

**WSKG PUBLIC BROADCASTING**

**EEO Requirements for Recruitment Sources used for vacancies**

Prong 1

Updated: 1/27/2023

<b>Source #</b>	<b>Source information (including applicable posting and contact information)</b>	<b>Entitled to notification</b>	<b># Candidates Interviewed</b>
1	<b>WSKG Website</b>	Yes	1
2	<b>WSKG Internal Posting</b>	Yes	0
3	<b>AMFMJobs.com</b> Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	No	0
4	<b>Broome County Urban League</b> Jennifer Lesko, CEO 43 Carroll Street Binghamton, NY 13901 607-723-7303 <a href="mailto:jlesko@bcul.org">jlesko@bcul.org</a>	No	0
5	<b>Broome-Tioga Workforce NY</b> Attn: Bill Fowler 171 Front Street Binghamton, NY 13905 607-778-2226 <a href="mailto:btworks@labor.state.ny.us">btworks@labor.state.ny.us</a>	Yes	0
6	<b>Community Options, Inc.</b> 182-184 State Street Binghamton, NY 13901 607-722-5971 <a href="mailto:Jill.LoVuolo@comop.org">Jill.LoVuolo@comop.org</a>	Yes	0
7	<b>Corporation for Public Broadcasting</b> Attn: Deborah Carr 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600 <a href="http://stations.cpb.org/jobline">http://stations.cpb.org/jobline</a>	No	1
8	<b>Economic Opportunity Program, Inc.</b> Attn: Anita Lewis	Yes	0

	650 Baldwin Street		
	Elmira, NY 14901		
	607-734-6174 x201		
	<a href="mailto:alewis@cseop.org">alewis@cseop.org</a>		
9	<b>Elmira College</b>	Yes	0
	Attn: Julie Fielding		
	Office of Counseling and Career Services		
	One Park Place		
	Elmira, NY 14901		
	607-735-1832		
	<a href="mailto:eccareers@elmira.edu">eccareers@elmira.edu</a>		
10	<b>Family Enrichment Network</b>	No	0
	Mary DiFulvio, HR Director		
	24 Cherry Street		
	Johnson City, NY 13790		
	607-723-8313		
	<a href="mailto:mdifulvio@familyenrichment.cc">mdifulvio@familyenrichment.cc</a>		
		No	
11	<b>Greater Public Job Line</b>		0
	PO Box 303279		
	Austin, TX 78703-0055		
	800-454-2314		
	<a href="http://greaterpublic.org/job-line">http://greaterpublic.org/job-line</a>		
12	<b>NABET-CWA Local #26</b>	No	0
	Attn: John Ziller		
	PO Box 5		
	Vestal, NY 13850		
13	<b>PMBA (Public Media Business Association)</b>	No	0
	1300 Piccard Drive, Suite LL14		
	Rockville, MD 20850		
	240-844-3600		
	<a href="mailto:info@pmbaonline.org">info@pmbaonline.org</a>		
14	<b>National Association of Black Journalists (NABJ)</b>	No	0
	1100 Knight Hall, Suite 3103		
	College Park, MD 20742		
	301-405-0248		
	<a href="http://nabjcareers.org/add-listing">nabjcareers.org/add-listing</a>		
15	<b>Public Media Journalists Association</b>	No	0
	PO Box 838		
	Sturgis, SD 57785		

	605-490-3033		
	christine@pmja.org		
16	<b>The Radio Television Digital News Association</b>	No	0
	The National Press Building		
	529 14th Street, NW, Suite 1240		
	Washington, DC 20045		
	202-221-4282		
	membership@rtdna.org		
17	<b>Society of Professional Journalist</b>	No	0
	<a href="http://spj.org/jobs.asp">spj.org/jobs.asp</a>		
18	<b>Native American Journalists Association</b>	No	0
	contact@naja.com		
19	<b>Handshake</b>	No	0
	Favorite schools		
21	<b>INDEED</b>	no	1
	on-line posting <a href="http://Indeed.com">Indeed.com</a>		
23	Linkedin	No	2
24	Twitter	No	0
25	Facebook	No	1
26	Current	No	0
	<a href="http://jobs.current.org">jobs.current.org</a>		
27	The Assoc. of LGBTQ Journalists	No	
	info@nlqja.org		
28	Journalism Jobs	No	0
	<a href="http://journalismjobs.com">journalismjobs.com</a>		
29	National Association of Hispanic Journalists	No	0
	<a href="http://nahjcareers.org">nahjcareers.org</a>		
30	Employee Referrals	No	1

**WSKG PUBLIC BROADCASTING**  
**EEO Requirements for Recruitment Sources used for vacancies**

Prong 2

Prepared by: Rosanne Mulligan

Updated: 1/27/2023

Opened 5/24/22  
 Filled 8/1/22

Opened 5/25/2022  
 Filled 8/22/2022

Opened 8/5/22  
 Filled 10/17/22

Opened 8/24/22  
 Filled 12/13/22

Source #	Source information (including address, phone number and contact name)	Multimedia Writer/Producer/E		Reporter/Producer ME Host		Director of Education		Host/Producer	
		Total Interviewed	Hired	Total Interviewed	Hired	Total Interviewed	Hired	Total Interviewed	Hired
1	WSKG Website	0	0	1	1	0	0	0	0
2	WSKG Internal Posting	0	0	0	0	0	0	0	0
3	ACCES- VR	Not Used		Not Used		Not Used		Not Used	
4	AMFMJobs.com	Not Used		Not Used		Not Used		Not Used	
5	Broome County Urban League	Not Used		0	0	0	0	0	0
6	Broome-Tioga Workforce NY	0	0	0	0	0	0	0	0
7	Broome-Tioga Workforce NY	Not Used		0	0	Not Used		Not Used	
8	Community Options, Inc.	0	0	1	0	Not Used		0	0
9	Corporation for Public Broadcasting	Not Used		0	0	0	0	0	0
10	Economic Opportunity Program, Inc.	Not Used		0	0	0	0	0	0
11	Elimira College	Not Used		0	0	0	0	0	0
12	Family Enrichment Network	Not Used		Not Used		Not Used		Not Used	
13	Greater Public Job Line	Not Used		Not Used		Not Used		Not Used	
14	NABET-CWA Local #26	Not Used		0	0	Not Used		Not Used	
15	PMBA (Public Media Business Association)	Not Used		Not Used		Not Used		Not Used	
16	Other: National Association of Black Journalists (NABJ)	Not Used		0	0	Not Used		0	0
17	Public Media Journalists Association	Not Used		0	0	Not Used		0	0
18	The Radio Television Digital News Association	Not Used		0	0	Not Used		Not Used	
20	Society of Professional Journalist	Not Used		Not Used		Not Used		Not Used	
21	Handshake	Not Used		Not Used		Not Used		Not Used	
22	Indeel	0	0	1	0	Not Used		0	0
23	Native American Journalists Association	Not Used		Not Used		Not Used		Not Used	
24	LinkedIn	Not Used		1	0	Not Used		0	0
25	Twitter	1	1	1	0	Not Used		Not Used	
26	Facebook	Not Used		Not Used		0	0	Not Used	
27	Current	0	0	0	0	1	1	0	0
28	The Assoc. of LGBTQ Journalists	Not Used		Not Used		Not Used		Not Used	
29	Journalism Jobs	Not Used		Not Used		Not Used		Not Used	
30	National Association of Hispanic Journalists	Not Used		Not Used		Not Used		Not Used	
30	Employee Referral	Not Used		1	0	Not Used		1	1
30	No source identified	Not Used		1	0	1	0	1	1

**WSKG PUBLIC BROADCASTING**  
**EEO Public File Report: WSKG-TV, WSKG-FM, WSQX-FM, Binghamton, NY**

**Prong 3 Long-Term Recruitment Efforts**  
**February 1, 2022 – January 31, 2023**

**Prepared by: R. Mulligan**  
**Reviewed by: B. Frey**

**Last Update: January 27, 2023**

<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	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"> <li>● <i>PBS Digital Immersion, Patrick Holmes, 1/22 - 11/22</i></li> <li>● <i>NYS Network for Youth Success - Bias-4 Human Condition, Nancy Coddington, June 2022</i></li> <li>● <i>Public Media Journalists Association Annual Conference, Tom Magnarelli, June 2022</i></li> <li>● <i>Report for America Conference, Phoebe Taylor-Kuolo, June 2022</i></li> <li>● <i>NPR Network Initiative: The NPR + Podcast Bundle, John Bell, June 2022</i></li> <li>● <i>Public Media Development &amp; Marketing Conference, John Bell, July 2022</i></li> <li>● <i>IRE Data Journalism Bootcamp, Megan Zereza, July 2022</i></li> <li>● <i>Audio Tech &amp; Editing 101, NPR, Phoebe Taylor-Kuolo, August 2022</i></li> <li>● <i>FCC Guidelines Workshop: Managing Sponsor Messaging, Seth Nichols, September 2022</i></li> <li>● <i>Crafting a Successful Pitch, Phoebe Taylor-Kuolo, October 2022</i></li> <li>● <i>Truth, Reason and Critical Thinking: Resources for Integrating Media Analysis 5-12, Brianna Moreno, October 2022</i></li> <li>● <i>Teaching About Mis/Disinformation, Brianna Moreno, October 2022</i></li> <li>● <i>Report for America/State Budget Training, Megan Zerez November 2022</i></li> <li>● <i>HostCom 2022, Brent Fox, November 2022</i></li> <li>● <i>Business Analytics &amp; Data Representation, Chris DiRienzo, November 2022</i></li> <li>● <i>PBS Learning Developing Your Value Message for PBS Kids Early Childhood Education, Brianna Moreno, November 2022</i></li> <li>● <i>PBS Learning: Articulating the Educational Value of PBS Kids, Brianna Moreno, November 2022</i></li> <li>● <i>Developing Your Value Message for PBS Kids Early Childhood Education Investment, Stacey Mosteller, November 2022</i></li> </ul>	All managers and supervisors, all employees

			<ul style="list-style-type: none"> <li>Voice Training Workshop Andrew Pioch, Brent Fox, Charles Compton, Patrick Holmes, Phoebe Taylor-Violo, Seth Nichols, Vaughn Golden, William Snyder, Tom Magnarelli, Rocky Brown, Dan Davis November 2022</li> <li>Sourcing Science on All Beats, Phoebe Taylor-Violo, December 2022</li> </ul>	
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2	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"> <li>Leading the way on DEI, John Bell, March 2022</li> <li>Preventing and Reporting Harassment in the Workplace, All employees, May 2022</li> </ul>	All Managers and Employees
3	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"> <li>Rod Serling Film Festival / Virtual screening and q&amp;a session with local K-12 students around WSKG's Rod Serling Film Festival featuring student content and guest experts (10/22)</li> <li>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. (10/22)</li> <li>Provided ongoing virtual tours and coaching to local educators and students about careers in media and media literacy as requested (2/22-1/22)</li> <li>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 (11/22-12/22)</li> <li>WSKG created a survey to send out to constituents about media literacy and its role in families; the survey was used to start the creation of the Media Literacy Awareness Campaign (7/22)</li> <li>Trained 250 educators from across the county to use PBS KIDS Hero Elementary resources and assets in their virtual after school programs. This K-2 school readiness STEM program is designed to engage families and kids in observing, predicting, and testing theories through media, games and hands-on activities. (1-12/22)</li> <li>Presented at two SciGirls STEM gender equity workshops for 80 educators across New York State in partnership with NYS Network for Youth Success. The workshops focused on best practices when working with girls in STEM, diversity, inclusion and facilitating difficult conversations. (4/22)</li> <li>Hosted STEM outreach event at Woodstravine Farm in Norwich in partnership with Binghamton University, Audubon Society and Northeast Foresters. Families participated in hands on activities such as dip-netting.</li> </ul>	Brianna Moreno (Director of Education) and Nancy Coddington (Director of Science Content)

			<p><i>macroinvertebrate identification, tree identification and planting. Approximately 75 people participated in this day-long event.</i></p> <ul style="list-style-type: none"> <li>• <i>WSKG hosted 'Women in Entomology' - a Women in STEM panel in partnership with the Museum of the Earth and Cornell University. This Live-streamed event featured mentor Dr. Corrie Mornea and three PhD students in her lab. They shared their journeys in science and how this isn't a linear path. This event was geared towards middle and high school girls, their families and teachers reaching 1,600 people across 4 countries. (10/22)</i></li> <li>• <i>WSKG hosts a digital monthly science lecture series, Science Pub, connecting scientists and experts to our local and global communities. Topics included IF/TTHEN Ambassador Dr. Ray Wynn-Grant, autism and genetics, science of relationships, solving crimes using genology, science of home health, spiders, and geothermal science. Educators share these virtual events with students to participate in. WSKG has reached approximately 11,250 people with the Science Pub series. (2/22 -12/22)</i></li> <li>• <i>WSKG partnered with the Whitney Point and the Union-Endicott School Districts to train teachers to work with students using gender equitable strategies and SciGirls curriculum. Through this year-long intensive experience, girls engaged in a variety of STEM activities and connected with mentors working in STEM fields. (2/22-1/23)</i></li> <li>• <i>Created Women in STEM media around January's Mentoring Month, showcasing a NASA scientist being interviewed by SciGirls at Whitney Point schools. (11/22-1/23)</i></li> </ul>	
4	Ongoing	Internship Initiative	<p>Continuation of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p> <p>WSKG filled the following positions:</p> <p>Science Internship - Binghamton University (Spring/Summer 2022)</p> <p>Research Internship - LeMoyn College (Spring/Summer 2022)</p>	Nancy Coddington (Science, Director), Brian Frey (Interim President & CEO)