A

	Full Time Position	Total No of Interviewees	Recruiting Source of Hire
1.	Different Radio Music Director	1 1 (WXXI Site)	WXXI Website
2.	Ready to Learn Partnership Manager	1 1 (WXXI Site)	WXXI Website
3.	Chief Engineer	1 1 (WXXI Site)	WXXI Website
4.	Systems Administrator	4 1 (WXXI Site) 3 (Indeed)	Indeed
5.	Executive Director, Little Theatre	3 3 (WXXI Site)	WXXI Website
6.	TV Digital Media Coordinator	4 1 (WXXI Site) 3 (Indeed)	Indeed
7.	Classical Host/Digital Library Assistant	3 1 (WXXI Site) 2 (Indeed)	WXXI Website
8.	AR Specialist	2 1 (Indeed) 1 (WXXI Site)	Indeed
9.	Director, Leadership Giving	3 1 (Employee Referral) 2 (Indeed)	Employee Referral
10	Development & Operations Administrator	3 2 (WXXI Site) 1 (Indeed)	WXXI Website
11	Office Manager, Little Theatre	4 2 (WXXI Site) 2 (Indeed)	WXXI Website
12	Digital Library Technician	3 1 (LinkedIn) 2 (WXXI Site)	LinkedIn
13	CITY Editor	5 4 (WXXI Site) 1 (Internal)	WXXI Website
14	IT Manager	4 3(WXXI Site) 1(Indeed)	WXXI Website
15	Radio Ops	7 7 (Indeed)	Indeed

Attachment B – SUPPLEMENTAL OUTREACH (47 CFR 73.2080 (c) (2))

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2) (i) Participation in Job Fairs	HR Coordinator	<ul style="list-style-type: none"> Volunteers of America and The Citizenship & Science Academy of Rochester February 23rd 2023 Roc The Block Employment Fair Aug 9th, 2023 Roc the Block Job Fair- Parcel 5, September 27th, 2023
	News Department	<ul style="list-style-type: none"> Community Job Fair Event, Feb. 2023. ROC the Block Community Employment Fair, Sept. 2023.
47 CFR 73.2080 (c)(2) (iv) Participation in events sponsored by organizations interested in broadcast employment	N/A	<ul style="list-style-type: none"> No information to report
47 CFR 73.2080 (c)(2)(v) Internships	Communications Content Strategist Manager	<ul style="list-style-type: none"> NYS Broadcaster Association: Two Interns during Summer 2023 semester from local college
	Director, Classical Programming	<ul style="list-style-type: none"> Spring 2023 – Hosted Eastman School of Music ALP Intern
	Great Lakes Reporter	<ul style="list-style-type: none"> Led a 12-week internship program for two college students, summer 2023.
	Producer	<ul style="list-style-type: none"> Led shadowing opportunities for high school graduate and three college interns, summer 2023
47 CFR 73.2080 (c)(2)(vi) Job banks in general	CHRO	<ul style="list-style-type: none"> Submitted all full time and part time vacancies to WNYACC – Western New York Association of College Career Centers Submitted all full time and part time vacancies to Indeed.com Submitted positions to HandShake to reach college students and recent graduates CCSI job board Sent United Way leadership program rep positions for distribution Submitted all full time and part time vacancies to Zip Recruiter

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2)(viii) Training programs designed to enable station personnel to acquire skills to qualify for higher level positions	CHRO	<ul style="list-style-type: none"> • Management Training- Managing Workplace Negativity, January 2023 • DEI Consultant work with Synergy Consulting, February 2023 • Spark HR, February 2023 • GVC SHRM/NHRA Legal Update Feb 2023 • Black in Employee Relations Feb 2023 • Lifting the Fog of Pay Transparency Compliance March 2023 • Facilitating Conflict Resolution in the Workplace March 2023 • Greater Rochester Chamber of Commerce, and our Women's Council -Women Empowering Women Conference March 2023 • Reclaiming Our Peace in Public Media through Visioning March 2023 • PMBA Webinar: DEI Session with NPR's Keith Woods and PBS' Cecilia Loving March 2023 • SJFC Diversity Conference March 2023 • Exploring a New Model for Employee Retention and Satisfaction April 2023 • HR Summer School 2023 June 2023 • 2023 United Way Non-Profit Summit June 2023 • SharePoint Lunch & Learn July 2023 • Succession Planning - More Critical Now Than Ever July 2023 • LGBTQ+ Cultural Competency – Trillium Health July 2023 • Greater Public Our Hour: With Jason Sole: Future of Public Media September 2023 • YWCA Empowering Women Luncheon Oct 2023 • GVC SHRM 2023 HR Conference Oct 2023 • 2024 Signature Conference: Beyond Trauma... A Journey to Wellness January 2024 • Empowering and Elevating Women in Leadership January 2024
	HR Coordinator	<ul style="list-style-type: none"> • Black Women Navigating the Workplace: Moving from Surviving to Thriving February 10th • Legal (NHRA) - Rochester Affiliate. February 15th • ROC: Pro-Roc 2nd Talent Acquisition Conference: Level Up Your Organization, Your Team, and Yourself June 6th, 2023 • GVC SHRM's DEI Program: Managing Diversity of Thought in the Workplace - Many Choices - Different Voices September 21st, 2023 • SHRM 2023 HR Conference October 18th, 2023 • Finding Affinity and Support October 25th, 2023
	CITY 12 Manager	<ul style="list-style-type: none"> • Unboxing The Future of Social Media • From Ally to All In • Reignite The Flame: Renewing Your Commitment To Equity In Public Media

Outreach	Employee	Activity
	Move to Include Project Manager	<ul style="list-style-type: none"> • Management Training (WXXI provided) - April & May 2023 • PBS Annual Meeting - May 2023 • Making Your Content & Events Accessible (NY Assoc. for Independent Living) - May 2023 • M+R Benchmarks for Public Media - June 2023 • Conference of State Parties to the UN CRPD (COSP16) - June 2023 • Why Accessible Content is Everyone's Responsibility (IAAP) - July 2023 • Access the Vote: Disability and Democracy - July 2023 • YoPro Talks (occur more or less monthly) • Accessibility in Action: Indigenous Communities - July 2023 • Designing and Sustaining An Effective Digital Accessibility Program (IAAP) - August 2023 • Diversability Unplugged: The Power of the Disability Vote - August 2023 • AI, Neurodiversity, and the Next Generation of Consumer Engagement - August 2023 • Web AIM virtual conference - August 2023 • Disability and Philanthropy Forum (Monthly) • Greater Public Roundtable: Utilizing Events to Increase Audience - September 2023 • Boundless Together conference (University of Rochester) - September 2023 • M-Enabling Summit (IAAP) - October 2023 • Language Matters media training - October 2023 • Building Your Own Interdepartmental Audience Data Team - October 2023 • Fostering Grant Funding Through Community Impact - October 2023 • Section 508 Best Practices Series - November 2023
	IT Manager	<ul style="list-style-type: none"> • vSphere ICM v7 for The Real World StormWind online training May-September 2023 • SBE Webinar Basic RF for IT SBE (Society of Broadcast Engineers Webinar) July 2023 • Cisco Catalyst Switching Crash Course StormWind online training September 2023
	IT Systems Administrators	<ul style="list-style-type: none"> • Microsoft 365 Fundamentals StormWind online training July 2023 • SBE Webinar Basic RF for IT SBE (Society of Broadcast Engineers Webinar) July 2023 • Cisco Wireless Lan Essentials StormWind online training July 2023 • Isilon Storage Training August 2023 • Secure Connect Gateway Dell Training October 2023 • Dante Level 1 Certification Dante On-Line Training October 2023 • IT Department Server Updates IT Cross Training October 2023 • Microsoft 365 SharePoint Training through StormWind online Oct 2023 • Security Cloud Training Symantec Nov 2023 • VMware Power CLI training VMware Jan 2024

Outreach	Employee	Activity
	Engineering Department – All Staff	<ul style="list-style-type: none"> • Remote Production Switcher 1/2023 • What You (Might Have) Missed at NAB, And More 4/2023 • Fiber Optic Cables for HD Broadcast 5/2023 • Monitoring Video, Audio & Anc data in a hybrid SDI – IP world 6/2023
	Sr. Broadcast Engineer	<ul style="list-style-type: none"> • AES New York 2023
	VP, Technology & Operations	<ul style="list-style-type: none"> • NAB October 2023
	Broadcast Engineer	<ul style="list-style-type: none"> • National Association of Broadcasters Conference April 2022
	Digital & On-Air Fundraising Manager	<ul style="list-style-type: none"> • October 2023 PBS webinar: Online Fundraising Audit: Results and Tips • September 2023 PBS webinar: Integrated Membership Series: Giving Tuesday • September 2023 M+R webinar: SMS for Fundraising • September 2023 LKA webinar: Public Media Membership Programs • September 2023 PBS webinar: Integrate Passport into Your Year-end Fundraising • August 2023 M+R webinar: Preparing for Fall Fundraising • August 2023 Greater Public webinar: Fall Fundraising Kickoff • August 2023 Greater Public roundtable: Using Matches and Challenges Successfully • August 2023 NPR webinar: NPR+ Customer Service & Stripe Training • August 2023 PBS webinar: Passport Customer Service • August 2023 PBS webinar: Implementing the Federated Giving Form • July 2023 PBS webinar: Local Streaming Initiative • July 2023 WXXI Lunch and Learn: Sharepoint • June 2023 M+R 6-part training: Digital Advertising for Public Media • June 2023 Greater Public webinar: State of the System in Public Radio & TV • June 2023 Greater Public Webinar: M+R Benchmarks for Public Media • May 2023 Greater Public roundtable: Getting New Members Outside Drives • April 2023 NPR webinar: CY22 Fundraising Results • April 2023 Greater Public webinar: PMGD Email and Digital Strategy • March 2023 PBS webinar: Culture of Philanthropy • March 2023 Greater Public roundtable: Let's Talk Premiums

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • February 2023 CDP webinar: Public Media Giving Days • February 2023 TRAC Media webinar: How Audiences are engaging with Pledge and PTV • January 2023 PBS webinar: Integrated Fundraising • January 2023 Greater Public webinar: Sustainers for Life • January 2023 Nonprofit Hub webinar: 5 Proven Digital Fundraising Insights for 2023
	TV Programming Director	<ul style="list-style-type: none"> • PBS Annual Meeting & PTPA Spring Meeting, San Diego, May 2023: A Schedule Checkup, The Future of the Programmer – Breakout Session • BBC Showcase/PTPA Fall Meeting, Minneapolis, Minnesota October 2023 Discoverability – How Your Audience Finds You YouTube Consolidation Project for Stations Great Northern • APT Fall Marketplace, Rancho Mirage, California - November 2023 PTPA Presents: Is your Station Prepared to Serve Your Audience in an Emergency? • Monthly Programmer Calls held by TRAC Media
	Director of Interactive Services	<ul style="list-style-type: none"> • 1/31/2023 Kanopi Training • 2/6/2023 Kanopi Training • 2/13/2023 Kanopi Training • 2/21/2023 Marketing • 3/7/2023 Automation • 3/24/2023 Optimization • 5/1/2023 Kanopi Training • 7/7/2023 Audience • 7/20/2023 Narrative • 9/2/2023 Kanopi Training • 9/15/2023 Editing • 9/22/2023 YouTube • 9/12/2023 YouTube • 9/13/2023 Editing • 9/20/2023 YouTube • 9/27/2023 NPR • 9/29/2023 YouTube • 10/5/2023 Audience • 10/11/2023 NPR • 12/21/2023 Coaching • 12/22/2023 YouTube • 12/28/2023 Coaching • 12/29/2023 Coaching Strategic Planning
	Corporate Sponsorship Director	<ul style="list-style-type: none"> • January-August 2023 Digital Transformation Project Trainings CPB/Poynter • January 2023 Management Training WXXI • February 2023 Webinar: Public Media, Music Copyrights, and You • March 2023 Webinar: MRI-Simmons 2022 Notebook Overview

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • March 2023 Webinar: News Philanthropy Network: Corporate Giving Series Lenfest • April 2023 Coaching for Performance WXXI • May 2023 Managing and Documenting Employee Performance, May Corporate Giving Peer Group Meeting Lenfest • September 2023 The Power of an Interdepartmental Audience Team • October 2023 Unlocking Audience Value through Shared Digital Infrastructure
	Corporate Sponsorship Team	<ul style="list-style-type: none"> • 1/24/23 Webinar: CSPI Lunch & Learn - Client-Facing E-Communication • 2/21/23 GoToWebinar - PrimeLingo: Report Builder 2 Basics • 2/23/23 Webinar: Greater Public: Audience Development • 3/8/23 Webinar: MRI-Simmons 2022 Notebook Overview • 3/16/23 Webinar: News Philanthropy Network: Corporate Giving Series • 7/6/23 Webinar: Key Findings from Borrell's Latest Survey of Local Ad Buyers & Agencies • 8/2/23 Webinar: Understanding Today's Media Planners & Buyers • 9/19/23 In-person: NYSBA Regional Sales Training • 9/28/23 Webinar: FCC Guidelines Workshop: Real-World Station Examples • 10/24/23 Unlocking Audience Value through Shared Digital Infrastructure • 10/26/23 Greater Public – AI & Nonprofit Pros: Essential Insights for Success
	Donor Operations Manager	<ul style="list-style-type: none"> • HR Works Manager Training Spring 2023 • June 2023-Cleaning up Activities and Streamlining Work for your Station • May 2023-End of Year Reporting • February 2023- Analysis Report Features • October 2023 - PBS training for MVault duplicate clean up • October 2023 - Stripe zoom training for working with Stripe donations • October 2023 - Allegiance phone training Stripe import/verification process
	Education Training & Family Engagement Manager	<ul style="list-style-type: none"> • RIT Expressions with Nikki Hannah-Jones January 2023 • RTL Computational Thinking for Early Grade with Work it Out Wombats February 2023 • RTL Learning Neighborhood - Coffee Chat February 2023 • RTL Mentor Hours - State Planning Project March 2023 • RTL State Scaling Project - Monthly Office Hours March 2023 • RTL Intergenerational Learning Study Findings March 2023 • RTL Hybrid Co-Design Project Kickoff May 2023

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • RTL Bundle Menu Pilot Kickoff May 2023 • Hybrid Co-Design Project Idea Exchange May 2023 • RTL Hybrid Co-Design Project Cohort June 2023 • RTL Hybrid Co-Design Project Cohort July 2023 • RTL Computational Thinking Webinar July 2023 • Work It Out Wombats FCL Training Part 1 July 2023 • Work It Out Wombats FCL Training Part 2 Aug 2023 • RTL Hybrid Co-Design Project Cohort Aug 2023 • RTL State Scaling Project - Monthly Office Hours Aug 2023 • PBS KIDS Brand Training Session Aug 2023 • NYSED Office of Early Learning P3 Summer Institute Aug 2023 • RTL Cohort 1 & 1 Budget Workshop Aug 2023 • Family Math Toolkit: Promoting Math Positivity Through Hands-on Learning and Interactive Workshops Aug 2023 • NETA Conference Sept 2023 • RTL Year 4 Hybrid Co-Design Office Hours Sept 2023 • RTL Modular Implementation Webinar Sept 2023 • RTL State Scaling Project - Monthly Office Hours Oct 2023 • RTL Year 4 Hybrid Co-Design Project Cohort October 2023 • RTL Learning Neighborhoods Evaluation & Event Tracker Overview October 2023 • 2023 State of the Latinx Community October 2023 • GRASA Provider Network Event October 2023 • RTL Year 4 Co-Design Check-in November 2023 • RTL State Scaling Project - Monthly Office Hours Nov 2023 • RTL Modular Engagement Learning Goals Webinar Nov 2023 • PBS KIDS & PBS LearningMedia Monthly Webinar Dec 2023 • RTL Year 4 Co-Design Check-in Dec 2023 • RTL Modular Family Engagement Training Dec 2023 • RTL Mentor Hours - State Planning Project Dec 2023 • RTL Cohort 3 Work It Out Wombats Training Dec 2023 • RTL Monthly Coffee Chat Dec 2023 • RISE Scholar Coop Program

Outreach	Employee	Activity
	Program Director, Classical Radio	<ul style="list-style-type: none"> • 1/24/23 – Management Training: Managing Workplace Negativity • 1/25/23 – Synergy Team Zoom • 2/16/23 – NPR Composer 2 Office Hours • 3/7/23 – GROVE User Group sharing/training • 3/8/23 – Management Training: Facilitating Conflict Resolution • 3/9/23 – Pledge Training • 3/16/23 – NPR Music Rights Webinar • 3/22/23 – Development Webinar • 3/23/23 – PRPD Classical Group meet-up • 3/29/23 – PRPD Strategic Planning Webinar • 4/17/23 – ENCO Refresher training • 4/18/23 – NPR Grove User Research Zoom • 4/27/23 – PRPD Classical Group meet-up • 5/2/23 – Management Training: Managing and Documenting Employee Performance • 6/15/23 – Current: Retention of Employees in Public Media • 7/11/23 – SHAREPOINT Lunch & learn • 10/31/23 – PRPD Webinar – Public Radio Tech Survey 2023 • 11/7/23 – PRPD Webinar – Millennials and Core Values • 12/7/23 – NPR Office Hours/Webinar – Optimizing Home Page in GROVE
	VP, Development	<ul style="list-style-type: none"> • APTS Public Media Summit February 2023 • Management Trainings March- May 2023 • PBS Annual Meeting May 2023
	Various Reporters	<ul style="list-style-type: none"> • Art of the Scene” through radiobootcamp.org in April 2023. • Language Matters: Framing the Story when Covering the Disability Community,” hosted by The Arc of Monroe, Oct. 19, 2023. • Trimming the Fat: Crafting Powerful Verb-Centric Writing for Radio (and Digital),” hosted by New York Public Radio, Nov. 13, 2023. • NPR Education Desk Fly-in meeting August 2023 • Virtual Education Desk Symposium March 2023
	News Department Leadership	<ul style="list-style-type: none"> • Management Training March- April 2023
	Communications Content Strategist Manager	<ul style="list-style-type: none"> • PRSA Northeast District Conference • Digital Transformation Project, funded by CPB and provided by Poynter Institute for Media Studies. • PBS Annual Meeting • Management Training

Outreach	Employee	Activity
	Executive Office Administrator	<ul style="list-style-type: none"> • Digital Transformation Project January – August 2023 • Black Women Navigating the Workplace February 2023 • St. John Fisher University DEI Conference March 2023 • PBS Annual Meeting May 2023 • Interrupt Racism Conference September 2023 • Finding Affinity and Support October 2023 • Generational Diversity November 2023
	Director, Classical Music	<ul style="list-style-type: none"> • Management training held at WXXI. January 2023 • ENCO Training for radio announcers Feb 2023 • Audience Development Summit Webinars Feb 2023 • Music Rights Agreements Webinar March 2023
	VP Education & Interactive Services	<ul style="list-style-type: none"> • 1/23/2023 Manager Training on Managing Negativity • 1/25/2023 NSF: Why Convergence Education? Preparing for the Future of STEM • 1/30/2023 Love in the Time of Fentanyl Screening/Talkback Overdose & Harm Reduction • 1/30/2023 GLOW Youth Event Meeting • 2/1/2023 GLOW One-Stop Partners Committee & Training • 2/2/2023 NETA: Public Media, Music Copyright and You • 2/6/2023 Becoming Frederick Douglass & Harriet Tubman Screening/Talkback • 2/7/2023 PBS KIDS & PBS LearningMedia Monthly Update • 2/10/2023 FL STEM Hub Training • 2/13/2023 GLOW Youth Healthcare Event Meeting • 2/14/2023 GLOW Youth Manufacturing, Agriculture, Skill Trades Event Meeting • 2/16/2023 PBS LearningMedia Editorial Best Practices • 2/28/2023 GLOW Youth Healthcare Event Meeting • 3/1/2023 NETA Education: Building Relationships with Teachers • 3/7/2023 Workforce Innovation & Performance Committee Rworks • 3/7/2023 PBS KIDS & PBS LearningMedia Monthly Update • 3/10/2023 FL STEM Hub Training • 3/13/2023 GLOW Youth Healthcare Event Meeting • 3/14/2023 Rochester Works One-Stop Partners Meeting • 3/23/2023 How to Make Your Content Sparkle in the CMS • 3/23/2023 Ready to Learn Intergenerational Learning Study Findings • 3/27/2023 Free Chol Soo Lee Screening/Talkback Event • 3/28/2023 Ready to Learn Hybrid Course Co-Development • 3/29/2023 Making Events more Accessible from ITVS • 4/4/2023 Management Training (Coaching for Improved Performance) • 4/4/2023 PBS KIDS & PBS LearningMedia Monthly Update • 4/5/2023 APAA event planning • 4/11/2023 Sesame Street In Communities NYS Parental Addiction

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 4/12/2023 NETA Education Family Engagement in Community Spaces Webinar • 4/14/2023 FL STEM Hub Training • 4/27/2023 Bright By Text Update Webinar • 5/2/2023 Management Training (Managing and Documenting Employee Performance) • 5/2/2023 PBS KIDS & PBS LearningMedia Monthly Update • 5/3/2023 Hybrid Learning Webinar Training • 5/9/2023 Virtual Training no Parental Addiction Resources • 5/10/2023 GLOW Partners One-Stop Meeting/Training • 5/11/2023 PBS LearningMedia Creating Accessible Documents • 5/12/2023 FL STEM Hub Training • 5/22/2023 Idea Exchange for Statewide Ready to Learn Webinar • 5/31/2023 RTL Bundle Menu Pilot Training • 6/6/2023 Workforce Innovation & Performance Meeting • 6/6/2023 Rochester Works One-Stop Partners Meeting • 6/6/2023 PBS KIDS & PBS LearningMedia Monthly Update • 6/7/2023 NETA Education Family Engagement in Community Spaces Meet-up • 6/9/2023 FL STEM Hub Training • 6/12/2023 Regional One-Stop Joint Partners Meeting • 6/13/2023 HybridCo-Design Learning Webinar Training • 6/14/2023 Bright By Text Qtr Update Webinar • 6/15/2023 PBS Learningmedia: Planning & Structure for Cross Platform • 6/21/2023 GLOW Partners Training: Vocational Rehabilitation Services • 7/11/2023 GLOW Youth Manufacturing, Agriculture, Skill Trades Event Meeting • 7/11/2023 PBS KIDS & PBS LearningMedia Monthly Update • 7/11/2023 Hybrid Co-Design Stations Webinar • 7/14/2023 FL STEM Hub Training • 7/17/2023 Ready to Learn & Campaign for Grade Level Reading Webinar • 7/25/2023 RTL Webinar Computational Pre-Sesssion Thinking with the Wombats • 7/27/2023 NETA Education Back to School Planning Meet-up Webinar • 7/31/2023 Work It Out Wombats FCL Part 1 Training Webinar • 8/1/2023 Work It Out Wombats FCL Part 2 Training Webinar • 8/8/2023 GLOW Youth Manufacturing, Agriculture, Skill Trades Event Meeting • 8/11/2023 FL STEM Hub Training • 8/15/2023 PBS Hybrid Courses Webinar • 8/29/2023 Grant Budgeting Webinar • 8/30/2023 Bright By Text Qtr Update Webinar • 9/8/2023 FL STEM Hub Training • 9/10/23-9/14/23 NETA Conference

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 9/26/2023 GLOW With Your Hands Youth Event • 9/27/2023 G4 Training from NPR • 10/3/2023 PBS KIDS & PBS LearningMedia Monthly Update • 10/11/2023 Hybrid Design Webinar • 10/12/2023 Rochester Works One-Stop Partners Meeting • 10/13/2023 FL STEM Hub Training • 10/16/2023 Ibero Rochester's Virtual Panel Nuestro Barrio & Rochester's Future • 10/18/2023 GLOW Youth Healthcare Event Meeting • 10/24/23 & 10/26/23 PBS Annual Meeting Virtual Conference • 10/25/2023 NYATEP Conference • 10/31/2023 GLOW One Stop Partners Meeting • 11/3/2023 Finger Lakes One Stop Partners Meeting • 11/7/2023 PBS KIDS & PBS LearningMedia Monthly Update • 11/10/2023 FL STEM Hub Training • 11/13/2023 American Masters: The VIA Project - Visibility, Inclusion, and Accessibility Training • 11/15/2023 GLOW Youth Healthcare Event Meeting • 11/20/23-11/21/2023 NYSCATE Conference • 12/8/2023 FL STEM Hub Training • 12/18/2023 PBS LearningMedia New Greenlighting Process Webinar • 12/19/2023 PBS LearningMedia Career Collections for Youth & Inclusion • 1/9/2024 GLOW Youth Manufacturing, Agriculture, Skill Trades Event Meeting • 1/10/2024 GLOW Youth Healthcare Event Meeting • 1/12/2024 FL STEM Hub Training
47 CFR 73.2080 (c)(2)(ix) Establishment of a mentoring program	CHRO	<ul style="list-style-type: none"> • Job shadowing program for student to learn the industry of Public Media •
	Director, Classical Music	<ul style="list-style-type: none"> • Job shadowing opportunity for students to learn about the process of managing a music library
47 CFR 73.2080 (c)(2)(x) Participation in events sponsored by educational institutions related to careers in broadcasting	Photojournalist	<ul style="list-style-type: none"> • Irondequoit High School photo/design workshop

Outreach	Employee	Activity
	News Director	<ul style="list-style-type: none"> Journalists Association of NY awarded one student cash prize to support education in Journalism
	CHRO	<ul style="list-style-type: none"> RCSD: James Monroe Upper HS Career Exploratory Fair
	Director, Classical Music	<ul style="list-style-type: none"> Spoke to Eastman School of Music students March 2023
	CITY Editor	<ul style="list-style-type: none"> Guest teacher for a multimedia reporting class at SJFU
	CITY Editors	<ul style="list-style-type: none"> CITY staffers spoke in at least one college class or on a panel, for a total of 5-7 classes
47 CFR 73.2080 (c)(2)(xii) Listing of upper category openings in media trade groups whose members include substantial participation of women and minorities	N/A	No Upper-level positions during time period
47 CFR 73.2080 (c)(2)(xiv) Provision of training to management regarding methods of ensuring equal employment opportunity and prevention of discrimination	All Staff	<ul style="list-style-type: none"> Sexual Harassment/Unconscious Bias Training
	CHRO	<ul style="list-style-type: none"> Pro Roc NHRA Talent Acquisition Meetings Urban League of Rochester Interrupt Racism Summit 2023 PMBA Webinar: DEI Session with NPR's Keith Woods and PBS' Cecilia Loving
	Donor Operations Manager	<ul style="list-style-type: none"> July 27 LGBTQ+ Cultural Competency
	New employees	<ul style="list-style-type: none"> New employee orientation, held quarterly – includes our EEO policy and all other organization policies
	All Managers	<ul style="list-style-type: none"> Management Training March- May 2023
47 CFR 73.2080 (c)(2)(xv) Training to personnel in	N/A	No information to report

Outreach	Employee	Activity
broadcast employment opportunities that would enable them to better refer candidates		
	CHRO	<ul style="list-style-type: none"> • 2023 SHRM Legal Update • Bond, Schoeneck & King PLLC Weekly Webinars
47 CFR 73.2080 (c)(2)(xvi) Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates	GM/Executive VP	<ul style="list-style-type: none"> • Public Media General Manager Meetings –ongoing
	CHRO	<ul style="list-style-type: none"> • Public Media HR Group –Monthly meetings on HR updates and employment opportunities – ongoing • QUEST meetings – HR Group –monthly meetings on HR updates and employment opportunities – ongoing • SHRM – Society of Human Resource Management, Rochester chapter • NHRA- National Human Resources Association, Rochester chapter • Public Media For All Membership- Monthly Meetings • Pro-ROC (Professional Recruiters of Rochester) Monthly Meetings • PMBA 2023 Annual Conference