

EEO Public File Report
 WNET.ORG/Educational Broadcasting Corporation
 Licensed television stations: WNET
 WLIW

Report Term: January 24, 2009 – January 22, 2010

Vacancies/Sources Utilized

The following is a list of vacancies filled during the Report Term, and recruitment sources utilized to fill each vacancy. The first recruitment source listed referred the candidate hired for the position. Contact information for each recruitment source is provided below. 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.

Job Title	Recruitment Sources Contacted
Coordinator, WLIW Broadcast Operations	WNET.ORG CraigsList.org TVJobs.com Mandy.com WNET.ORG website
Maintenance Technician	Network and Company
Director, Online Marketing	Networking Art for Change* BMCC/CUNY* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Liberian Community Association of North Jersey (LCAN)* Manhattan EOC Bridge Program* National Latino Media Council* New Heights Neighborhood Center* Per Scholas* Transit Workers for Children* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor WNET.ORG website
Director, National Underwriting	J. Watson Executive Search
Director, National Underwriting	J. Watson Executive Search
Director, National Underwriting	Employee Referral
Vice President, CFO and Treasurer	Right Management Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path*

	New Heights Neighborhood Center* Per Scholas* The Ladders.com Right Management WNET.ORG website
Acting General Manager	Internal Promotion
Staff Editor	Employee Referral
Manager of Operations	Employee Referral
Payroll Supervisor	Core Staffing Art for Change* BMCC/CUNY* Education & Employment Consulting* Harlem Arts Alliance* Manhattan EOC Bridge Program* Media Coalition* National Latino Media Council* New Heights Neighborhood Center* NYU/Tisch School of the Arts* Per Scholas* CareerBuilder Craigslist.org PBS.ORG/PBS Connect TVJobs.com WNET.ORG website
Director, Development Systems	Milford Management Group Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Manhattan EOC Bridge Program* Media Coalition* Per Scholas* National Latino Media Council* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor Foundation Center/PND Idealist.com (Action Without Borders) NewYorkJobs.com WNET.ORG website
Senior Creative Initiatives Officer	WNET.ORG Art for Change* BMCC/CUNY*

	Education & Employment Consulting* Harlem Arts Alliance* Job Path* Liberian Community Association of North Jersey (LCAN)* Manhattan EOC Bridge Program* National Latino Media Council* New Heights Neighborhood Center* NYU/Tisch School of the Arts* Per Scholas* Transit Workers for Children* Action Without Borders (Idealist) Chronicle of Philanthropy Foundation Center/PND WNET.ORG website
Executive Director, Financial Control	WNET.ORG Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Manhattan EOC Bridge Program* Media Coalition* Per Scholas* National Latino Media Council* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com Foundation Center/PND Idealist.com (Action Without Borders) NewYorkJobs.com WNET.ORG website
Director, Patron Programs	WNET.ORG Art for Change* BMCC/CUNY* Education & Employment Consulting* Harlem Arts Alliance* IRTS* Job Path* Manhattan EOC Bridge Program* Media Coalition* Per Scholas* National Latino Media Council* New Heights Neighborhood Center* SmartTech New York*

	America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor Association of Fundraising Professionals Chronicle of Philanthropy Idealist (Action Without Borders) Foundation Center/PND Women in Development/NY WNET.ORG website
Executive Director, Accounting	Employee Referral Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com IMDiversity.com NewYorkJobs.com WNET.ORG website
Publicist	Employee Referral
Coordinator to Board of Trustees	Networking Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com Foundation Center/PND IMDiversity.com NewYorkJobs.com

	WNET.ORG website
Production Coordinator	unknown
News Production Assistant	WNET.ORG Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* Mandy.com TVJobs.com WNET.ORG website
Program Administrative Assistant	Employee Referral Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor Mandy.com TVJobs.com
Production Assistant	unknown
Senior Broadcast IT Specialist	WNET.ORG website Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com IMDiversity.com TVJobs.com WNET.ORG website
Publicist	Employee Referral

Web Manager	<p>Media Pros</p> <p>Art for Change*</p> <p>BMCC/CUNY*</p> <p>Education & Employment Consulting*</p> <p>Harlem Arts Alliance*</p> <p>Job Path*</p> <p>Liberian Community Association of North Jersey (LCANJ)*</p> <p>Manhattan EOC Bridge Program*</p> <p>Per Scholas*</p> <p>National Latino Media Council*</p> <p>New Heights Neighborhood Center*</p> <p>Transit Workers for Children*</p> <p>NYU/Tisch School for the Arts</p> <p>New York Women in Film and TV</p> <p>College Media Advisors/Media Pros</p> <p>Creative Hotlist</p> <p>WNET.ORG website</p>
Supervisor, Video Encoding Facility	WNET.ORG
Web Producer	<p>Creative Hotlist</p> <p>Art for Change*</p> <p>Education & Employment Consulting*</p> <p>Harlem Arts Alliance*</p> <p>Job Path*</p> <p>Per Scholas*</p> <p>New Heights Neighborhood Center*</p> <p>America's Job Exchange</p> <p>Corporate Gray Online</p> <p>RetirementJobs.com</p> <p>Accessible Employment</p> <p>Workplace Diversity.com</p> <p>HireDiversity.com</p> <p>New York State Department of Labor</p> <p>CareerPark.com</p> <p>IMDiversity.com</p> <p>Columbia University</p> <p>Creative Hotlist</p> <p>DC Women in Film and TV</p> <p>Foundation Center/PND</p> <p>WNET.ORG Website</p>
Interactive Web Specialist	<p>Berman Larson Kane</p> <p>Art for Change*</p> <p>BMCC/CUNY*</p> <p>Education & Employment Consulting*</p> <p>Harlem Arts Alliance*</p> <p>Job Path*</p> <p>Liberian Community Association of North Jersey (LCANJ)*</p> <p>Manhattan EOC Bridge Program*</p>

	Per Scholas* National Latino Media Council* New Heights Neighborhood Center* Transit Workers for Children* NYU/Tisch School for the Arts Creative Hotlist WNET.ORG website
LAMP/Web Developer	Berman Larson Kane Art for Change* BMCC/CUNY* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Liberian Community Association of North Jersey (LCANJ)* Manhattan EOC Bridge Program* Per Scholas* National Latino Media Council* New Heights Neighborhood Center* Transit Workers for Children* NYU/Tisch School for the Arts Creative Hotlist WNET.ORG website
Attorney	Employee Referral Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor Black Ivy Alumni League CareerPark.com Foundation Center/PND Hamline University School of Law IMDiversity.com New York Women in Film and TV (NYWIFT) WNET.ORG website
Creative Initiatives Officer	Foundation Center/PND Art for Change* Education & Employment Consulting* Harlem Arts Alliance*

	Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com Foundation Center/PND IMDiversity.com Idealist.com (Action Without Borders) NewYorkJobs.com WNET.ORG website
Anchor	Employee Referral
Client Services Coordinator	Employee Referral Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor WNET.ORG website
Administrative Assistant, Education	WNET.ORG Art for Change* Education & Employment Consulting* Harlem Arts Alliance* Job Path* Per Scholas* New Heights Neighborhood Center* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com IMDiversity.com NewYorkJobs.com

	WNET.ORG website
Educational Content Producer	<p>WNET.ORG website</p> <p>Art for Change*</p> <p>Asian American Federation of New York*</p> <p>The Bridge to Independence & Career Opportunity*</p> <p>Communications Industry Skills Center*</p> <p>Education & Employment Consulting*</p> <p>Harlem Arts Alliance*</p> <p>Emily G. Bowen Fndtn for Minority Interests in Media*</p> <p>FedCap*</p> <p>Job Path*</p> <p>New Heights Neighborhood Center*</p> <p>New York Urban League*</p> <p>Per Scholas*</p> <p>America's Job Exchange</p> <p>Corporate Gray Online</p> <p>RetirementJobs.com</p> <p>Accessible Employment</p> <p>Workplace Diversity.com</p> <p>HireDiversity.com</p> <p>New York State Department of Labor</p> <p>CareerPark.com</p> <p>Adelphi University</p> <p>Columbia University/Teachers College</p> <p>Fordham University</p> <p>Hofstra University</p> <p>IMDiversity.com</p> <p>Idealist (Action Without Borders)</p> <p>NewYorkJobs.com</p> <p>WNET.ORG website</p>
Administrative Assistant, Bus Dev & Institutional Strategy	<p>WNET.ORG</p> <p>Art for Change*</p> <p>Asian American Federation of New York*</p> <p>The Bridge to Independence & Career Opportunity*</p> <p>Communications Industry Skills Center*</p> <p>Education & Employment Consulting*</p> <p>Harlem Arts Alliance*</p> <p>Emily G. Bowen Fndtn for Minority Interests in Media*</p> <p>FedCap*</p> <p>Job Path*</p> <p>New Heights Neighborhood Center*</p> <p>New York Urban League*</p> <p>Per Scholas*</p> <p>America's Job Exchange</p> <p>Corporate Gray Online</p> <p>RetirementJobs.com</p> <p>Accessible Employment</p> <p>Workplace Diversity.com</p> <p>HireDiversity.com</p>

	New York State Department of Labor CareerPark.com IMDiversity.com NewYorkJobs.com WNET.ORG website
Administrative Assistant, Sponsorship	Former Intern Art for Change* Asian American Federation of New York* The Bridge to Independence & Career Opportunity* Communications Industry Skills Center* Education & Employment Consulting* Harlem Arts Alliance* Emily G. Bowen Fndtn for Minority Interests in Media* FedCap* Job Path* New Heights Neighborhood Center* New York Urban League* Per Scholas* America's Job Exchange Corporate Gray Online RetirementJobs.com Accessible Employment Workplace Diversity.com HireDiversity.com New York State Department of Labor CareerPark.com IMDiversity.com NewYorkJobs.com WNET.ORG website

Recruitment Sources/Contact Information/Interviewees Referred

During the Report Term, we interviewed a total of 176 persons for full time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

Recruitment Source/Address	Contact Person/Email Address	Phone Number	Number of interviewees referred
America's Job Exchange (NaviSite) 400 Minuteman Road Andover, MA 01810	www.amercasjobexchange.com/login	P:978-682-8300 F:978-688-8100	5
Corporate Gray Online 8528 Chase Glen Cir, Fairfax Station, VA 22039	Cross posting from AJE Caters to Veterans Press Release 6.11.09	P: 703.690.4190	0
RetirementJobs.com, Inc. 204 Second Avenue Waltham, MA 02451	Cross posting from AJE	P:781.890.5050	0
Accessible Employment (access via Workplace Diversity)	Cross posting from AJE "connecting employers with disabled candidates"	P:973.992.7311	0
WorkplaceDiversity.com L.L.C. 26 Eastmans Road Parsippany, NJ 07054	Cross posting from AJE	P:973.992.7311	0
HireDiversity.com 425 Pine Ave. Santa Barbara, CA 93117	Cross posting from AJE hd@hirediversity.com	800-810-7521	0
New York State Department of Labor	Data transfer from AJE		0
Action Without Borders, Inc. (Idealist.org) 79 Fifth Avenue, 17 th Floor New York, NY 10003	Jaime Carrillo Jaime@idealist.org	P: 212.843.3973	5
Association of Fundraising Professionals 211 W. 56 th Street, Suite 7J New York, NY 10019	nycafp@nycafp.org	P: 212.582.8565	0
Berman Larson Kane 12 Route 17 North Paramus, NJ 07652	Amy Alvarez amya@jobsbl.com	201.556.2880	14
The Black Ivy Alumni League	Maisha Walker jobs@theleagueonline.org		0
CareerBuilder 200 North LaSalle Chicago, IL 60601		800.891.8880	0
CareerPark.com	info@careerpark.com	800.396.3306	0
Chronicle of Philanthropy 1255 23 rd Street, NW, Suite 700 Washington, D 20037	Marianne Pagels jobs@philanthropy.com	202.466.1230	1

Columbia School of Journalism 2960 Broadway New York, NY 10029	Melissa McLaney Mm3371@columbia.edu	212.854.4422	3
Core Staffing Services, Inc. 51 E. 42 nd Street New York, NY 10017	Beth Julich bjulich@employcore.com	212.557.6203	1
Corporation for Public B'dcasting 401 Ninth Street, NW Washington, DC 20004		202.879.9600	0
Craigslist.org	jobs@craigslist.org		0
Creative Hotlist 110 Constitution Drive Menlo Park, CA 94025	Valerie Halaby	650.815.4226	1
The Cypress Group 1450 Broadway, 8 th Floor New York, NY 10018	www.cypressg.com	212.938.1212	3
DC Women in Film and TV 3628 12th Street Northeast Washington, DC 20017-2546		(202) 429-9438	1
EmplawyerNet 2331 Westwood Boulevard, #331 Los Angeles, CA 90064		1-800-270-2688	1
Entertainment Careers.net/HIT 914 S. Barrington Avenue Los Angeles, CA 90049	Entertainmentcareers.net		1
Foundation Center/PND 79 Fifth Avenue/16th Street New York, NY 10003-3076	www.fdncenter.org foundationcenter.org/newyork	212-620-4230	3
Hamline University 1536 Hewitt Avenue Saint Paul, MN 55104-1284		651-523-2800	0
IMDiversity, Inc. 140 Carondelet Street New Orleans, LA 70130	www.jobs.imdiversity.com	281.265.2472	0
Indeed.com 470 West Avenue Stamford, CT 06902	jobs@indeed.com		5
J. Watson Executive Search New York, NY	Jim Watson jwatson@execsearchinc.net		2
The Ladders New York, NY	adinterest@theladders.com		9
Machlowitz Consultants, Inc. 445 Park Avenue, 9 th Floor New York NY 0022	Marilyn Machlowitz, Ph.D	212.213.2435	4
Mandy.com Oasis Business Centre, 6 Lissenden Gardens London NW5 1LX, England	Joahn Hoare users@mandy.com	44(0)207482 8820	1
Media Pros email list 450 W. 33 rd Street, 6 th Floor	Ellen Doherty	212.560.4914	1

New York, NY 10001			
Milford Management Group 155 Castle Lane Milford, CT 06460	Jody Coutros jcoutros@optonline.net	203.783.9966	20
Networking: LinkedIn			2
Networking: Peoplefinders			2
Networking: Ford Foundation			3
Networking: Marks Paneth			2
Networking: Nat'l Geo			1
Networking: Board Ref			2
Network and Company 295 Madison Avenue New York, NY 10016	Joe Giambo	212.683.2300	1
NewYorkJobs.com (Emailed requesting address)	www.newyorkjobs.com		0
New York State Broadcasters Assn 1805 Western Avenue Albany, NY 12203	Dick Novik dnovik@nysbroadcasters.org	P: 518.456.8888	0
New York Women in Film & Television 6 E. 9 th Street, Suite 1200 New York, NY 10016	info@nywift.org Nancy Silva/Victoria Clark	P: 212.679.0870	0
PBS Connect 1320 Braddock Place Alexandria, VA 22314	Cordelia Roseboro croseboro@pbs.org	703.739.5080	0
Religion News Service 1930 18 th Street, Suite B2 Washington, DC 20009	Tiffany McCallen	202.463.8777	2
Right Management 330 Madison Avenue New York, NY 10017	Debra Jackson	212.373.7000	3
The Talener Group 708 Third Avenue New York, NY 10017	Curt Williams www.talener.com	212.209.3976 Xt. 1069	1
TVJobs.com PO Box 4116 Oceanside, CA 92052	Mark Halloway	760.754.8177	3
US East	Joe Lebonitte Joe.Lebonitte@useasusa.com	212.840.3444	1
WNET.ORG website 450 W. 33 rd New York, NY 10001	Michael Quinn HR Coordinator	212.560.2090	55
WNET.ORG Employee Referrals 450 W. 33 rd New York, NY 10001	Michael Quinn HR Coordinator	212.560.2090	26
Women in Development 211 W. 56 th Street, Suite 7J New York, NY 10019	Ann Morrel widny@widny.org	212.265.7650	2
Women in Film & Video/DC		202.429.9438	1

3628 12 th Street, Northeast Washington, DC 20017			
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Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080: (c) (1) (ii)

Art for Change 131 E. 101st St. New York, NY 10029	Eliana Godoy eliana@artforchange.org	(212) 348-7044	0
Asian American Federation of New York 120 Wall Street, 3 rd Floor New York, NY 10005	Sonja Choi Sonja.choi@aafederation.org	212.344.5878	0
The Bridge to Independence & Career Opportunity 39 Rose Street Danbury, CT 06810	LouAnn Bloomer/President Tbico1@aol.com	203.743.6695	0
Communications Industry Skills Center 270 Lenox Avenue New York, NY 10027	Ines Reyes Majeed7308@aol.com	215.740.1624	0
Education & Employment Consulting 566 7 th Avenue, Suite 603 New York, NY 10018	Colleen Shaughnessy-Hill colleen@education-employment.org	(212) 868.1854	0
Harlem Arts Alliance 253 W. 138 th Street New York, NY 10030	Voza Rivers vorivers@aol.com	(212) 926.2443	0
Emily G. Bowen Foundation for Minority Interests in Media 524 W. 57 th Street New York, NY 10019	Sandra Rice sdrice@cbs.com	212.975.2545	0
FedCap Rehabilitation Services 119 West 14 th Street New York, NY 10011	Eileen Hamilton, Manager ehamilton@fedcap.org	P: 212.727.4250 F: 212.727.4390	0
Job Path 22 W. 38 th Street New York, NY 10018	Nick Mukherjee Director, Job Dev & Placement nmukherjee@jobpathnyc.org	(212) 944.0564	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director mcolon@hispanicfederation.org	P: 212.233.8955 F: 212.233.8996	0
New Heights Neighborhood Center 216 Ft. Washington Ave., 2 nd Floor New York, NY 10032	Evelyn Fernandez-Ketchum, Exec Dir dapheights@reachnewheights.org	P: (212) 781.6892	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Wendy Ramadar Director, Employment Services wramadar@nyul.org	718.944.3734	0

Per Scholas 1231 Lafayette Avenue Bronx, NY 10474	Plinio Ayala payala@perscholas.org	718.991.8400	0

Supplemental Recruitment Initiatives

During the Report Term, WNET.ORG engaged in the following supplemental recruitment initiatives:

1. Participation in **job fairs** by station personnel who have substantial responsibility in the making of hiring decisions.
 - a. Columbia University's School of Journalism's 2009 Career Expo on Saturday, March 28th, 2009. Nina Chaudry, Senior Producer attended on behalf of Thirteen/WNET.
 - b. New York University's Diversity Internship and Career Prep program on Friday, October 23, 2009. Michael Quinn, Recruiting Coordinator and Jody Coutros, Contract Recruiter attended on behalf of WNET.ORG, Thirteen and WLIW.
 - c. City University of New York's Journalism, Broadcast and New Media career fair on Friday, October 9th, 2009. Michael Quinn, Recruiting Coordinator attended on behalf of WNET.ORG, Thirteen and WLIW.
2. Establishment of an internship program designed to assist New York/metro area undergrad and graduate students in acquiring the skills necessary for employment in the media industry.

WNET.ORG maintains a year-round College Internship Program (CIP) consisting of four sessions that coincide with the winter, spring, summer and fall academic semesters. Over the course of the past year, WNET.ORG hosted approximately 65 interns in a variety of departments. The program is open to undergraduate and graduate students. Priority is given to students enrolled in a degree program.

The purpose of the program is to provide qualifying students with valuable entry-level employment experience that is loosely related to their academic and/or career goals. This affords them the opportunity to strengthen and refine a number of primary skills that are critical in today's highly competitive job market. In turn, the students complement the WNET.ORG work force with a fresh perspective and a dependability, which serves to support the effective operation of the stations.

3. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
 - a. **Prep-for-Prep fellowship Program**
WNET.ORG participated in this three month program offering three college students the opportunity to take a paid internship in an area of interest of their choosing. To qualify, selected students were required to be from a low to moderate income household and either a high school junior or senior, or a college undergraduate.

This year's interns worked with our Communications Department where they were exposed to corporate communications and public relations; Creative Initiatives Department where they were exposed to the grants process as it relates to foundations and government relations; and the

Friends of Thirteen where they learned about community outreach and support. The interns were engaged five days a week for 8 hours per day, making the internships full-time.

The funding for this year's interns was provided by Fred Wilpon, in honor of former WNET.ORG employee Audrey Koota.

4. Management training session on December 4, 2009. Training provided by John Bagwell of Lerman Senter and attended by Robert Feinberg, General Counsel; Charles Stravalle, Director, Security and Life Safety; Michael Quinn, Recruiting Coordinator; and Jody Coutros, Contract Recruiter. Training session reviewed and outlined recruitment and outreach requirements established by the FCC and methods of ensuring equal employment opportunity.
5. Michael Quinn, Recruitment Coordinator, served as Business Advisory Committee members to the NYU Medical Center/Rusk Institute of Rehabilitation Medicine's Vocational Services program. The program was designed to assist Vocational Services clients in reentering the workforce and achieving independence.