

## **EEO Public File Report for WXXI Public Broadcasting Council (WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)**

This EEO Public File Report is filed in WXXI's public inspection file pursuant to Section 73.2080 of the Federal Communications Commission's (FCC) rules.

During the period January 23, 2019 through January 22, 2020, WXXI filled the following full-time vacancies:

- Accounts Payable Specialist
- Administrative Assistant, Technology & Operations and Radio
- CITY Reporter
- Development Research Coordinator
- Director, Human Resources
- Editor, CITY Newspaper
- Executive Producer
- Little Theatre, Events and Special Programming Coordinator
- Marketing Coordinator
- News and Public Affairs, Reporter/Producer
- Office Coordinator, RAEN
- Producer/Videographer
- Radio Operations Assistant

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and/or office, and telephone number.
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy.
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of Supplemental Outreach Initiatives completed for the period January 23, 2019 through January 22, 2020.

# Attachment A

**EEO Public File Report  
Recruitment Sources Used To Fill Each Full-time Vacancy  
For the period January 23, 2019 – January 22, 2020**

**Accounts Payable Specialist**

**Opened – July 8, 2019**

**Filled – August 19, 2019**

**Total Interviewed - 5**

**Source – Indeed.com**

- WXXI Internal Source
- WXXI Website
- Monster.com
- New York State Labor Dept. (New York State Job Bank)
- Handshake
- Rochester Works
- Indeed.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings done to WXXI “Neighborhood”, WXXI Human Resources folder in “Neighborhood.”	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>		N
WXXI Website- Interactive Services Director posts job postings to WXXI website.	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>		N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, <a href="http://www.monster.com">www.monster.com</a>		N
NYS Labor Department	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Heather Morens, State University of New York at Geneseo, SUNY Geneseo 116 Erwin Hall 1 College Circle Geneseo, NY, 14454, (585) 245-5721  Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career		N

	<p>Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>, (585) 594-6539</p> <p>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></p> <p>Jean Skuse, St. John Fisher College Administrative Assistant, Career &amp; Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223</p> <p>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a></p>		
Rochester Works	Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a>		N
Indeed.com	<a href="https://employers.indeed.com/">https://employers.indeed.com/</a>	5	N

**Administrative Assistant, Technology & Operations and Radio**

**Opened – June 12, 2019**

**Filled – July 22, 2019**

**Total Interviewed - 3**

**Source – WXXI Internal Source**

- WXXI Internal Source
- WXXI Website
- Handshake
- Rochester Area Career Development Association
- Veterans Outreach Center
- New York State Labor Dept. (New York State Job Bank)
- Indeed.com
- Rochester Educational Opportunity Center
- Causewave Community Partners
- Rochester Works
- Monster.com
- Employmentcrossing.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings done to WXXI “Neighborhood”, WXXI Human Resources folder in “Neighborhood”.	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N

**January 2020**

WXXI Website- Interactive Services Director posts job postings to WXXI website.	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>		N
Rochester Area Career Development Association	Eric Vaughn, President <a href="https://racda.org">https://racda.org</a> 585-273-1629		N
Veteran's Outreach Center	Nena Siverd, Employment Program Manager, 585-295-7818, <a href="mailto:nenasiverd@vocroc.org">nenasiverd@vocroc.org</a>		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Rochester Educational Opportunity Center	Greg Sherman, Career Advisor 585-327-4047, 161 Chestnut Street, Rochester, NY 14604, <a href="mailto:gsherman@brockport.edu">gsherman@brockport.edu</a>		N
Causewave Community Partners	<a href="mailto:info@causewave.org">info@causewave.org</a> <a href="http://www.causewave.org/job-board">http://www.causewave.org/job-board</a> 274 Goodman St N b269, Rochester, NY 14607 (585) 442-0200		N
Rochester Works	Kyle McCarthy, Business Services Representative, <a href="mailto:kymccarthy@rochesterworks.org">kymccarthy@rochesterworks.org</a> <a href="mailto:hotjobs@rochesterworks.org">hotjobs@rochesterworks.org</a>		N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, <a href="http://www.monster.com">www.monster.com</a>		N
Employment Crossing.com	<a href="https://www.employmentcrossing.com">https://www.employmentcrossing.com</a>		N

**CITY Reporter**  
**Opened – October 1, 2019**  
**Filled – December 12, 2019**  
**Total Interviewed = 5**  
**Source – WXXI Website**  
WXXI Internal Source  
WXXI Website  
Indeed.com  
Handshake

**January 2020**

Veteran's Outreach Center  
 NYS Dept of Labor (New York State Job Bank)  
 S.I. Newhouse School of Public Communications  
 Rochester Association of Black Journalists (RABJ)  
 National Association of Hispanic Journalists (NAHJ)  
 National Association of Black Journalists (NABJ)  
 JournalismJobs.com  
 AltWeeklies.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings On WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal job postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>		N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>	4	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Handshake (Distributes posting)	Cathy Slocum, Senior Career Services Assistant, Rochester Institute of Technology, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>  Jane LoMoglio, Student Employment Lead, The College at Brockport, State University of New York, <a href="mailto:jlomagli@brockport.edu">jlomagli@brockport.edu</a>		N
Veteran's Outreach Center	Nena Siverd, Employment Program Manager, 585-295-7818, <a href="mailto:nenasiverd@vocroc.org">nenasiverd@vocroc.org</a>		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDDL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
S.I. Newhouse School of Public Communications	Newhouse Career Development Center <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a> 315-443-3270		N
Rochester Association of Black Journalists (RABJ)	<a href="http://www.rabjournalists.org/jobs">http://www.rabjournalists.org/jobs</a> <a href="https://rabjournalists.org/">https://rabjournalists.org/</a> P.O. Box 60210, Rochester, NY 14606		N
National Association of Hispanic Journalists	<a href="https://www.nahjcareers.org/">https://www.nahjcareers.org/</a> 1050 Connecticut Avenue, NW 5th Floor Washington, DC 20036		N
National Association of Black Journalists (NABJ)	<a href="http://www.nabj.org">www.nabj.org</a>		N
JournalismJobs.com	<a href="http://www.journalismjobs.com/post">http://www.journalismjobs.com/post</a>		N

January 2020

AltWeeklies.com	<a href="http://posting.altweeklies.com/aan/member/">http://posting.altweeklies.com/aan/member/</a>		N

**Development Research Coordinator**

**Opened – May 6, 2019**

**Filled – July 8, 2019**

**Total Interviewed = 6**

**Source – WXXI Internal Source, Current employee moved to this position**

WXXI Internal Source

WXXI Website

Indeed.com

Handshake

Veteran's Outreach Center

New York State Department of Labor (New York State Job Bank)

Causewave Community Partners

Association of Fundraising Professionals (AFP)

Rochester Area Career Development Association

Rochester Works

Monster.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal job postings by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>	2	N
Indeed.com	Chris Schultz (585) 258-9717, <a href="https://employers.indeed.com/Chris.Schultz@careerbuilder.com">https://employers.indeed.com/Chris.Schultz@careerbuilder.com</a>	1	N
Handshake (Distributes Posting)	Individual area college career services respond on each job posting.  Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a>  Jean Skuse, St. John Fisher College Administrative Assistant, Career & Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223  Grace Begemann, Student Employment Assistant, The College at Brockport, State University of New York, <a href="https://www.linkedin.com/in/grace-begemann-999762177">linkedin.com/in/grace-begemann-999762177</a> , 350 New Campus Drive Brockport, NY 14420		N

	<p>Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>, (585) 594-6539</p> <p>Rob DiCarlo, Associate Director of Internship Opportunities, Department of Career Development, State University of New York at Geneseo, <a href="mailto:dicarlo@geneseo.edu">dicarlo@geneseo.edu</a>, Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: <b>(585) 245-5721</b></p> <p>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a></p>		
Veteran's Outreach Center	Nena Siverd, Employment Program Manager, 585-295-7818, <a href="mailto:nenasiverd@vocroc.org">nenasiverd@vocroc.org</a>		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
Causewave Community Partners	<a href="mailto:info@causewave.org">info@causewave.org</a> <a href="http://www.causewave.org/job-board">http://www.causewave.org/job-board</a>	1	N
Association of Fundraising Professionals	Association of Fundraising Professionals, AFP, Genesee Valley Chapter, PO Box 60413, Rochester, NY 14606, 585-586-7810, <a href="mailto:info@afpgv.org">info@afpgv.org</a>		N
Rochester Area Career Development Association	<a href="https://racda.org/post-jobs/">https://racda.org/post-jobs/</a> <a href="mailto:info@racda.org">info@racda.org</a>		N
Rochester Works	Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a>		N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, <a href="http://www.monster.com">www.monster.com</a>		N

**Director, Human Resources  
Opened – September 24, 2019**

**January 2020**

**Filled – January 6, 2020**

**Total Interviewed = 5**

**Source – Indeed.com**

- WXXI Internal Source
- WXXI Website
- Indeed.com
- Monster.com
- Handshake
- Veteran's Outreach Center
- Causewave Community Partners
- Genesee Valley Chapter, SHRM
- Glassdoor.com

<b>Recruitment Source</b>	<b>Contact Name/Office</b>	<b>Total Interviewed</b>	<b>Requested Notification</b>
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal job postings by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	1	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org		N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	4	N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, www.monster.com		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>  Jean Skuse, St. John Fisher College Administrative Assistant, Career & Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223		N
Veteran's Outreach Center, Inc.	Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620		N
Causewave Community Partners	<a href="mailto:info@causewave.org">info@causewave.org</a> <a href="http://www.causewave.org/job-board">http://www.causewave.org/job-board</a>		N
Genesee Valley Chapter, SHRM	Kelly Myers, Job Posting Liaison, <a href="mailto:jobs@gvcshrm.org">jobs@gvcshrm.org</a>		N

**January 2020**



Glassdoor.com	<a href="http://www.glassdoor.com">www.glassdoor.com</a>		N
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**Editor, CITY Newspaper**

**Opened – May 13, 2019**

**Filled –September 16, 2019**

**Total Interviewed = 8**

**Source – WXXI Internal Source**

- WXXI Internal Source
- WXXI Website
- Indeed.com
- Monster.com
- Handshake
- Veteran's Outreach Center
- New York State Department of Labor, NYS Job Bank
- S.I. Newhouse School of Journalism, Syracuse University
- Columbia University School of Journalism
- Rochester Association of Black Journalists (RABJ)
- National Association of Black Journalists (NABJ)
- Current Newspaper
- JournalismJobs.com
- Asian American Journalists Association
- The Association of LGBTQ Journalists
- National Lesbian and Gay Journalists Association

<b>Recruitment Source</b>	<b>Contact Name/Office</b>	<b>Total Interviewed</b>	<b>Requested Notification</b>
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>		N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	6	N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, <a href="http://www.monster.com">www.monster.com</a>		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>  Brittany Goss, The College at Brockport, State University of New York,		N

Veteran's Outreach Center, Inc.	Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
S.I. Newhouse School of Journalism, Syracuse University	Newhouse Career Development Center, <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a> , 315-443-3270		N
Columbia University School of Journalism	The Office of Career Services, <a href="mailto:postjobs@jrn.columbia.edu">postjobs@jrn.columbia.edu</a> Columbia University, 2950 Broadway, New York, NY 10027, Lauren Mack, Program Manager, Career Development, 212-854-4422		N
Rochester Association of Black Journalists (RABJ)	<a href="mailto:RABJ@RABJournalists.org">RABJ@RABJournalists.org</a> P.O. Box 60210, Rochester, NY 14606		N
National Association of Black Journalists (NABJ)	<a href="http://www.nabj.org">www.nabj.org</a> 100 Knight Hall, Suite 3101 College Park, Maryland 20742 Phone: (301) 405-0248		N
Current Newspaper	<a href="https://jobs.current.org">https://jobs.current.org</a> 4400 Massachusetts NW, Ste LL05 Washington, DC 20016 202-885-6412		N
JournalismJobs.com	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a> <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> 510-508-7386		N
Asian American Journalists Association	<a href="https://www.aaja.org">https://www.aaja.org</a> Asian American Journalists Association, 5 Third Street, Ste 1108 San Francisco, CA 94103		N
The Association of LGBTQ Journalists	The Association of LGBTQ Journalists 2120 L Street, NW Suite 850 Washington, DC 20037 (202) 588-9888 <a href="mailto:info@nlqja.org">info@nlqja.org</a>		N
National Lesbian and Gay Journalists Association	<a href="https://members.nlgja.org/">https://members.nlgja.org/</a> NLGJA: The Association of LGBTQ Journalists 2120 L Street, NW Suite 850 Washington, DC 20037 (202) 588-9888 <a href="mailto:info@nlqja.org">info@nlqja.org</a>		N

**Executive Producer**

Opened – May 13, 2019

Filled – August 1, 2019

Total Interviewed = 4

**Source – WXXI Internal Source**

WXXI Internal Source

WXXI Website

Indeed.com

Monster.com

Handshake

Veteran's Outreach Center

New York State Department of Labor, NYS Job Bank

Columbia University School of Journalism

S.I. Newhouse School of Journalism, Syracuse University

New York State Broadcasters Association (NYSBA)

Public Media Jobs (Current.org)

Glassdoor.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org		N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, www.monster.com		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Rob DiCarlo, Associate Director of Internship Opportunities, Department of Career Development, State University of New York at Geneseo, <a href="mailto:dicarlo@geneseo.edu">dicarlo@geneseo.edu</a> , Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: <a href="tel:5852455721">(585) 245-5721</a>  Brittany Goss, The College at Brockport, State University of New York,  Jean Skuse, St. John Fisher College		N

	Administrative Assistant, Career & Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223		
Veteran's Outreach Center, Inc.	Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
Columbia University School of Journalism	The Office of Career Services, <a href="mailto:postjobs@jrn.columbia.edu">postjobs@jrn.columbia.edu</a> Columbia University, 2950 Broadway, New York, NY 10027, Lauren Mack, Program Manager, Career Development, 212-854-4422		N
S.I. Newhouse School of Journalism, Syracuse University	Newhouse Career Development Center, <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a> , 315-443-3270		N
New York State Broadcasters Association (NYSBA)	<a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung, Communications/Website Administrator 518-456-8888,		N
Public Media Jobs (Current.org)	<a href="https://jobs.current.org">https://jobs.current.org</a> 4400 Massachusetts NW, Ste LL05 Washington, DC 20016 202-885-6412		N
Glassdoor.com	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	1	N

**Little Theatre, Events & Special Programming Coordinator**

**Opened – October 14, 2019**

**Filled – December 18, 2019**

**Total Interviewed = 4**

**Source – WXXI Internal Source**

WXXI Internal Source

WXXI Website

Indeed.com

Handshake

Veteran's Outreach Center

New York State Department of Labor, NYS Job Bank

Rochester Works

Glassdoor.com

**January 2020**

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	3	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org		N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Handshake (Distributes postings)	<p>Individual area college career services respond on each job posting.</p> <p>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a></p> <p>CCAP (Center for Career and Academic Planning), St. John Fisher College, Jamie Canfield, Employer Relations and Internship Coordinator</p> <ul style="list-style-type: none"> <li>• <b>Office:</b>Library 104</li> <li>• <b>Phone:</b>(585) 385-8050</li> <li>• <b>Email:</b><a href="mailto:jcanfield@sjfc.edu">jcanfield@sjfc.edu</a></li> </ul> <p>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></p> <p>Angela Briggs, Office Assistant 1, State University of New York at Geneseo, <a href="mailto:briggsa@geneseo.edu">briggsa@geneseo.edu</a> Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: <b>(585) 245-5721</b></p> <p>Mary Flaherty, Career Services, Roberts Wesleyan College, 585-594-6539, <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a></p>		N
Veteran’s Outreach Center, Inc.	Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620		N
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions		N

	Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		
Rochester Works	Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a>		N
Glassdoor.com	<a href="http://www.glassdoor.com">www.glassdoor.com</a>		N

**Marketing Coordinator**

**Opened – May 14, 2019**

**Filled – July 9, 2019**

**Total Interviewed = 5**

**Source – WXXI Internal Source, Current employee moved to this position**

WXXI Internal Source  
WXXI Website  
Indeed.com  
Handshake  
Veteran's Outreach Center  
New York State Department of Labor, NYS Job Bank  
Rochester Works  
Glassdoor.com

<b>Recruitment Source</b>	<b>Contact Name/Office</b>	<b>Total Interviewed</b>	<b>Requested Notification</b>
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	3	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>	1	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>  CCAP (Center for Career and Academic Planning), St. John Fisher College, Jamie Canfield, Employer Relations and Internship Coordinator <ul style="list-style-type: none"> <li>• <b>Office:</b> Library 104</li> <li>• <b>Phone:</b> (585) 385-8050</li> <li>• <b>Email:</b> <a href="mailto:jcanfield@sjfc.edu">jcanfield@sjfc.edu</a></li> </ul>		N

	<p>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></p> <p>Angela Briggs, Office Assistant 1, State University of New York at Geneseo, <a href="mailto:briggsa@geneseo.edu">briggsa@geneseo.edu</a> Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: <b>(585) 245-5721</b></p> <p>Mary Flaherty, Career Services, Roberts Wesleyan College, 585-594- 6539, <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a></p>		
Veteran's Outreach Center, Inc.	<p>Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620</p>		N
New York State Department of Labor, NYS Job Bank	<p>New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a></p>		N
Rochester Works	<p>Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a></p>		N
Glassdoor.com	<a href="http://www.glassdoor.com">www.glassdoor.com</a>		N

**News and Public Affairs Reporter/Producer**

**Opened – April 9, 2019**

**Filled – July 1, 2019**

**Total Interviewed = 5**

**Source – WXXI Internal Source**

WXXI Internal Source

WXXI Website

Indeed.com

Monster.com

Handshake

New York State Department of Labor, NYS Job Bank

Rochester Works

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S.I. Newhouse School of Journalism, Syracuse University  
 Columbia University School of Journalism  
 Rochester Association of Black Journalists (RABJ)  
 National Association of Black Journalists (NABJ)  
 Current Newspaper/Publicmediajobs.org  
 JournalismJobs.com  
 Asian American Journalists Association  
 National Lesbian and Gay Journalists Association  
 Journalismnext.com  
 Minority Reporter

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood”	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> <a href="http://www.wxxi.org">www.wxxi.org</a>	1	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, <a href="http://www.monster.com">www.monster.com</a>		N
Handshake (Distributes postings)	<p>Individual area college career services respond on each job posting.</p> <p>Grace Begemann, Student Employment Assistant, The College at Brockport, State University of New York, <a href="https://www.linkedin.com/in/grace-begemann-999762177">linkedin.com/in/grace-begemann-999762177</a>, 350 New Campus Drive Brockport, NY 14420</p> <p>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></p> <p>Jean Skuse, St. John Fisher College Administrative Assistant, Career &amp; Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223</p> <p>Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>, (585) 594-6539</p>		N



	<p>Michelle Margeson, Administrative Assistant/Internship Assistant, State University of New York at Geneseo, <a href="mailto:margeson@geneseo.edu">margeson@geneseo.edu</a>  Department of Career Development  SUNY Geneseo  116 Erwin Hall  1 College Circle  Phone: <a href="tel:5852455721">(585) 245-5721</a></p> <p>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a></p>		
New York State Department of Labor, NYS Job Bank	<p>New York State Department of Labor  Division of Employment and Workforce Solutions  Harriman Campus, Building 12, Room 436  Albany, NY 12240 1-888-4-NYSDOL,  <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a></p>		N
Rochester Works	<p>Kyle McCarthy, Business Services Representative,  <a href="mailto:kymccarthy@rochesterworks.org">kymccarthy@rochesterworks.org</a>  <a href="mailto:hotjobs@rochesterworks.org">hotjobs@rochesterworks.org</a></p>		N
S.I. Newhouse School of Journalism, Syracuse University	<p>Newhouse Career Development Center, <a href="mailto:nhcdc@syr.edu">nhcdc@syr.edu</a>, 315-443-3270</p>		N
Columbia University School of Journalism	<p>The Office of Career Services,  <a href="mailto:postjobs@jrn.columbia.edu">postjobs@jrn.columbia.edu</a>  Columbia University, 2950 Broadway,  New York, NY 10027, Lauren Mack,  Program Manager, Career Development, 212-854-4422</p>		N
Rochester Association of Black Journalists (RABJ)	<p><a href="mailto:RABJ@RABJournalists.org">RABJ@RABJournalists.org</a>  P.O. Box 60210, Rochester, NY 14606</p>		N
National Association of Black Journalists (NABJ)	<p><a href="http://www.nabj.org">www.nabj.org</a>, 100 Knight Hall, Suite 3101, College Park, Maryland 20742  Phone: (301) 405-0248</p>		N
Current Newspaper/Publicmediajobs.org	<p><a href="https://jobs.current.org">https://jobs.current.org</a>  4400 Massachusetts NW, Ste LL05  Washington, DC 20016  202-885-6412</p>		N
JournalismJobs.com	<p><a href="http://www.journalismjobs.com">www.journalismjobs.com</a>  <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a>  510-508-7386</p>	1	N
Asian American Journalists Association	<p><a href="https://www.aaja.org">https://www.aaja.org</a>  Asian American Journalists Association, 5 Third Street, Ste 1108  San Francisco, CA 94103</p>		N

National Lesbian and Gay Journalists Association	<a href="https://members.nlgja.org/">https://members.nlgja.org/</a> NLGJA: The Association of LGBTQ Journalists 2120 L Street, NW Suite 850 Washington, DC 20037 (202) 588-9888 info@nlgja.org		N
Journalismnext.com	Journalismnext.com April Kamaldinova, Communications Coordinator, 626-792-3846		N
Minority Reporter	Dave McCleary, President, Minority Reporter Media Group <a href="mailto:davemc@minorityreporter.net">davemc@minorityreporter.net</a>		N

**Office Coordinator, RAEN**  
**Opened – August 13, 2018, Re-posted February 6, 2019**  
**Filled –April 1, 2019**  
**Total Interviewed = 11**  
**Source – Indeed.com**

- WXXI Internal Source
- WXXI Website
- Indeed.com
- Handshake
- Veteran's Outreach Center
- New York State Department of Labor, NYS Job Bank
- Rochester Works
- Bryant & Stratton College
- Ibero-American Action League
- (RACDA) Rochester Area Career Development Association

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI "Neighborhood" and postings to Human Resources folder in "Neighborhood"	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	1	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org	2	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	8	N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a>		N

	<p>Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>, (585) 594-6539</p> <p>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a></p> <p>Jean Skuse, St. John Fisher College Administrative Assistant, Career &amp; Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223</p> <p>University of Rochester, Career Center, Christina Pero, <a href="mailto:christina.pero@rochester.edu">christina.pero@rochester.edu</a></p> <ul style="list-style-type: none"> <li>• The Greene Center for Career Education &amp; Connections University of Rochester 4-200 Dewey Hall Box 270028 Rochester, NY 14627</li> <li>• (585) 275-236</li> </ul>		
Veteran's Outreach Center, Inc.	<p>Nena Siverd (585) 295-7818 Employment Mgr <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a> 459 South Ave. Rochester, NY 14620</p>		N
New York State Department of Labor, NYS Job Bank	<p>New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a></p>		N
Rochester Works	<p>Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a> <a href="mailto:hotjobs@rochesterworks.org">hotjobs@rochesterworks.org</a></p>		N
Bryant & Stratton College	<p>Chelsea <a href="#">White</a> Career Services Representative &amp; Internship Coordinator, 854 Long Pond Rd., Rochester, NY 14612 585-720-0660 x244</p>		N

Ibero-American Action League	<a href="mailto:information@iaal.org">information@iaal.org</a> 817 East Main Street Rochester, NY 14605 585-256-8900		N
RACDA (Rochester Area Career Development Association)	<a href="mailto:info@racda.org">info@racda.org</a> <a href="https://racda.org/post-jobs/">https://racda.org/post-jobs/</a>		N

**Producer/Videographer**  
**Opened – July 26, 2019**  
**Filled – October 7, 2019**  
**Total Interviewed = 3**  
**Source – WXXI Internal Source**

WXXI Internal Source  
WXXI Website  
Indeed.com  
Monster.com  
PurpleBriefcase  
Handshake  
Veteran's Outreach Center  
New York State Department of Labor, NYS Job Bank  
Rochester Association of Black Journalists ( RABJ)

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org	1	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>		N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, www.monster.com		N
PurpleBriefcase	<a href="http://www.purplebriefcase.com">www.purplebriefcase.com</a> 10 East Main Street, Victor NY 14564 585 678 9395 <a href="mailto:contact@purplebriefcase.com">contact@purplebriefcase.com</a>		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Grace Begemann, Student Employment Assistant, The College at Brockport, State University of New York, <a href="https://www.linkedin.com/in/grace-begemann-999762177">linkedin.com/in/grace-begemann-999762177</a> , 350 New Campus Drive Brockport, NY 14420		N

	<p>Julia Overton-Healy, St. John Fisher College, Director of Career Services, Lavery Library, Main Level,  <a href="mailto:joverton-healy@sjfc.edu">joverton-healy@sjfc.edu</a>  (585) 385-8000</p> <p>Bridget Callari, Recruiting Coordinator  Rochester Institute of Technology  585-475-5597  <a href="mailto:bmcoce@rit.edu">bmcoce@rit.edu</a></p> <p>Rob DiCarlo, Associate Director of Internship Opportunities, Department of Career Development, State University of New York at Geneseo,  <a href="mailto:dicarlo@geneseo.edu">dicarlo@geneseo.edu</a>,  Department of Career Development  SUNY Geneseo  116 Erwin Hall  1 College Circle  Phone: <a href="tel:5852455721">(585) 245-5721</a></p> <p>Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>,  (585) 594-6539</p> <p>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301,  <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></p>		
Veteran's Outreach Center, Inc.	<p>Nena Siverd (585) 295-7818  Employment Mgr  <a href="mailto:Nena.siverd@vocroc.org">Nena.siverd@vocroc.org</a>  459 South Ave.  Rochester, NY 14620</p>		N
New York State Department of Labor, NYS Job Bank	<p>New York State Department of Labor  Division of Employment and Workforce Solutions  Harriman Campus, Building 12, Room 436  Albany, NY 12240 1-888-4-NYSDOL,  <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a></p>		N
Rochester Association of Black Journalists (RABJ)	<p><a href="mailto:RABJ@RABJournalists.org">RABJ@RABJournalists.org</a>  P.O. Box 60210, Rochester, NY 14606</p>		N

**Radio Operations Assistant**  
**Opened – June 18, 2019**  
**Filled –August 5, 2019**  
**Total Interviewed = 6**  
**Source – Internal Source**  
WXXI Internal Source  
WXXI Website  
Indeed.com

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Monster.com  
 Handshake  
 New York State Department of Labor, NYS Job Bank  
 Rochester Works  
 (RACDA) Rochester Area Career Development Association

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood	Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a>	2	N
WXXI Website – Interactive Services Director puts job postings on WXXI website	Cindy George (585) 325-7500 x303 <a href="mailto:cgeorge@wxxi.org">cgeorge@wxxi.org</a> www.wxxi.org	2	N
Indeed.com	<a href="https://employers.indeed.com">https://employers.indeed.com</a>	1	N
Monster.com	<a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a> 1-800-MONSTER (800-666-7837) 133 Boston Post Road Weston, MA 02493, www.monster.com		N
Handshake (Distributes postings)	Individual area college career services respond on each job posting.  Kathy Tesavis, Roberts Wesleyan College, Coordinator of Career Development, <a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a> , (585) 594-6539  Jean Skuse, St. John Fisher College Administrative Assistant, Career & Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223  Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a>  Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>  Rob DiCarlo, Associate Director of Internship Opportunities, Department of Career Development, State University of New York at Geneseo, <a href="mailto:dicarlo@geneseo.edu">dicarlo@geneseo.edu</a> , Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: <a href="tel:5852455721">(585) 245-5721</a>	1	N

	Jane LoMoglio, Student Employment Lead, The College at Brockport, State University of New York, <a href="mailto:jlomagli@brockport.edu">jlomagli@brockport.edu</a>		
New York State Department of Labor, NYS Job Bank	New York State Department of Labor Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL, <a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>		N
Rochester Works	Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; <a href="http://www.rochesterworks.org">www.rochesterworks.org</a> <a href="mailto:hotjobs@rochesterworks.org">hotjobs@rochesterworks.org</a>		N
RACDA (Rochester Area Career Development Association)	<a href="mailto:info@racda.org">info@racda.org</a> <a href="https://racda.org/post-jobs/">https://racda.org/post-jobs/</a>		N

## **Total Number of Interviewees & Recruitment Sources**

The following are the recruitment sources that referred interviewees during the period covered by this report and the number of interviewees referred by each of those sources.

**Total # of Interviewees                      70**

### **Sources**

**WXXI Website                                      13**  
**WXXI Internal Source                          22**  
**Indeed.com                                        31**  
**Causewave Community Partners            1**  
**Glassdoor.com                                    1**  
**JournalismJobs.com                            1**  
**Handshake                                         1**

## **Attachment B**

**FCC Public File Report January 23, 2019 – January 22, 2020**

### **Description of Supplemental Outreach Initiatives**

#### **1 – Participation in job fairs by station personnel with hiring responsibilities**

- WXXI's HR Director & HR Administrative Assistant attended Roberts Wesleyan Internship & Career Fair, March 2019.
- WXXI's HR Director & HR Administrative Assistant attended Nazareth College job fair, March 2019.
- WXXI's HR Director participated in Rochester Works Job Fair, October 2019.

#### **2 – Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment:**

- FM Program Director:
  - Hosted Eastman ALP Intern, January -May 2019
  - Hosted U of R/Mellon Foundation Humanities Intern Neal Ganguli, June -August 2019
  - U of R/Mellon Foundation Humanities Symposium w/ all interns Sep 2019
- Membership & Development Department
  - Hosted Intern 2019 Spring and Summer Semester

#### **3– Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:**

- A number of WXXI employees enrolled in an Excel Training Program December 2019
- Music Director, WXXI-FM
  - Music Master training from July-September 2019
- Producer: Public Radio Super-Regional Meeting, Oct. 2019
- News Director:
  - Associated Press product update, November 2019
  - Media and the law, September 2019
  - Attended the Public Radio News Directors conference June 2019
- Executive VP & General Manager
  - Public Radio Super-Regional Conference–October 2019
  - Working with Persons with Disabilities – September 2019

#### **Corporate Sponsorship Department:**

- Account Manager participated in the New eVIP Online - Nielsen Answers Training, Jan 2019
- Director of Corporate Sponsorship- Webinar: Country Music Station Webinar Jan 2019
- Two Account Managers- CSPI Training Part 1 Feb 2019
- Two Account Managers- Webinar: American Experience/Chasing the Moon Station Webinar Feb 2019

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- Account Manager - Webinar: The Five Keys to Effectively Plan for Every Sales Call Feb 2019
  - Account Manager- New Sales Rep Cohort Call /Greater Public Mar 2019
  - Director of corporate sponsorship- Webinar: Local Livestreaming Initiative Update Mar 2019
  - Two Account Managers CPSI Training Part 2 Mar 2019
  - Account Manager Nielsen Scarborough Prime Lingo RB2 Review Conference Call Mar 2019
  - Account Manager Webinar: The Podcast Landscape, Apr 2019
  - Three Account Managers and Director of Corporate Sponsorship- NYSBA Sales Training Apr 2019
  - Account Manager Attended Regional Apprenticeship Event at MCC Apr 2019
  - Account Manager and Director of Corporate Sponsorship Webinar: You Aren't in the Radio (or TV) Business Anymore May 2019
  - Account Manager New Sales Rep Cohort Call /Greater Public June 2019
  - Director of Corporate Sponsorship CSPI Mentor Program June 2019
  - Two Account Managers Webinar: PBS Country Music June 2019
  - Account Manager Webinar: Prime Lingo: Report Wizards August 2019
  - Two Account Managers and Director of Corporate Sponsorship Webinar: PBS Audience insights August 2019
  - Account Manager New Sales Rep Cohort Call /Greater Public Sept 2019
  - Account Manager Webinar: How PBS Stations Can Activate New Audiences Sept 2019
  - Director of Corporate Sponsorship CSPI Program Wrap training/debrief Sept 2019
  - Director of Corporate Sponsorship PBS Branding webinar - Refresh for Digital Age Sept 2019
  - Two Account Managers, Director of Corporate Sponsorship, Marketing Coordinator Webinar: Credit Copy Workshop Oct 2019
  - Account Manager, Director of Corporate Sponsorship, Marketing Coordinator Webinar: Prime Lingo - Report Builder 2 Oct 2019
  - Account Manager, Director of Corporate Sponsorship, Marketing Coordinator Webinar: Webinar: Rich Media/Digital training from Greater Public Oct 2019
  - Account Manager IAB Digital Fundamentals Course Nov 2019
  - Account Manager Digital Media Sales Certification Exam Prep Dec 2019
  - Account Manager New Sales Rep Cohort Call /Greater Public Dec 2019
  - Director of Corporate Sponsorship Public Radio Music Day Dec 2019
- Coordinator, Education & Outreach participated in the following webinars:
    - ITVS Webinar – Won't you Be My Neighbor Jan 2019
    - ITVS Webinar – The Providers Jan 2019
    - Webinar – Chasing the Moon Feb 2019
    - Webinar – Country Music June 2019
    - ITVS Webinar – Decade of Fire September 2019
    - ITVS Webinar – First Rainbow Coalition October 2019
    - KET Webinar – Workplace Essential Skills November 2019
    - Webinar – LOOP Grants November 2019
    - Webinar ITVS – Always in Season December 2019

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- Vice President, Education & Interactive Services participated in the following professional development:
  - Young Adult Surveying Overview Jan 2019
  - American Graduate Project Manager Training Jan 2019
  - American Graduate Content in Social Media & Fundraising Training Feb 2019
  - GLOW Workforce: School Engagement Feb 2019
  - FL STEM Hub Presentation Feb 2019
  - Chasing the Moon Project Planning Webinar Feb 2019
  - Six Best Practices for Applying PBS's Editorial Standards to Social Media Feb 2019
  - American Graduate Project Manager Training Feb 2019
  - American Graduate Quarterly Review Training March 2019
  - FL STEM Hub Presentation March 2019
  - PBS Nature Screening Producers Talkback March 2019
  - Lunch & Learn Marketing/Social Media Professional Development March 2019
  - Education Metrics (NETA) March 2019
  - American Graduate Project Manager Training March 2019
  - HootSuite Webinar Apr 2019
  - American Graduate Conference Apr 2019
  - FL STEM Hub Presentation Apr 2019
  - Molly Denali Update Webinar Apr 2019
  - PBS Digital Metrics Webinar Apr 2019
  - How audiences absorb news in social media from Newshour Apr 2019
  - NPR PubMetrics Webinar Apr 2019
  - Regional Apprenticeships in Manufacturing Lecture Event Apr 2019
  - PBS LearningMedia Updates May 2019
  - Newshour 5 tips on how to analyze your digital audience & competition. May 2019
  - Webcast Metrics Measurement Basics May 2019
  - PBS How to create shareable content May 2019
  - PBS Engagement ideas for local station social media to grow follower numbers June 2019
  - NPR: State of Digital Publishing June 2019
  - American Graduate: Project Managers June 2019
  - Rochester/Monroe Co. Workforce Development Board June 2019
  - FL STEM Hub Presentation June 2019
  - Digital election coverage webinar June 2019
  - PBS Social Media Webinar: Instagram Story School June 2019
  - American Graduate Project Manager Training June 2019
  - NPR Webinar on Local-National Content June 2019
  - PBS The Great Media Supply Chain Race July 2019
  - FL STEM Hub Presentation July 2019

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- The Role of Digital Learning in Education Today July 2019
- OVEE Virtual Mission Control: Human Spaceflight July 2019
- American Graduate Project Manager Training July 2019
- The Shifting Children's Media Landscape July 2019
- PBS Social Media Webinar: Social Media Playbook Aug 2019
- GLOW Workforce Development Event Planning Aug 2019
- NPR One Dashboards Aug 2019
- Webcast Metrics Training Aug 2019
- GLOW Workforce Development Event Planning Aug 2019
- American Graduate Project Manager Training Aug 2019
- Children's Media & Education Nov.program changes and Xavier Riddle Series Sept 2019
- GLOW Workforce Development Event Planning Sept 2019
- Engaging Educators with PBS KIDS Digital Products: Serving Educators Statewide Sept 2019
- American Graduate Project Manager Training Sept 2019
- FL STEM Hub Presentation Sept 2019
- Deepening Impact in Early Childhood Education Sept 2019
- NPR Digital Publishing Update Webinar Sept 2019
- Move to Include National Meeting Sept 2019
- American Graduate Project Manager Training Sept 2019
- NOVA & CPB: Scaling Digital Audience Growth Oct 2019
- American Graduate Project Manager Training Oct 2019
- FL STEM Hub Presentation Oct 2019
- American Graduate Project Manager Training Oct 2019
- Why now Why us the case for an inclusive vision of the 21st century Oct 2019
- American Graduate Project Manager Training Oct 2019
- American Graduate: Careers & Apprenticeships Virtual Learning Adventure (APTV) Oct 2019
- Children's Media & Education Monthly Update Dec 2019
- American Graduate Project Manager Training Dec 2019
- Children's Media & Education Editorial Calendar & Messaging Research Dec 2019
- FL Works One Stop Presentation Dec 2019
- FL STEM Hub Presentation Dec 2019
- GLOW Workforce Development Event Planning Dec 2019
- American Graduate Project Manager Training Dec 2019
- Children's Media & Education Monthly Update: Jan 2020
- GLOW Marketing Committee Jan 2020
- NPR Community Calendar Webinar Jan 2020
- GLOW Workforce Development Event Planning Jan 2020

- Digital Engagement Facilitator:

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- Monthly NPR Digital Services webinars - digital best practices and analytics.
- Attended the NPR Digital Day conference September 2019
- Associate Director, Planned Giving participated in the following professional development:
  - July 2019- PMDMC: Public Media Development & Marketing Conference
  - July 2019 Planned Giving webinars offered by Crescendo Interactive
- HR Coordinator participated in the following professional development:
  - GVCSHRM seminar, 2019 Annual Legal Update, Temple B'rith Kodesh, Feb 2019
  - NHRA Seminar, The Optimax Story: The link between customer satisfaction, self-leadership and exponential growth Mar 2019
  - CPR/First Aid Certification Training Mar 2019
  - NHRA Webinar Data Driven HR Mar 2019
  - GVC SHRM, Webinar, Conducting Effective Workplace Investigations Mar 2019
  - Chamber HR Briefing, Understanding NYS Religious Accommodation Rules Apr 2019
  - Labor & Employment Law, Spring Seminar June 2019
  - GVCSHRM- Thriving in a New Reality: Enabling Development throughout the Employee Experience July 2019
  - Chamber HR Briefing, Get Win/Win Results by Meeting People Where They Are, September 2019
  - Labor & Employment Legal Updates Dec 2019
  - Chamber Friday HR Briefing, Understanding the Revised Form W-4 Jan 17, 2020
- VP, Technology & Operations participated in the following SBE meetings and webinars:
  - Hybrid/IP Infrastructure – a review of the standards and the adoption of IP into the broadcast plant.
  - Antenna and RF System design for the FCC Repack
  - Current status of 5G Technology,
  - Developments in ATSC3.0 technology
  - Orban XPN-AM-ND processor for AM Radio
  - Transition from ATSC 1.0 to 3.0

SBE Webinars:

- ATSC 3.0 Module 6
- ATSC 3.0 and 5G
- Classical Music Program Director represented WXXI Public Broadcasting Council by participating in the following activities:
  - NPR Webinar: What Has & Hasn't Changed: Share of Ear (NPR & Edison research report) Feb 2019
  - Site visit to WNED in Buffalo for in person training & research on Music Master May 2019
  - PRPD Webinar: Using Music to Strike a Chord w/ Listeners May 2019
  - NPR Webinar: What's Next on the Digital Publishing Platform June 2019
  - PRPD (Public Radio Program Directors) conference Aug 2019
  - NPR Webinar – new CMS platform Sept 2019
  - NPR Webinar – Brightspot platform Oct 2019

- PRPD Webinar – Airchecking Oct 2019
- NPR Webinar – Public Radio Music Day planning Oct 2019
- NPR Webinar - Public Radio Music Day Dec 2019
- Classical Music Director represented WXXI Public Broadcasting Council by participating in the following activities:
  - PRPD Conference, August 2019; attended sessions on: smart speakers/technology, digital transformation, announcing, music programming, podcasting, music licensing/copyright, public radio music initiatives, accessibility and inclusion and music.
- WXXI-FM Host and Producer represented WXXI Public Broadcasting Council by participating in the following activities:
  - Seminar: sessions learning Music Master, October 2019
- TV Program Director
  - PTPA / PBS Annual Meeting May 2019
  - PTPA/BBC Showcase October 2019
  - APT Fall Marketplace November 2019
- Development Research Coordinator
  - PBS Prospect Development webinar Jan 2019
  - Local Live Streaming Webinar Mar 2019
  - Radio Conference in Boston Mar 2019
- Development Producer/Mystery Trainer
  - Public Media Development and Marketing Conference June 2019
- Assistant VP, Major and Planned Giving participated in the following professional development:
  - Association of Fundraising Professionals, Genesee Valley Chapter seminars
  - PBS Development Philanthropy Webinars
- Two Associate Directors of Major Giving: Public Media Development & Marketing Conference
- Radio Program Manager
  - NAB for meetings and audio training Apr 2019
  - NONCOMMVENTION including sessions on programming, copyright, and music rights May 2019
  - Eastern Region Public Media Conference, with training sessions on management, journalism, outreach, and new media opportunities.
- Radio Operations Manager
  - EnConveyor Training
  - WEBINAR-News and Tips for Media Funding at NEH
  - WEBINAR-Last Pass Enterprise User Training
- Chief Financial Officer attended the PMBA Conference, May 2019

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- Controller attended the PMBA Conference, May 2019

#### **4– Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:**

- Director of Human Resources participated in the following professional development:
  - Webinar on sexual harassment, October 2019
  - Chamber 2019 Annual Employment Law Update February 2019
  - Labor & Employment Law Seminar May 2019
- 100% WXXI employees received online Sexual Harassment prevention, October 2019
- HR Coordinator
  - Chamber HR seminar, Diversity in The Workplace -From The Top Down Feb 2019
  - WXXI Listening Session on Race Mar 2019
  - GVCSHRM- What's Wrong with Diversity & Inclusion: Why Are Our Efforts Not Progressing? September 2019

#### **5– Participation in Scholarship Programs Designed to Assist Students Interested in Pursuing a Career in Broadcasting**

- NYS Broadcaster's Association Intern Program -- One student completed a paid internship opportunity at WXXI sponsored by NYSBA June-August 2019
- WXXI-FM Host and Producer has a number of interns shadow her June-August 2019 from local colleges
- News Department hosted an intern from the University of Rochester Jan-May 2019, who worked in the newsroom as part of their course credit
- News Department hosted an intern from the University of Rochester Fall semester 2019, who worked in the newsroom as part of their course credit
- Major Planning & Giving Department hosted a NYSBA intern Summer 2019
- Radio Operations Manager RABJ's Wyoma Best Scholarship for Future Journalists Committee Chair
- Radio Program Manager spoke to student staff at WBSU as SUNY Brockport in September 2019

#### **6 – Programs related to career opportunities in Broadcasting sponsored by educational institutions:**

- Executive Vice President/GM & VP for Radio taught Broadcasting in the Digital Age at the University of Rochester, Spring semester 2018.
- WXXI-FM Host and Producer: Guest lectured at Nazareth College Music Business Class, Nov 2019
- Music Director-WXXI: Spoke to the Arts Leadership Program class at the Eastman School of music in the Media Roundtable
- Producer and Talk Show Host: Attended the "Meet the Media" panel held at St. John Fisher College November 2019

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- WXXI health reporter, attended the Association of Health Care Journalists conference in May 2019

7 – Community events designed to inform the public as to employment opportunities in broadcasting:

- Classical Music Program Director:
  - Make Music Rochester Planning meeting – community outreach
  - Arts in the Loop Symposium June 2019
  - Mellon Intern Circuit – visiting interns from U of R June 2019
  - Gateways Music Festival events – multiple events throughout the week Aug 2019
  - Panelist for the Eastman ALP Internship supervisor’s panel Oct 2019
  - Film screening of Marian Anderson documentary w/ follow-up panel discussion Dec 2019
- Classical Announcer:
  - Guest speaker at a Middle School in Webster, NY. Spoke to two classes of 8<sup>th</sup> graders about my work with WXXI Jan 2020
- Radio Operations Manager
  - Committee member for the planning of a presentation for the African American Leadership Development Program June 2019

**8– Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities**

- Three upper-level positions were listed in job banks or with media trade groups with a broad-based membership, including participation of women and minorities:
  - Director of HR –WXXI Website, Indeed, Monster, Veteran’s Outreach, Causewave, GVC SHRM, Glassdoor
  - Executive Producer- WXXI website, Indeed, Monster, Veteran’s Outreach, NYS Dept of Labor, Columbia University School of Journalism, NYS Broadcasters Association, Public Media Jobs, Glassdoor
  - News and Public Affairs Reporter/Producer- WXXI website, Indeed, Monster, Veterans Outreach, NYS Dept. of Labor, Rochester Association of Black Journalist, Journalism.com, Asian American Journalist Association, The Association of LGBTQ Journalist, Minority Reporter