

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

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 of Internal & Executive Communications | 1-3, 5, 7-8, 13, 17, 20-21, 24-25, 31 | 8 |
| Product Manager | 1-3, 5, 7-8, 14, 16-17, 25, 34-35 | 16 |
| Assistant Director, RF Systems | 1-3, 5, 7-8, 16-18, 25, 31 | 16 |
| Python Software Engineer | 1-5, 8, 13, 15, 17, 25, 33-34 | 13 |
| Senior Data & Analytics Engineer | 1-5, 8, 13, 17-18, 23, 27, 29-30 | 18 |
| Senior Archivist | 1-3, 5, 7-9, 17, 23, 25, 27, 29-31, 35 | 9 |
| Project Manager/SCRUM Master | 1-5, 7-8, 17-20, 25 | 18 |
| Account Executive, Agency Partnerships | 1-3, 5, 8, 13, 17, 21, 31 | 13 |
| Manager, Diversity, Equity & Inclusion | 1-3, 5, 7-8, 13, 17, 23, 25, 27-30, 32 | 1 |
| Archivist | 1-5, 7-8, 14, 17, 19, 25, 36 | 1 |
| Lead QA Manager Engineer | 1-5, 7-8, 17, 35, 36 | 1 |
| Data Reporter | 1-3, 5, 7-9, 13, 17, 25, 35 | 1 |
| AR Specialist | 1-5, 7-8, 17-18, 25, 35 | 1 |
| Producer, Nancy | 1-3, 5, 7-12, 17, 23, 27, 29-31 | 1 |
| Video Producer | 1-5, 7-8, 14, 17, 20, 22, 25, 35 | 4 |
| Marketing Manager | 1-3, 5, 7-8, 13-14, 17, 20, 27, 29-30 | 1 |
| Assistant Producer, Freakonomics | 1-3, 5, 7-9, 17, 21, 27, 29-31, 34-35 | 1 |
| Senior Data Analyst | 1-3, 5, 7-8, 15-17, 25, 34-35 | 1 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
 WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
 EEO PUBLIC FILE REPORT
 February 1, 2018 through January 31, 2019**

| Job Title | Recruitment Sources (RS)Used to Fill Vacancy | RS Referring Hiree |
|--|---|---------------------------|
| Executive Assistant, WQXR | 1-5, 7-8, 17, 24-25 | 25 |
| Digital Producer, WQXR | 1-3, 5, 7-8, 17, 24-25, 27, 29-31 | 1 |
| Senior Coordinator of Special Events | 1-5, 16-17, 22, 24-25, 31, 35 | 16 |
| Assistant Producer "All of It" | 1-5, 13, 17, 20, 24-27, 29-31 | 1 |
| Lead UX Designer | 1-5, 7-9, 13-14, 17, 33 | 1 |
| Associate, Patron Programs | 1-3, 5, 7-8, 16-18, 20, 24-25 | 16 |
| Manager, Programmatic/Data Management Platform and Sponsorship Revenue Analytics | 1-3, 5, 7-8, 17-18, 20, 24-25 | 20 |
| Senior Analytics, Data & Revenue | 1-5, 7-8, 14-15, 17, 20, 22, 24-25 | 1 |
| Project Coordinator | 1-5, 7-8, 16-18 | 3 |
| Director of Strategy | 1-5, 7-8, 12, 16-17 | 16 |
| Account Executive, Agency Partnerships | 1-5, 7-8, 17, 20-21, 23, 25 | 1 |
| Digital Producer, The Takeaway | 1-5, 7-9, 16-17, 19-21, 23, 25-27, 29-31 | 16 |
| Associate Producer, Newsroom | 1-5, 7-9, 16-17, 19-21, 23, 25-27, 29-31 | 1 |
| Producer, Radiolab's More Perfect | 1-5, 7-9, 16-21, 23, 25-27, 29-31 | 1 |
| Associate Producer, On the Media | 1-5, 7-9, 16-17, 19-21, 23, 25-27, 29-31 | 1 |
| Reporter II | 1-5, 7-9, 16-21, 23, 25-27, 29-31 | 1 |
| Senior, Listener Services Associate | 1-5, 7-9, 13, 17, 20-21, 23, 25, 27, 29-30, 35 | 1 |
| Assistant Producer, The Takeaway | 1-5, 7-9, 16-17, 19-21, 23, 25-27, 29-31 | 3 |
| Manager, Audience Development | 1-5, 7-8, 17-18, 24-25, 27, 29-31 | 18 |
| Engineering Manager | 1-5, 7-8, 13, 16,17, 20, 27, 29-31 | 16 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

| Job Title | Recruitment Sources (RS)Used to Fill Vacancy | RS Referring Hiree |
|---|--|--------------------|
| Controller | 1-5, 7-8, 13, 15, 17, 24-25, 28 | 15 |
| Order Administrator, Sponsorship | 1-5, 7-9, 13-15, 17-18, 24-27, 29-31 | 1 |
| Chief Operational Officer | 1-3, 8, 15, 33 | 15 |
| Senior Full Stack Engineer | 1-5, 7-8, 14, 17 | 14 |
| Digital Audio Network Engineer | 1-5, 7-8, 14, 17 | 1 |
| Marketing Project Coordinator | 1-5, 7-8, 13, 17-18, 25 | 18 |
| Administrative Assistant, Sponsorship | 1-5, 7-8, 13, 17-18, 20, 24-25 | 13 |
| Senior Major Gifts Officer | 1-5, 7-8, 13, 16, 20-21, 24-25 | 16 |
| Development Associate, Institutional Giving | 1-5, 7-8, 18, 21, 24-25, 31 | 18 |
| Senior Manager, Ad Operations | 1-5, 7-8, 16, 25-26, 31 | 16 |
| Business Analytics | 1-5, 7-8, 13, 17-18, 20, 24-25 | 18 |
| Facilities Maintenance Technician | 1-5, 7-8, 17, 21, 24-25, 31 | 4 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

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 | 334 |
| 2. | Indeed www.indeed.com (Distributed by Jobvite) | No | 270 |
| 3. | LinkedIn – Job Board Postings www.linkedin.com (Job Board Postings & Active Sourcing) | No | 212 |
| 4. | Craigslist www.craigslist.com | No | 160 |
| 5. | Glassdoor www.glassdoor.com (Distributed by Jobvite) | No | 24 |
| 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 | 1 |
| 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 | 26 |
| 11. | New York University Graduate School of Journalism 20 Cooper Square New York, NY 10003 | No | 17 |
| 12. | CUNY Graduate School of Journalism 219 W. 40 th Street New York, NY 10018 | No | 8 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
 WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
 EEO PUBLIC FILE REPORT
 February 1, 2018 through January 31, 2019**

| 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 | 48 |
| 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 (Rehire) | No | 9 |
| 17. | Internal Posting/Intranet | No | 0 |
| 18. | Internal Promotion/Transfer | No | 6 |
| 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 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
 WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
 EEO PUBLIC FILE REPORT
 February 1, 2018 through January 31, 2019**

| RS Number | Recruitment Source Information | Source Entitled to Vacancy Notification? (yes/no) | No. of Interviewees Referred by RS over 12-month period |
|--|--|--|---|
| 29. | National Association of Hispanic Journalists www.nahj.org | No | 13 |
| 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 | 9 |
| 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 | | | 1369 |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
 WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
 EEO PUBLIC FILE REPORT
 February 1, 2018 through January 31, 2019**

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 hardships, economic and other. Many will have lived in fractured families, and most will be the first in their families to attend college in this country. Our SEU hosted 5 Scholarship Plus interns during this reporting period. 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 correspondences 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>. Interns assisted with show research, production and editing. 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 were participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p> |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

| TYPE OF RECRUITMENT INITIATIVE | ACTIVITY DESCRIPTION |
|--|---|
| <p>Internship Program – <i>The Brian Lehrer Show</i></p> | <p>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.</p> |
| <p>Internship Program - <i>News Department</i></p> | <p>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.</p> |
| <p>Internship Program – <i>The Takeaway</i></p> | <p>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.</p> |
| <p>Internship Program – <i>Archives</i></p> | <p>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.</p> |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

| 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 Death, Sex & Money. 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 August 31, 2018, our SEU participated in the NYU Career Fair. Station participants included the Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees. |
| Participate in Job Fair | On September 28, 2018, our SEU participated in the Columbia University Graduate School of Journalism Career Fair. Station participants included the Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees. |
| Participate in Job Fair | On October 3, 2018, our SEU participated in the City University of New York Career Fair. Station participants included the Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees. |

**WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/
WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)
EEO PUBLIC FILE REPORT
February 1, 2018 through January 31, 2019**

| TYPE OF RECRUITMENT INITIATIVE | ACTIVITY DESCRIPTION |
|---------------------------------------|---|
| Participate in Job Fair | On August 5, 2018, our SEU participated in the National Associate of Black Journalist Summit, National Association of Hispanic Journalist Summit, and National Asian American Journalist Summit. Station participants included the Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees. |