

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

EEO PUBLIC FILE REPORT

February 1, 2019 through January 31, 2020

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
Engineering Manager, QA	1-5, 7-8, 13-14, 33, 35	1
Broadcast Engineering Manager, Radio	1-5, 7-8, 17-18, 21, 35	18
Reporter II	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	21
Project Manager, Radiolab	1-5, 7-8, 13, 18, 21, 27, 29-30	18
Director of Business Development	1-3, 7-8, 13, 21	1
Sales Assistant, Sponsorship	1-5, 7-8, 13, 21	1
Producer, WNYC Studios	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	1
Associate Producer, Digital Media & Emerging Audio Platforms	1-5, 7-8, 13, 17-18, 21	21
Executive Producer, The Takeaway	1-5, 7-9, 16-21, 23, 25-27, 29-31	21
Facilities Coordinator	1-5, 7-8, 21	1
Fundraising Data Manager	1-5, 7-8, 13, 18, 21, 24-25, 37	18
Multimedia Designer - Graphic Designer & Video	1-5, 7-8, 13-15, 21, 33	1
Music Coordinator, WQXR	1-5, 7-8, 21	21
Publicist	1-3, 7-8, 13, 21, 24, 38	1
Full Stack Engineer, WQXR Music	1-5, 7-8, 13-14, 33	1
Sound Designer & Audio Engineer	1-5, 7-8, 17-18, 21	21
Engineer, Dev Ops	1-5, 7-8, 13-14, 33	14
Digital Reporter Producer, Gothamist	1-5, 7-12, 16-21, 23, 25-27, 29-31	18
Sales Assistant, Sponsorship	1-3, 7-8, 10-13, 21	1
Associate Producer - Death, Sex & Money	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	16
Project Manager/Scrum Master	1-5, 7-8, 13-14, 33	1
Administrative Assistant, Sponsorship	1-5, 7-8, 13, 21	1

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Chief Financial Officer	1-5, 7-8, 21	21
Designer, VUI/UX	1-5, 7-8, 13-15, 21, 33	1
Partnerships Associate	1-5, 7-8, 13, 21, 24, 38	21
Producer, The Takeaway	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	18
Level 1 Desktop Support	1-5, 7-8, 13-14, 33, 36	4
Marketing Project Coordinator	1-5, 7-8, 13, 18, 21, 35	18
Executive Assistant to Chief Digital Officer & SVP of Digital	1-5, 7-8, 13, 21	3
Executive Assistant to the COO	1-5, 7-8, 13, 18, 21	18
Executive Assistant to the Chief Content Officer	1-5, 7-8, 13, 21	21
Digital Product Designer, New York Public Radio	1-5, 7-8, 13-15, 21, 33, 35	1
Sales Assistant, Sponsorship	1-3, 7-8, 13, 21	1
Reporter/Producer, WNYC News	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	21
Senior Engineering Manager, New York Public Radio	1-5, 7-8, 13, 14, 33	3
Digital Reporter Producer, Gothamist	1-5, 7-12, 16-21, 23, 25-27, 29-31, 35	3

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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	378
2	Indeed www.indeed.com (Distributed by Jobvite)	No	288
3	LinkedIn – Job Board Postings www.linkedin.com	No	230
4	Craigslist www.newyork.craigslist.org	No	35
5	Glassdoor www.glassdoor.com (Distributed by Jobvite)	No	40
6	Simply Hired www.simplyhired.com (Distributed by Jobvite)	No	0
7	Diversity Jobs www.diversityjobs.com/	No	10
8	New York State Department of Labor Building 12 W.A. Harriman Campus Albany, NY 12240	No	3
9	Corporation for Public Broadcasting 401 9 th Street, NW Washington, DC 20004-2129 www.cpb.org	No	18
10	Columbia University Graduate School of Journalism 2950 Broadway New York, NY 10027 (212) 854-4422 as1698@columbia.edu cujschool.careers@gmail.com	No	30
11	New York University Graduate School of Journalism 20 Cooper Square New York, NY 10003	No	29

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RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	No. of Interviewees Referred by RS over 12-month period
12	CUNY Graduate School of Journalism 219 W. 40 th Street New York, NY 10018	No	40
13	Idealist.org Action Without Border, Inc. 360 West 31 st Street, Ste. 1510 New York, NY 10001 www.idealist.org	No	26
14	AC Lion 253 West 35 th St, 15 th Floor NY, NY 10001 www.aclion.com	No	20
15	Coda Search 590 Fifth Avenue, 9 th Floor New York, NY 10036 jgoldberg@codasearch.com	No	15
16	Former Employee (Rehire)	No	1
17	Internal Posting/Intranet	No	25
18	Internal Promotion/Transfer	No	7
19	Non-Employee Referral	No	5
20	Self-Referral/Walk-in	No	0
21	Employee Referral	No	9
22	MediaBistro www.mediabistro.com	No	0
23	The Association of Independents in Radio www.airmedia.org	No	0
24	Bridgespan www.bridgespan.org	No	6
25	New York Foundation for the Arts www.nyfa.org	No	5
26	JournalismNext www.journalismnext.com	No	0
27	National Association of Black Journalists www.nabj.org	No	12

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RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	No. of Interviewees Referred by RS over 12-month period
28	American Payroll Association www.americanpayroll.org	No	0
29	National Association of Hispanic Journalists www.nahj.org	No	15
30	Asian American Journalists Association www.aaja.org	No	10
31	Current www.current.org	No	2
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	15
34	Workbridge 11 E. 44 th Street Suite 301 New York, NY 10017	No	0
35	Job/Career Fairs (See Sec. III)	No	18
36	Per Scholas Org 804 E 138 th Street, 2 nd Floor Bronx, NY 10454 Perscholas.org	No	10
37	Philanthropy.com 1255 23rd Street, N.W. Washington, D.C. 20037 Philanthropy.com/jobs	No	5
38	WomenInPR Womeninpr.org	No	20
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			1329

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program – <i>Scholarship Plus Interns</i>	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.
2	Internship Program – <i>Development</i>	During this reporting period, our SEU hosted 2 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.
3	Internship Program – <i>Radiolab</i>	During this reporting period, our SEU hosted 6 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.
4	Internship Program – <i>The Brian Lehrer Show</i>	During this reporting period, our SEU hosted 12 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.

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	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
5	Internship Program – <i>News Department</i>	During this reporting period, our SEU hosted 11 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.
6	Internship Program – <i>The Takeaway</i>	During this reporting period, our SEU hosted 4 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.
7	Internship Program – <i>Archives</i>	During this reporting period, our SEU hosted 2 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.
8	Internship Program - <i>WQXR Department</i>	During this reporting period, our SEU hosted 6 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.
9	Internship Program – <i>WNYC Studios</i>	During this reporting period, our SEU hosted 1 intern 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.

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	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
10	Internship Program – Death, Sex & Money	During this reporting period, our SEU hosted 1 intern to work with the podcast Death, Sex & Money. 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 September 13, 2019, 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.
12	Participate in Job Fair	On September 13, 2019, 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.
13	Participate in Job Fair	On October 2, 2019, 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.
14	Participate in Job Fair	On August 8, 2019, our SEU participated in the National Association of Black Journalists Summit, National Association of Hispanic Journalists Summit, and National Asian American Journalists Summit. Station participants included the Manager of Recruitment, who discussed our internship program and career opportunities with interested attendees.