

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)**

**EEO PUBLIC FILE REPORT**

February 1, 2020 through January 31, 2021

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant Producer, Morning	1-4, 14, 20, 23, 31, 33	33
News Editor, Gothamist	1-4, 17, 20, 23, 31, 33, 39, 42	33
Producer, Radio Rookies	1-5,7, 19, 20, 31, 33, 35	31
Senior Engineering Manager, Front End	1-4, 8, 10, 25, 48	48
Digital Asset Manager	1-5, 31, 33, 35, 43	33
Senior Producer, All Of It	1-4, 11, 14, 31, 33	33
Legacy Giving Associate	1-4, 20, 27, 31, 41	27
Senior Development Associate	1-4, 11, 20, 27, 31, 33, 35	3
Broadcast Engineer	1-5, 11, 20, 23, 31, 44	1
Assistant Producer, The Brian Lehrer Show	1-4, 11-14, 20, 23, 31, 33, 34, 37, 39	2
Host, WNYC Studios	1-4, 7,11-13, 21, 23, 31, 33, 36, 37, 39	33
VP of Digital Technology	1-4, 23, 33	3
V.P. Audience Development & Engagement	1-4, 23, 35, 31, 33, 49	49
Director of Talent Recruitment	1-4, 11, 20, 25, 31, 33, 42, 45, 46	3
Chief Financial Officer	1-5, 11, 20, 31, 33	2
Associate Producer, WNYC Studios	1-4, 7, 17, 19, 20, 23, 30, 31, 33, 37-39	33
Assistant Producer, On The Media	1-4, 7, 11, 13, 14, 23, 29, 31, 33, 37-39, 42	1
Editor - Health & Science	1-7, 9, 11, 14, 20, 23, 31, 36-39, 47	3
VP of Sponsorship	1-4, 25, 30, 31, 33	3
Director, Strategy & Business Development	1-5, 9, 11, 25, 31, 33	33
Associate Producer, WQXR	1-5, 11, 20, 14, 31, 33	1

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**February 1, 2020 through January 31, 2021**

Executive Assistant	1-5, 11, 14, 20, 44, 31, 33,	2
Host, Morning Edition	1-4, 7, 11, 13, 18, 19, 23, 31, 33, 36, 37, 39, 40	1
Host, All Things Considered	1-4, 17, 20, 23, 30, 31, 33, 37, 38	30

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February 1, 2020 through January 31, 2021

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>Recruitment Source Information</b>	<b>Source Entitled to Vacancy Notification? (yes/no)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	<b>New York Public Radio Career Page</b> www.wnyc.org/careers	No	29
2	<b>Indeed</b> www.indeed.com (Distributed by Jobvite)	No	15
3	<b>LinkedIn – Job Board Postings</b> www.linkedin.com	No	30
4	<b>Glassdoor</b> www.glassdoor.com (Distributed by Jobvite)	No	6
5	<b>Simply Hired</b> www.simplyhired.com (Distributed by Jobvite)	No	1
6	<b>Black Jobs</b> www.blackjobs.com/	No	0
7	<b>Twitter</b> www.twitter.com/	No	0
8	<b>EmberWork</b> www.emberwork.com/	No	0
9	<b>Diversity Jobs</b> www.diversityjobs.com/	No	0
10	<b>Hacker News</b> https://news.ycombinator.com/jobs	No	0
11	<b>Google Jobs</b> www.google.com	No	0
12	<b>In Her Sight</b> www.inhersight.com	No	0
13	<b>Study Hall</b> https://studyhall.xyz/	No	0
14	<b>Handshake</b> www.joinhandshake.com/	No	0
15	<b>Instagram</b> www.instagram.com	No	0

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**EEO PUBLIC FILE REPORT**

February 1, 2020 through January 31, 2021

16	<b>Chegg Internships</b> www.chegg.com/internships	No	0
17	<b>New York Association of Black Journalists</b> www.nyabj.org	No	0
18	<b>Lensa</b> https://lensa.com	No	0
19	<b>LADIO Listserv</b>	No	0
20	<b>ZipRecruiter</b> www.ziprecruiter.com	No	0
21	<b>Global Jobs</b> www.globaljobs.org	No	0
22	<b>Way Up</b> www.wayup.com	No	0
23	<b>Facebook</b> www.facebook.com	No	0
24	<b>Entertainment Workers</b> www.entertainmentworkers.com	No	0
25	<b>The Ladders</b> www.theladders.com	No	0
26	<b>Carolina Association of Black Journalists</b> https://cabjunc.wordpress.com	No	0
27	<b>Idealist.org</b> Action Without Border, Inc. 360 West 31 <sup>st</sup> Street, Ste. 1510 New York, NY 10001 www.idealist.org	No	3
28	<b>Former Employee (Rehire)</b>	No	0
29	<b>Internal Posting/Intranet</b>	No	0
30	<b>Internal Promotion/Transfer</b>	No	2
31	<b>Non-Employee Referral</b>	No	8
32	<b>Self-Referral/Walk-in</b>	No	0
33	<b>Employee Referral</b>	No	19
34	<b>MediaBistro</b> www.mediabistro.com	No	0
35	<b>New York Foundation for the Arts</b> www.nyfa.org	No	1
36	<b>JournalismNext</b> www.journalismnext.com	No	0

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**EEO PUBLIC FILE REPORT**

February 1, 2020 through January 31, 2021

37	<b>National Association of Black Journalists</b> www.nabj.org	No	0
38	<b>National Association of Hispanic Journalists</b> www.nahj.org	No	0
39	<b>Asian American Journalists Association</b> www.aaja.org	No	0
40	<b>Job/Career Fairs (See Sec. III)</b>	No	0
41	<b>Philanthropy.com</b> 1255 23rd Street, N.W. Washington, D.C. 20037 Philanthropy.com/jobs	No	1
42	<b>Neuwoo</b> www.neuwoo.com	No	0
43	<b>Archive Gigs</b> www.archivesgig.com	No	0
44	<b>New York State Department of Labor</b> Building 12 W.A. Harriman Campus Albany, NY 12240	No	0
45	<b>National Human Resources Assoc.</b> www.humanresources.org	No	0
46	<b>National Association for African Americans in Human Resources</b> www.naaahr.org	No	0
47	<b>Grist</b> www.grist.org	No	0
48	<b>Magna Search Group</b> 565 Smithe St #2901 Vancouver, BC V6B 0E4, Canada www.magnasearchgroup.com	No	1
49	<b>Kindred Partners</b> 21 W 46th St 15th Floor New York, NY 10036 www.kindredpartners.com	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			117

EEO PUBLIC FILE REPORT

February 1, 2020 through January 31, 2021

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program – <i>The Gothamist</i>	During this reporting period, our SEU hosted 5 interns to work with <i>The Gothamist</i> . <i>The Gothamist</i> interns learned about show production, including research, editing and radio broadcasting. The show's staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
2	Internship Program – <i>All Of It</i>	During this reporting period, our SEU hosted 3 interns to work with <i>All Of It</i> . <i>All Of It</i> interns learned about show production, including research, editing and radio broadcasting. The show's staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
3	Internship Program – <i>Radiolab</i>	During this reporting period, our SEU hosted 2 interns to work on <i>Radiolab</i> . <i>Radiolab</i> interns learned about show production, including research, editing and radio broadcasting. The Show's staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
4	Internship Program – <i>The Brian Lehrer Show</i>	During this reporting period, our SEU hosted 7 interns to work with <i>The Brian Lehrer Show</i> . <i>The Brian Lehrer Show</i> interns learned about show production, including research, editing and radio broadcasting. The show's staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
5	Internship Program – <i>News Department</i>	During this reporting period, our SEU hosted 5 interns to work with our News department. The newsroom provides local news for our hourly newscasts and for <i>Morning Edition</i> and <i>All Things Considered</i> , covering the political and social issues in the city. The newsroom interns learned broadcast journalism, research, segment production and radio broadcasting. The news staff interacted with the interns

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**EEO PUBLIC FILE REPORT**

**February 1, 2020 through January 31, 2021**

		throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
6	Internship Program – <i>The Takeaway</i>	During this reporting period, our SEU hosted 1 intern to work with the daily national news program, <i>The Takeaway</i> . <i>The Takeaway</i> interns learn research, editing, story pitching, segment production and radio broadcasting. The show's staff interacted with the intern throughout the internship. The intern participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
7	Internship Program – <i>On The Media</i>	During this reporting period, our SEU hosted 1 intern to work with the daily national news program, <i>On The Media</i> . <i>On The Media</i> interns learn research, editing, story pitching, segment production and radio broadcasting. The show's staff interacted with the intern throughout the internship. The intern participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
8	Internship Program - <i>WQXR Department</i>	During this reporting period, our SEU hosted 4 interns to work in different sections of WQXR. The interns for WQXR learned about producing live shows, organizing and digitizing a music library and writing for WQXR.org. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
10	Internship Program – <i>Death, Sex &amp; Money</i>	During this reporting period, our SEU hosted 1 intern to work with the podcast <i>Death, Sex &amp; Money</i> . The intern worked with staff members to learn how to develop stories, edit and produce for audio. The intern participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.
11	Participate in Job Fair	On August 8, 2020, our SEU participated in the National Association of Black Journalists and National Hispanic Journalists online job fair. Station participants included the SVP of Diversity Equity and Inclusion, who discussed our internship program and career opportunities with interested attendees.
12	Participate in Job Fair	On August 9, 2020, our SEU participated in the Asian American Journalists Association online job fair. Station participants included the SVP of Diversity Equity and Inclusion, who discussed our internship program and career opportunities with interested attendees.