

**EEO Public File Report for WSKG Public Media (Stations WSKG-TV, WSKG-FM, WSQX-FM)
February 1, 2023 – January 31, 2024**

The following full-time vacancies were filled for the period February 1, 2023 through January 31, 2024.

Full Time Vacancy	Recruitment Source of Hire	Total Number of Interviewees from All Sources	Full list of Sources for each Position
1. PBS Learning Media Asst	Indeed.com	3	Internal Posting WSKG Website WSKG Social Media Platforms *Indeed.com (2) NYS Job Bank Handshake College Central Employee Referral (1)
2. President/CEO	WSKG Website	7	Internal Posting (1) WSKG Facebook *WSKG Website (6) CPB Website Indeed.com
3. Early Learning Coordinator	Indeed.com	3	Internal Posting WSKG Website WSKG Social Media Platforms (1) *Indeed.com (2) NYS Job Bank Handshake College Central

Total Number of Interviewees from each Source:

- Sources with Interviewees in **bold**
- Number of interviewees from each source listed in parenthesis ()
- Source of Hire Indicated with a *

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4. Reporter/Producer Corning	Employee Referral	3	Internal Posting WSKG Website WSKG Social Media Platforms Indeed.com (1) NYS Job Bank CPB Jobline (1) Handshake *Employee Referral (1)
5. Executive Assistant	WSKG Website	4	Internal Posting *WSKG Website (1) WSKG Social Media Platforms Indeed.com (3) NYS Job Bank CPB Jobline
6. Broadcast Engineer	WSKG Website	4	Internal Posting *WSKG Website (2) WSKG Social Media Platforms Indeed.com (2) NYS Job Bank CPB Jobline SBE NYS Broadcasters Assoc
7. Host/Reporter	CPB Jobline	4	Internal Posting WSKG Website (1) WSKG Social Media Platforms Indeed.com (1) NYS Job Bank *CPB Jobline (1) Internal Candidate (1)

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8. Reporter/Producer Ithaca	CPB Jobline	2	Internal Posting WSKG Website WSKG Social Media Platforms Indeed.com NYS Job Bank *CPB Jobline (2) NABJ NAHJ Handshake
9. Climate Reporter/Producer	CPB Jobline	3	Internal Posting WSKG Website (1) WSKG Social Media Platforms Indeed.com (1) NYS Job Bank *CPB Jobline (1) NABJ NAHJ Handshake

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Recruitment Contacts

College Central

297 Kingsbury, Ste. D
P.O. Box 4470
Stateline, NV 89449-4470
<https://www.collegecentral.com/>

Community Options

Maggie McNamara
maggie.mcnamara@comop.org
601 Gates Rd, Suites 2 and 3
Vestal NY 13850
<https://www.comop.org/services/employment/>

CPB Jobline (Corporation for Public Broadcasting)

401 9th Street, NW
Washington, DC 20004-2129
202-879-9600
<https://www.cpb.org/jobline>

Handshake

<https://joinhandshake.com/>

Indeed.com

6433 Champion Grandview Way Bldg 1
Austin, TX 78750
512-459-5300
<https://www.indeed.com/>

(NABJ) National Assoc of Black Journalists

8800 Lakewood Dr #117
Windsor, CA 95492
info@nabjcareers.org
626-792-3846
<https://nabjcareers.org/find-jobs/>

(NAHJ) National Assoc of Hispanic Journalists

PO Box 117
Windsor, CA 95492
626-792-3846
info@nahjcareers.org
<https://www.nahjcareers.org/find-jobs/>

NYS Broadcasters Assoc

1805 Western Ave
Albany, NY 12203
518-456-8888
<https://www.nysbroadcasters.org/jobs>

NYS Job Bank

New York State Department of Labor
Division of Employment and Workforce
Solutions
Harriman Campus, Building 12, Room 436
Albany, NY 12240
1-888-4-NYS-DOL
<https://newyork.usnlx.com/>

SBE (Society of Broadcast Engineers)

9102 North Meridian Street, Suite 150
Indianapolis, IN 46260
317-846-9000
<https://sbe.org/resources/jobs/>

WSKG Social Media Platforms

601 Gates Road
Vestal, NY 13850
(607) 729-0100
<https://www.facebook.com/WSKGPUBLICBROADCASTING/>
<https://twitter.com/WSKG>
<https://www.linkedin.com/company/wskg/posts>

WSKG Website

601 Gates Road
Vestal, NY 13850
(607) 729-0100
<https://www.wskg.org/jobs>

Long-Term “Prong 3” Non-Vacancy-specific Recruitment Initiatives

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Date	Initiative	Description	Scope of Involvement	Personnel Involved
Ongoing	Training & Professional Development Initiative	Facilitate participation in training opportunities, both industry specific as well as general, to assist employees in acquiring skills that could qualify them for higher-level positions.	<ul style="list-style-type: none"> ● How to Make Your Two-Ways Great Webinar, Brent Fox, Seth Nichols, March 14, 2023 ● PBS Annual Meeting, Brianna Moreno, John Bell, Natasha Thompson, May 15-17, 2023 ● NETA Annual Conference, Brianna Moreno, Sept 11-14, 2023 ● Public Radio Program Director Annual Conference, Crystal Sarakas Kocher, Sept 18 – 21, 2023 ● Audience Development Summit 2023, John Bell, Feb 22, 2023 ● PMDMC Atlanta, John Bell, July 11-14, 2023 ● 2023 PBS Annual Meeting: Breakouts, John Bell, Oct 24-26, 2023 ● CPB Compliance and OIG Findings, Natasha Thompson, Apr 26, 2023 ● PBS Executive Leadership Program, Natasha Thompson, Jul – Nov, 2023 ● 2023 PBS Data Literacy Cohort, Patrick Holmes, Jan – Aug 2023 ● Reporting on Addiction, Phoebe Taylor-Vuolo, Sept 27, 2023 ● Covering Disability with Respect & Accuracy, Phoebe Taylor-Vuolo, Feb 23, 2023 ● Attention Broadcast Sellers and Leaders: Never be Boring!, Richard Maynard, Jan 10, 2023 ● Greater Public Roundtable: Classical Station Underwriting Check-In, Richard Maynard, Feb 22, 2023 ● Leveraging Educational Assets & Engagement to Grow Corporate Revenue, Sept 26, 2023 ● Backstage at CES: What Happened in Vegas, Seth Nichols, Jan 19, 2023 ● Public Media, Copyrights, and You, Seth Nichols, Feb 2, 2023 ● AQ5: Radio Talent in the AI Era, Seth Nichols, Sept 13, 2023 	All Employees
Ongoing	EEO and prevention discrimination Efforts	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<ul style="list-style-type: none"> ● Preventing Harassment and Discrimination: Supervisors, Sept 2023 	Managers

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Ongoing	Participation in programs related to career opportunities	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<ul style="list-style-type: none"> • WSKG offered the Writer’s Challenge to students in grades K-12 where students could pick a genre to show their best creative writing. Awards were given to students in all categories and age groups. Experts on the writing craft helped in classrooms throughout our region to show the process of writing. • Worked with high school students to fine-tune and edit and originally produced podcast for publication on WSKG platforms. Part of the Student Podcast Challenge, May 2023 - Present • Provided ongoing in person virtual tours and coaching to local educators and students about careers in media and media literacy as requested, Jan 2023 – Dec 2023 • WSKG collaborated with the Catskill Regional Teacher Center offer professional development related to the documentary Hiding in Plain Sight: Youth Mental Illness a documentary relating to mental health curriculum, Jan 2023 – Feb 2023 	Brieanna Moreno (Director of Education)
Ongoing	Internship Initiative	Continuation of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	<ul style="list-style-type: none"> • Chenango Forks High School Intern, Nov 2023-Mar 2024. Intern is focused on learning about the different moving parts of a public television and radio studio (i.e. Education, Television, Radio) by observing and doing mini projects to help initiatives run more smoothly. 	Brieanna Moreno (Director of Education)