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

<table>
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<th>Requested Notification</th>
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<tr>
<td>WXXI Internal Source – Job postings done to WXXI “Neighborhood”, WXXI Human Resources folder in “Neighborhood.”</td>
<td>Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a></td>
<td></td>
<td>N</td>
</tr>
<tr>
<td>WXXI Website - Interactive Services Director posts job postings to WXXI website.</td>
<td>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></td>
<td></td>
<td>N</td>
</tr>
</tbody>
</table>
| Monster.com | https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp  
1-800-MONSTER (800-666-7837)  
133 Boston Post Road Weston, MA 02493, www.monster.com | | 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, nysjobbank@labor.ny.gov | | 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 |
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<td>2</td>
<td>N</td>
</tr>
<tr>
<td>Rochester Works</td>
<td>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></td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Indeed.com</td>
<td><a href="https://employers.indeed.com/">https://employers.indeed.com/</a></td>
<td>5</td>
<td>N</td>
</tr>
</tbody>
</table>

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

January 2020
<table>
<thead>
<tr>
<th>Source</th>
<th>Contact Information</th>
</tr>
</thead>
</table>
| WXXI Website- Interactive Services Director posts job postings to WXXI website. | Cindy George (585) 325-7500 x303  
cgeorge@wxxi.org  
www.wxxi.org | N |
| Rochester Area Career Development Association    | Eric Vaughn, President  
https://racda.org  
585-273-1629 | N |
| Veteran’s Outreach Center                        | Nena Siverd, Employment Program Manager, 585-295-7818,  
nena.siverd@vocroc.org | 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,  
nysjobbank@labor.ny.gov | N |
| Indeed.com                                       | https://employers.indeed.com                                                        | 1  |
| Rochester Educational Opportunity Center          | Greg Sherman, Career Advisor 585-327-4047, 161 Chestnut Street, Rochester, NY 14604,  
gsheerman@brockport.edu | N |
| Causewave Community Partners                     | info@causewave.org  
http://www.causewave.org/job-board  
274 Goodman St N b269, Rochester, NY 14607  
(585) 442-0200 | N |
| Rochester Works                                  | Kyle McCarthy, Business Services Representative,  
kymccarthy@rochesterworks.org  
hotjobs@rochesterworks.org | N |
| Monster.com                                      | https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp  
1-800-MONSTER (800-666-7837)  
133 Boston Post Road Weston, MA 02493, www.monster.com | N |
| Employment Crossing.com                          | https://www.employmentcrossing.com                                                  | 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

<table>
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<td></td>
<td>N</td>
</tr>
<tr>
<td>WXXI Website – Interactive Services Director puts job postings on WXXI website</td>
<td>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></td>
<td>4</td>
<td>N</td>
</tr>
<tr>
<td>Indeed.com</td>
<td><a href="https://employers.indeed.com">https://employers.indeed.com</a></td>
<td>1</td>
<td>N</td>
</tr>
</tbody>
</table>
| Handshake (Distributes posting)                        | Cathy Slocum, Senior Career Services Assistant, Rochester Institute of Technology, 585-475-5473, cmssoce@rit.edu  
                                                          | Jane LoMoglio, Student Employment Lead, The College at Brockport, State University of New York, jломагли@brockport.edu |                   | N                      |
| Veteran’s Outreach Center                              | Nena Siverd, Employment Program Manager, 585-295-7818, nena.siverd@vocroc.org                        |                   | 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, nysjobbank@labor.ny.gov |                   | N                      |
| S.I. Newhouse School of Public Communications          | Newhouse Career Development Center nhcic@sy.edu 315-443-3270                                      |                   | N                      |
| Rochester Association of Black Journalists (RABJ)       | http://www.rabjournalists.org/jobs https://rabjournalists.org/ P.O. Box 60210, Rochester, NY 14606 |                   | N                      |
| National Association of Hispanic Journalists            | https://www.nahjcareers.org/ 1050 Connecticut Avenue, NW 5th Floor Washington, DC 20036         |                   | N                      |
| National Association of Black Journalists (NABJ)        | www.nabj.org                                                                                         |                   | N                      |
| JournalismJobs.com                                      | http://www.journalismjobs.com/post                                                                  |                   | N                      |

January 2020
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

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<td>2</td>
<td>N</td>
</tr>
<tr>
<td>WXXI Website – Interactive Services Director puts job postings on WXXI website</td>
<td>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></td>
<td>2</td>
<td>N</td>
</tr>
<tr>
<td>Indeed.com</td>
<td>Chris Schultz (585) 258-9717, <a href="https://employers.indeed.com/">https://employers.indeed.com/</a> <a href="mailto:Chris.Schultz@careerbuilder.com">Chris.Schultz@careerbuilder.com</a></td>
<td>1</td>
<td>N</td>
</tr>
<tr>
<td>Handshake (Distributes Posting)</td>
<td>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:Icranda4@naz.edu">Icranda4@naz.edu</a> 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 Grace Begemann, Student Employment Assistant, The College at Brockport, State University of New York, linkedin.com/in/grace-begemann-999762177, 350 New Campus Drive Brockport, NY 14420</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Role</td>
<td>Contact Information</td>
<td>Notes</td>
<td></td>
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<tr>
<td>----------------------------------------------------------------------</td>
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<td>-------</td>
<td></td>
</tr>
<tr>
<td>Kathy Tesavis, Coordinator of Career Development</td>
<td><a href="mailto:tesavisk@roberts.edu">tesavisk@roberts.edu</a>, (585) 594-6539</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rob DiCarlo, Associate Director of Internship Opportunities</td>
<td><a href="mailto:dicarlo@geneseo.edu">dicarlo@geneseo.edu</a>, 116 Erwin Hall, 1 College Circle, (585) 245-5721</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cathy Slocum, Senior Career Services Assistant</td>
<td><a href="mailto:cmsoce@rit.edu">cmsoce@rit.edu</a>, 585-475-5473, Rochester Institute of Technology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nena Siverd, Employment Program Manager</td>
<td><a href="mailto:nena.siverd@vocroc.org">nena.siverd@vocroc.org</a>, Veteran’s Outreach Center</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New York State Department of Labor, NYS Job Bank</td>
<td>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></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Causewave Community Partners</td>
<td><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></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Association of Fundraising Professionals</td>
<td>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></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rochester Area Career Development Association</td>
<td><a href="https://racda.org/post-jobs/">https://racda.org/post-jobs/</a>, <a href="mailto:info@racda.org">info@racda.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rochester Works</td>
<td>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></td>
<td></td>
<td></td>
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</table>

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

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 job postings by HR Coordinator, Stacey Bigham (585) 258-0228, sbigham@wxxi.org | 1 | N

WXXI Website – Interactive Services Director puts job postings on WXXI website | Cindy George (585) 325-7500 x303 cgeorge@wxxi.org www.wxxi.org | 4 | N

Indeed.com | [https://employers.indeed.com](https://employers.indeed.com) | 4 | 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, cmsoce@rit.edu Jean Skuse, St. John Fisher College Administrative Assistant, Career & Academic Planning Center, jskuse@sjfc.edu (585) 385-8223 | 1 | N

Veteran’s Outreach Center, Inc. | Nena Siverd (585) 295-7818 Employment Mgr Nena.siverd@vocroc.org 459 South Ave. Rochester, NY 14620 | 1 | N

Causewave Community Partners | [info@causewave.org](mailto:info@causewave.org) [http://www.causewave.org/job-board](http://www.causewave.org/job-board) | 1 | N

Genesee Valley Chapter, SHRM | Kelly Myers, Job Posting Liaison, jobs@gvcshrm.org | 1 | N
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  
The National Lesbian and Gay Journalists Association

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<td>2</td>
<td>N</td>
</tr>
</tbody>
</table>
| WXXI Website – Interactive Services Director puts job postings on WXXI website | Cindy George (585) 325-7500 x303 cgeorge@wxxi.org  
www.wxxi.org | 6 | N |
| Indeed.com | https://employers.indeed.com | 6 | N |
| Monster.com | https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp  
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, cmsocoe@rit.edu  
Brittany Goss, The College at Brockport, State University of New York, | N |
<table>
<thead>
<tr>
<th>Organization</th>
<th>Contact Information</th>
<th>N</th>
</tr>
</thead>
</table>
| Veteran’s Outreach Center, Inc.                               | Nena Siverd (585) 295-7818 Employment Mgr  
  [Nena.siverd@vocroc.org](mailto:Nena.siverd@vocroc.org)  
  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,  
  [nysjobbank@labor.ny.gov](mailto:nysjobbank@labor.ny.gov) | N  |
| S.I. Newhouse School of Journalism, Syracuse University       | Newhouse Career Development Center,  
  [nhcdc@syr.edu](mailto:nhcdc@syr.edu), 315-443-3270 | N  |
| Columbia University School of Journalism                      | The Office of Career Services,  
  [postjobs@irn.columbia.edu](mailto:postjobs@irn.columbia.edu)  
  Columbia University, 2950 Broadway,  
  New York, NY 10027, Lauren Mack,  
  Program Manager, Career Development, 212-854-4422 | N  |
| Rochester Association of Black Journalists (RABJ)            | [RABJ@RABJournalists.org](mailto:RABJ@RABJournalists.org)  
  P.O. Box 60210, Rochester, NY 14606 | N  |
| National Association of Black Journalists (NABJ)             | [www.nabj.org](http://www.nabj.org)  
  100 Knight Hall, Suite 3101  
  College Park, Maryland 20742  
  Phone: (301) 405-0248 | N  |
| Current Newspaper                                             | [https://jobs.current.org](https://jobs.current.org)  
  4400 Massachusetts NW, Ste LL05  
  Washington, DC 20016  
  202-885-6412 | N  |
| JournalismJobs.com                                           | [www.journalismjobs.com](http://www.journalismjobs.com)  
  info@journalismjobs.com  
  510-508-7386 | N  |
| Asian American Journalists Association                        | [https://www.aaja.org](https://www.aaja.org)  
  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  
  info@nlgja.org | N  |
| National Lesbian and Gay Journalists Association              | [https://members.nlgja.org/](https://members.nlgja.org/)  
  NLGJA: The Association of LGBTQ Journalists  
  2120 L Street, NW Suite 850  
  Washington, DC 20037  
  (202) 588-9888  
  info@nlgja.org | 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

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<td>2</td>
<td>N</td>
</tr>
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<td>WXXI Website – Interactive Services Director puts job postings on WXXI website</td>
<td>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></td>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Indeed.com</td>
<td><a href="https://employers.indeed.com">https://employers.indeed.com</a></td>
<td>1</td>
<td>N</td>
</tr>
<tr>
<td>Handshake (Distributes postings)</td>
<td>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: (585) 245-5721 Brittany Goss, The College at Brockport, State University of New York, Jean Skuse, St. John Fisher College</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Little Theatre, Events &amp; Special Programming Coordinator</td>
<td></td>
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<td></td>
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<tr>
<td>--------------------------------------------------------</td>
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<td></td>
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<tr>
<td><strong>Opened</strong> – October 14, 2019</td>
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<tr>
<td><strong>Filled</strong> – December 18, 2019</td>
<td></td>
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</tr>
<tr>
<td><strong>Total Interviewed = 4</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Source</strong> – WXXI Internal Source</td>
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<td>Handshake</td>
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<td></td>
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<td>Rochester Works</td>
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<td></td>
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<td>Glassdoor.com</td>
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<th>Administrative Assistant, Career &amp; Academic Planning Center, <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> (585) 385-8223</th>
</tr>
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<tbody>
<tr>
<td>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</td>
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<td>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></td>
</tr>
<tr>
<td>Columbia University School of Journalism The Office of Career Services, <a href="mailto:postjobs@ircolumbia.edu">postjobs@ircolumbia.edu</a> Columbia University, 2950 Broadway, New York, NY 10027, Lauren Mack, Program Manager, Career Development, 212-854-4422</td>
</tr>
<tr>
<td>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</td>
</tr>
<tr>
<td>New York State Broadcasters Association (NYSBA) <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung, Communications/Website Administrator 518-456-8888,</td>
</tr>
<tr>
<td>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</td>
</tr>
<tr>
<td>Glassdoor.com <a href="http://www.glassdoor.com">www.glassdoor.com</a> 1</td>
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January 2020
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<th>Contact Name/Office</th>
<th>Total Interviewed</th>
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<td>Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a></td>
<td>3</td>
<td>N</td>
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<td>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></td>
<td></td>
<td>N</td>
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<td>Cathy Slocum, Rochester Institute of Technology, Senior Career Services Assistant, 585-475-5473, <a href="mailto:cmsocce@rit.edu">cmsocce@rit.edu</a></td>
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<td>N</td>
</tr>
<tr>
<td></td>
<td>CCAP (Center for Career and Academic Planning), St. John Fisher College, Jamie Canfield, Employer Relations and Internship Coordinator</td>
<td></td>
<td>N</td>
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<tr>
<td></td>
<td>• Office: Library 104</td>
<td></td>
<td>N</td>
</tr>
<tr>
<td></td>
<td>• Phone: (585) 385-8050</td>
<td></td>
<td>N</td>
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<tr>
<td></td>
<td>• Email: <a href="mailto:jcanfield@sjfc.edu">jcanfield@sjfc.edu</a></td>
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<td></td>
<td>Linda Crandall, Nazareth College, Senior Department Assistant in Career Services, 585-389-2301, <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a></td>
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<td>N</td>
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<td>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: (585) 245-5721</td>
<td></td>
<td>N</td>
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<tr>
<td></td>
<td>Mary Flaherty, Career Services, Roberts Wesleyan College, 585-594-6539, <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a></td>
<td></td>
<td>N</td>
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<tr>
<td>New York State Department of Labor, NYS Job Bank</td>
<td>New York State Department of Labor Division of Employment and Workforce Solutions</td>
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| CCAP (Center for Career and Academic Planning), St. John Fisher College, Jamie Canfield, Employer Relations and Internship Coordinator | **Office:** Library 104  
**Phone:** (585) 385-8050  
**Email:** jcanfield@sjfc.edu | | |

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
<table>
<thead>
<tr>
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<td>116 Erwin Hall 1 College Circle Phone: (585) 245-5721</td>
<td>Indeed.com</td>
</tr>
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<td>Mary Flaherty, Career Services, Roberts Wesleyan College</td>
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<td>Monster.com</td>
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<td>Handshake</td>
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<td>New York State Department of Labor, NYS Job Bank</td>
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<td>Rochester Works</td>
<td>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></td>
<td>Rochester Works</td>
</tr>
<tr>
<td>Glassdoor.com</td>
<td><a href="http://www.glassdoor.com">www.glassdoor.com</a></td>
<td>News and Public Affairs Reporter/Producer</td>
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</table>

**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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<td></td>
<td>N</td>
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<td>Michelle Margeson, Administrative Assistant/Internship Assistant, State University of New York at Geneseo, <a href="mailto:margeson@geneseo.edu">margeson@geneseo.edu</a></td>
<td>Department of Career Development SUNY Geneseo 116 Erwin Hall 1 College Circle Phone: (585) 245-5721</td>
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<td>Rochester Works</td>
<td>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></td>
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<td>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</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>Rochester Association of Black Journalists (RABJ)</td>
<td><a href="mailto:RABJ@RABJournalists.org">RABJ@RABJournalists.org</a> P.O. Box 60210, Rochester, NY 14606</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>National Association of Black Journalists (NABJ)</td>
<td><a href="http://www.nabj.org">www.nabj.org</a>, 100 Knight Hall, Suite 3101, College Park, Maryland 20742 Phone: (301) 405-0248</td>
<td>N</td>
<td></td>
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<tr>
<td>Current Newspaper/Publicmediajobs.org</td>
<td><a href="https://jobs.current.org">https://jobs.current.org</a> 4400 Massachusetts NW, Ste LL05 Washington, DC 20016 202-885-6412</td>
<td>N</td>
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<tr>
<td>JournalismJobs.com</td>
<td><a href="http://www.journalismjobs.com">www.journalismjobs.com</a> <a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a> 510-508-7386</td>
<td>1 N</td>
<td></td>
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<tr>
<td>Asian American Journalists Association</td>
<td><a href="https://www.aaja.org">https://www.aaja.org</a> Asian American Journalists Association, 5 Third Street, Ste 1108 San Francisco, CA 94103</td>
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<tr>
<td>Office Coordinator, RAEN</td>
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<td>Bryant &amp; Stratton College</td>
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<td>Ibero-American Action League (RACDA) Rochester Area Career Development Association</td>
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University of Rochester, Career Center, Christina Pero, [christina.pero@rochester.edu](mailto:christina.pero@rochester.edu)

- The Greene Center for Career Education & Connections
  University of Rochester
  4-200 Dewey Hall
  Box 270028
  Rochester, NY 14627
  (585) 275-236

Veteran’s Outreach Center, Inc.
Nena Siverd (585) 295-7818
Employment Mgr
[Nena.siverd@vocroc.org](mailto:Nena.siverd@vocroc.org)
459 South Ave.
Rochester, NY 14620

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Rochester Works
Vivian Degro, Business Services Assistant, 255 North Goodman Street, Rochester, NY 14607, 585-258-3500, ext. 3548; [www.rochesterworks.org](http://www.rochesterworks.org) [hotjobs@rochesterworks.org](mailto:hotjobs@rochesterworks.org)

Bryant & Stratton College
Chelsea White
Career Services Representative & Internship Coordinator, 854 Long Pond Rd., Rochester, NY 14612 585-720-0660 x244

January 2020
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<td>Monster.com</td>
<td><a href="https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp">https://hiring.monster.com/JPW/jobs/JobPostingDetailsOptions.asp</a></td>
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<td>PurpleBriefcase</td>
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Producer/Videogapher  
Opened – July 26, 2019  
Filled – October 7, 2019  
Total Interviewed = 3  
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WXXI Internal Source  
WXXI Website  
Indeed.com  
Monster.com  
PurpleBriefcase  
Handshake  
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New York State Department of Labor, NYS Job Bank  
Rochester Association of Black Journalists (RABJ)
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<th>Contact Person</th>
<th>Phone Number</th>
<th>Email Address</th>
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<td><strong>WXXI Internal Source – Job postings on WXXI “Neighborhood” and postings to Human Resources folder in “Neighborhood</strong></td>
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<tr>
<td>Internal postings done by HR Coordinator, Stacey Bigham (585) 258-0228, <a href="mailto:sbigham@wxxi.org">sbigham@wxxi.org</a></td>
<td>2</td>
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<td><strong>WXXI Website – Interactive Services Director puts job postings on WXXI website</strong></td>
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<tr>
<td>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></td>
<td>2</td>
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<td><strong>Indeed.com</strong></td>
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<tr>
<td><a href="https://employers.indeed.com">https://employers.indeed.com</a></td>
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<tr>
<td><strong>Monster.com</strong></td>
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<tr>
<td><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></td>
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<td><strong>Handshake (Distributes postings)</strong></td>
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<tr>
<td>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 &amp; 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:cmscoce@rit.edu">cmscoce@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: (585) 245-5721</td>
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<td>Sources</td>
<td>Total # of Interviewees</td>
<td>Recruitment Sources</td>
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<tr>
<td>WXXI Website</td>
<td>13</td>
<td>New York State Department of Labor, NYS Job Bank</td>
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<tr>
<td>WXXI Internal Source</td>
<td>22</td>
<td>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></td>
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<tr>
<td>Indeed.com</td>
<td>31</td>
<td>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></td>
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<td>Causewave Community Partners</td>
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<td>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></td>
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<td>Glassdoor.com</td>
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<td>JournalismJobs.com</td>
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<tr>
<td>Handshake</td>
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</tbody>
</table>

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

January 2020
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
- PRPD (Public Radio Program Directors) conference Aug 2019
- NPR Webinar – new CMS platform Sept 2019
- NPR Webinar – Brightspot platform Oct 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
• 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:
  o Webinar on sexual harassment, October 2019
  o Chamber 2019 Annual Employment Law Update February 2019
  o Labor & Employment Law Seminar May 2019
• 100% WXXI employees received online Sexual Harassment prevention, October 2019
• HR Coordinator
  o Chamber HR seminar, Diversity in The Workplace -From The Top Down Feb 2019
  o WXXI Listening Session on Race Mar 2019
  o 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

January 2020
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 8th 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