

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2017 through January 31, 2018**

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Director, Executive Communications	1-3, 5, 7-8, 13, 17, 20-21, 24-25, 31	1
Sr. Director, Product Manager	1-3, 5, 7-8 14, 17, 25, 34-35	14
Director of Streaming and On-Demand Content	1-3, 5, 7-8, 17-18, 25, 31	18
DevOps Engineer	1-5, 8, 13, 15, 17, 25, 33-34	15
Infrastructure Engineer	1-5, 8, 13, 17, 23, 27, 29-30	1
Assistant Program Director	1-3, 5, 7-9, 17, 23, 25, 27, 29-31, 35	1
Systems Architect	1-5, 7-8, 17-20, 25	1
Account Executive, Agency Partnerships	1-3, 5, 8, 13, 17, 21, 31	21
HR Systems & Benefits Specialist	1-3, 5, 7-8, 13, 17, 23, 25, 27-30, 32	1
Level 1 Desktop Support Specialist	1-5, 7-8, 14, 17,19, 25, 36	36
QA Analyst	1-5, 7-8,17, 35-36	18
Data Reporter	1-3, 5, 7-13, 17, 25, 35	1
Receptionist	1-5, 7-8, 17, 18, 25, 35	18
Associate Producer	1-3, 5, 7-12,17, 23, 27, 29-31	1
Videographer & Graphic Designer	1-5, 7-8, 14, 17, 20, 22, 25, 35	2
Manager of Audience Development	1-3, 5, 7-8, 13-14, 17, 20, 27, 29-30	1
Executive Producer, WNYC	1-3, 5, 7-9, 17, 21, 27, 29-31, 34-35	21
Senior Data Analyst	1-3, 5, 7-8, 15-17, 25, 34, 35	3

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Membership Assistant	1-5, 7-8, 17, 24-25	1
Development Writer & Editor	1-3, 5, 7-8,17, 24-25, 27, 29-31	1
Director of Leadership & Major Gifts	1-5, 17, 22, 24-25, 31, 35	2
Managing Director, Radiolab	1-5, 13, 17, 20, 24-27, 29-31	3
Digital Design and UX Director	1-5, 7-9, 13, 14, 17, 33	18
Corporate Counsel	1-3, 5, 7-8, 13, 17, 24-25	1
Development Officer	1-3, 5, 7-8, 17, 18, 20, 24-25	18
Sr. Product Manager, Data & Revenue	1-5, 7-8, 14-15, 17, 20, 22, 24-25	1
Project Manager	1-5, 7-8, 16-18	3
Audience Conversion Manager	1-5, 7-8, 12, 17	1
Account Executive, Agency Partnerships	1-5, 7-8, 17, 20-21, 23, 25	21
Senior Editor, Radiolab	1-5, 7- 9, 16-17, 19-21, 23, 25-27, 29-31	3
Assistant Producer, Newsroom	1-5, 7- 9, 16-17, 19-21, 23, 25-27, 29-31	1
Producer, WNYC Studios	1-5,7- 9, 16-21, 23, 25-27, 29-31	18
Associate Producer, Death, Sex & Money	1-5, 7- 9, 16-17, 19-21, 23, 25-27, 29-31	1
Production Manager, WNYC	1-5,7- 9, 16-21, 23, 25-27, 29-31	18
Listener Services Associate	1-5, 7-9, 13, 17, 20-21, 23, 25, 27, 29-30, 35	1
Producer, Here's The Thing	1-5, 7- 9, 16-17, 19-21, 23, 25-27, 29-31	3
Director, Audience Development	1-5, 7-8, 17, 18, 24-25, 27, 29-31	18
Sr. Systems and Security Administrator	1-5, 7-8, 13, 17, 20, 27, 29-31	1
Director of Financial Planning and Analysis	1-5, 7-8, 13, 17, 24-25, 28	3
WQXR Fundraising Coordinator	1-5, 7-9, 13-15, 17-18, 24-27, 29-31	18
SVP Music	1-3, 8, 33	33

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Python Software Engineer	1-5, 7-8, 14, 17	1
Full Stack Software Engineer	1-5, 7-8, 14, 17	14
Sales Assistant	1- 5, 7-8, 13, 17-18, 25	18
Administrative Assistant, Sponsorship	1-5, 7-8, 13, 17-18, 20, 24-25	18
Lead, Event Sponsorship	1-5, 7-8, 13, 17, 20-21, 24-25	21
Executive Assistant, President's Office	1-5, 7-8, 17, 21, 24-25, 31	21
Director, Ad Operations	1- 5, 7-8, 17, 25-26, 31	3
Fundraising Campaigns Data Manager	1-5, 7-8, 13, 17-18, 20, 24-25	18
Gift Entry Coordinator	1-5, 7-8, 17, 21, 24-25, 31	21

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	No. of Interviewees Referred by RS over 12-month period
1.	New York Public Radio Career Page www.wnyc.org/careers	No	367
2.	Indeed www.indeed.com (Distributed by Jobvite)	No	200
3.	LinkedIn – Job Board Postings www.linkedin.com (Job Board Postings and/or Active Sourcing)	No	178
4.	Craigslist www.craigslist.com	No	150
5.	Glassdoor www.glassdoor.com (Distributed by Jobvite)	No	16
6.	Simply Hired www.simplyhired.com (Distributed by Jobvite)	No	0
7.	Diversity Jobs www.diversityjobs.com/	No	0
8.	New York State Department of Labor Building 12 W.A. Harriman Campus Albany, NY 12240	No	0
9.	Corporation for Public Broadcasting 401 9 th Street, NW Washington, DC 20004-2129 www.cpb.org	No	24
10.	Columbia University Graduate School of Journalism 2950 Broadway New York, NY 10027 (212) 854-4422 as1698@columbia.edu cujsschool.careers@gmail.com	No	14
11.	New York University Graduate School of Journalism 20 Cooper Square New York, NY 10003	No	10
12.	CUNY Graduate School of Journalism 219 W. 40 th Street New York, NY 10018	No	4

RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	No. of Interviewees Referred by RS over 12-month period
13.	Idealist.org Action Without Border, Inc. 360 West 31 st Street, Ste. 1510 New York, NY 10001 Tel: 212-843-3973 Fax: 212-564-3377 www.idealist.org	No	35
14.	AC Lion 253 West 35 th St, 15 th Floor NY, NY 10001 www.aclion.com	No	21
15.	Coda Search 590 Fifth Avenue 9 th Floor New York, NY 10036 jgoldberg@codasearch.com	No	6
16.	Former Employee	No	0
17.	Internal Posting/Intranet	No	0
18.	Internal Promotion/Transfer	No	12
19.	Non-Employee Referral	No	9
20.	Self-Referral/Walk-In	No	4
21.	Employee Referral	No	15
22.	MediaBistro www.mediabistro.com	No	0
23.	The Association of Independents in Radio www.airmedia.org	No	19
24.	Bridgespan www.bridgespan.org	No	13
25.	New York Foundation for the Arts www.nyfa.org	No	20
26.	JournalismNext www.journalismnext.com	No	4
27.	National Association of Black Journalists www.nabj.org	No	15
28.	American Payroll Association www.americanpayroll.org	No	0
29.	National Association of Hispanic Journalists www.nahj.org	No	13

RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	No. of Interviewees Referred by RS over 12-month period
30.	Asian American Journalists Association www.aaja.org	No	10
31.	Current www.current.org	No	29
32.	Society for Human Resource Management www.shrm.org	No	0
33.	The Hired Guns 33 West 17th Street, 7th Floor New York, NY 10011	No	18
34.	Workbridge 11 E. 44 th Street Suite 301 New York, NY 10017	No	13
35.	Job/Career Fairs (See Sec. III)	No	8
36.	Per Scholas Org 804 E 138 th Street 2 nd Floor Bronx, NY 10454 Perscholas.org	No	6
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			1233

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
<p>Internship Program – <i>Scholarship Plus Interns</i></p>	<p>Scholarship Plus targets deserving, bright, hard-working and successful seniors from New York City’s public schools. These students have overcome various personal and economic hardships. Many will have lived in fractured families, and most will be the first in their families to attend college in this country. During this reporting period, we hosted 5 Scholarship Plus interns. Each intern was assigned to a separate department, including Community Engagement, Development and the Content Division. The interns worked on projects that are high priority to the organization and were mentored by NYPR staff. 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 and were mentored by NYPR employees within their department.</p>
<p>Internship Program – <i>Development</i></p>	<p>During this reporting period, our SEU hosted 4 interns to work in Development. Interns assisted with station fundraising efforts by crafting correspondence to current and potential donors. They also collaborated with staff to develop engagement strategies. 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 and were mentored by NYPR employees within their department.</p>
<p>Internship Program – <i>Radiolab</i></p>	<p>During this reporting period, our SEU hosted 7 interns to work on <i>Radiolab</i>. Radiolab 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.</p>

TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
Internship Program – <i>The Brian Lehrer Show</i>	During this reporting period, our SEU hosted 18 interns to work with <i>The Brian Lehrer Show</i> . <i>The Brian Lehrer Show</i> interns learn 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.
Internship Program - <i>News Department</i>	During this reporting period, our SEU hosted 20 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 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.
Internship Program – <i>The Takeaway</i>	During this reporting period, our SEU hosted 12 interns 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 interns throughout the internship. 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.
Internship Program – <i>Archives</i>	During this reporting period, our SEU hosted 5 interns to work in the <i>Archives</i> department. The interns learned how to research, catalog, sort, and preserve our archive materials. 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.

TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
Internship Program - <i>WQXR Department</i>	During this reporting period, our SEU hosted 3 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.
Internship Program – <i>WNYC Studios</i>	During this reporting period, our SEU hosted 3 interns to work in digital content areas throughout the organization. The interns learned about producing digital content and writing for the station's website. 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.
Internship Program – <i>Death, Sex & Money</i>	During this reporting period, our SEU hosted 8 interns to work with the podcast <i>Death, Sex & Money</i> . Interns worked with staff members to learn how to develop stories, edit and produce for audio. 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.
Participate in Job Fair	On February 24, 2017, our SEU participated in the New York University Graduate School of Journalism Career Fair. Station participants included our Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees.
Participate in Job Fair	On February 8, 2017, our SEU participated in the Columbia University Graduate School of Journalism Career Fair. Station participants included our Manager of Recruitment, who discussed internship program and career opportunities with interested attendees.
Participate in Job Fair	On October 20, 2017, our SEU participated in the City University of New York Career Fair. Station participants included our Manager of Recruitment, who discussed internship program and career opportunities with interested attendees.

TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
Participate in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On August 23, 2017, our SEU participated in summits hosted by the National Association of Black Journalists, National Association of Hispanic Journalists and National Asian American Journalists. Station participants included our Manager of Recruitment, who discussed internship program and career opportunities with interested attendees.