

**EEO Public File Report for WXXI Public Broadcasting Council**  
**(WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)**  
**January 23, 2022 – January 22, 2023**

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.

The following full-time vacancies were filled for the period January 23, 2022 through January 22, 2023:

<b>Vacancy Number</b>	<b>Full Time Vacancy</b>
1.	HR Coordinator
2.	Development Donor Database Associate
3.	Communications and Special Events Coordinator
4.	Classical Announcer
5.	Reporter/Producer- Weekend Host
6.	Digital and On-Air Fundraising Manager
7.	Part-Time Family Engagement Specialist

WXXI provides notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers if the organization requests notification. No organizations have specifically requested notice of such vacancies.

**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, 2022 through January 22, 2023.

## RECRUITING SOURCES

	Recruiting Source	Online Address	Vacancy Posted
<b>Professional Recruit</b>			
	Indeed	<a href="http://www.indeed.com">www.indeed.com</a>	All
	Corporation Public Broadcasting	<a href="http://www.cpb.org">www.cpb.org</a>	3
	The Non Profit Network	<a href="http://www.thenonprofitnetwork.org">http://www.thenonprofitnetwork.org</a>	All
	Careerbuilder	<a href="http://www.careerbuilder.org">www.careerbuilder.org</a>	1
	NYS Labor Department	<a href="mailto:nysjobbank@labor.ny.gov">nysjobbank@labor.ny.gov</a>	All
	Employment Crossing.com	<a href="https://www.employmentcrossing.com">https://www.employmentcrossing.com</a>	3
	S.I. Newhouse School of Public Communications	Newhouse Career Development <a href="mailto:Centernhcdc@syr.edu">Centernhcdc@syr.edu</a>	4
	PMBA – Public Media Business Assoc.	<a href="http://www.pmbaonline.org/IndustryJobs">http://www.pmbaonline.org/IndustryJobs</a>	2
	National Association of Hispanic Journalists	<a href="https://www.nahjcareers.org/">https://www.nahjcareers.org/</a>	1
	Linked In	<a href="http://www.linkedin.com">www.linkedin.com</a>	All
	National Association of Black Journalists (NABJ)	<a href="http://nabjcareers.org/">http://nabjcareers.org/</a>	1
	Association of Fundraising Professionals	<a href="http://www.afpnet.org">www.afpnet.org</a>	3
	JournalismJobs.com	<a href="http://www.journalismjobs.com/post">http://www.journalismjobs.com/post</a>	1
	Current	<a href="http://jobs.current.org.r.jobs/post/post.cfm">http://jobs.current.org.r.jobs/post/post.cfm</a>	2
	Handshake (Distributes Posting)	Nazareth College: <a href="mailto:lcranda4@naz.edu">lcranda4@naz.edu</a> St. John Fisher College: <a href="mailto:jskuse@sjfc.edu">jskuse@sjfc.edu</a> The College at Brockport: <a href="https://www.linkedin.com/in/grace-begemann-999762177">linkedin.com/in/grace-begemann-999762177</a>	4
	NYS Broadcasters	<a href="https://nysbroadcasters.org/careers/job-listings/">https://nysbroadcasters.org/careers/job-listings/</a>	1
	Asian American Journalists Association	<a href="https://www.aaja.org">https://www.aaja.org</a>	1
	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>	3
	JournalismJobs.com	<a href="http://www.journalismjobs.com/post-new-job">http://www.journalismjobs.com/post-new-job</a>	1
<b>Local Organizations</b>			
	Rochester Works	<a href="http://www.rochesterworks.org">www.rochesterworks.org</a>	All
	Veteran’s Outreach Center	<a href="mailto:nenasiverd@vocroc.org">nenasiverd@vocroc.org</a>	4
	Rochester Educational Opportunity Center	<a href="mailto:gsherman@brockport.edu">gsherman@brockport.edu</a>	4

	Causewave Community Partners	<a href="http://www.causewave.org/job-board">http://www.causewave.org/job-board</a>	4
	WNY Job Bank	<a href="http://www.wnyjobs.com/">http://www.wnyjobs.com/</a>	All
	United Way of Greater Rochester	rodney.young@uwrochester.org	All
	Rochester Association of Black Journalists (RABJ)	<a href="https://rabjournalists.org/">https://rabjournalists.org/</a>	1
	WXXI News (internal recruiting)	Internal job posting	All
	WXXI Website	<a href="https://www.wxxi.org">https://www.wxxi.org</a>	All
	WXXI Twitter	Twitter Page	All
	WXXI Facebook	Facebook	All
	WXXI LinkedIn	LinkedIn	All
	Genesee Valley Chapter, SHRM	jobs@gvcshrm.org	1
	NHRA	<a href="https://www.humanresources.org/affiliates/rochester/">https://www.humanresources.org/affiliates/rochester/</a>	1
	Minority Reporter	<a href="mailto:davemc@minorityreporter.net">davemc@minorityreporter.net</a>	2
	Ibero-American Action League	<a href="mailto:information@iaal.org">information@iaal.org</a>	3
	CCSI	<a href="https://www.ccsi.org/Employment/Community-Job-Postings">https://www.ccsi.org/Employment/Community-Job-Postings</a>	All
	ShiftDiff	<a href="https://shiftdiff.com/">https://shiftdiff.com/</a>	1

## Attachment A

	Full Time Position	Total No of Interviewees	Recruiting Source of Hire
1.	HR Coordinator	12 8 (Indeed) 2 (WXXI Site) 2 (LinkedIn)	Linkedin
2.	Development Donor Database Associate	4 2 (WXXI Site) 2 (Indeed)	WXXI Website
3.	Communications and Special Events Coordinator	6 4 (WXXI Site) 2 (Indeed)	WXXI Website
4.	Classical Announcer	6 5 (WXXI Site) 1 (Indeed)	WXXI Website
5.	Reporter/Producer- Weekend Host	3 2 (WXXI Site) 1 (Indeed)	WXXI Website
6.	Digital and On-Air Fundraising Manager	3 1 (AFP) 2 (WXXI Site)	Association of Fundraising Professionals
7.	Part-Time Family Engagement Specialist	5 2 (WXXI Site) 3 (Indeed)	Indeed

**Attachment B – SUPPLEMENTAL OUTREACH (47 CFR 73.2080 (c) (2))**

<b>Outreach</b>	<b>Employee</b>	<b>Activity</b>
47 CFR 73.2080 (c)(2) (i) <b>Participation in Job Fairs</b>	HR Coordinator	<ul style="list-style-type: none"> <li>City Wide Roc the Block Employment Community Job Fair</li> </ul>
47 CFR 73.2080 (c)(2) (iv) <b>Participation in events sponsored by organizations interested in broadcast employment</b>	N/A	<ul style="list-style-type: none"> <li>No information to report</li> </ul>
47 CFR 73.2080 (c)(2)(v) <b>Internships</b>	Communications Content Strategist Manager	<ul style="list-style-type: none"> <li>NYS Broadcaster Association: Intern during Summer 2022 semester from local college</li> </ul>
	Director, Classical	<ul style="list-style-type: none"> <li>ESM ALP internships for fall '22-spring '23</li> <li>WXXI Classical's UR Humanities for Life/Melon Foundation internship</li> <li>ESM/ALP intern program</li> <li>Participated in the ESM/ALP panel discussing career trajectory, our organization, industry trends, etc.</li> </ul>
47 CFR 73.2080 (c)(2)(vi) <b>Job banks in general</b>	CHRO	<ul style="list-style-type: none"> <li>Submitted all full time and part time vacancies to WNYACC – Western New York Association of College Career Centers</li> <li>New York State Job Bank</li> <li>Submitted all full time and part time vacancies to Indeed.com</li> <li>Submitted positions to HandShake to reach college students and recent graduates</li> <li>CCSI job board</li> <li>Sent United Way leadership program rep positions for distribution</li> <li>Submitted all full time and part time vacancies to Zip Recruiter</li> </ul>
47 CFR 73.2080 (c)(2)(viii) <b>Training programs designed to enable</b>	CHRO	<ul style="list-style-type: none"> <li>2022 NETA Conference &amp; CPB Public Media Thought Leader Forum</li> <li>DEIB Conference powered by NAAAHR Chicago Chapter</li> <li>The Willow Way Domestic Violence Summit</li> <li>Antiracism Academy Seminar</li> <li>2022 NHRA Legal Update</li> <li>The 2022 Public Media Summit</li> </ul>

Outreach	Employee	Activity
station personnel to acquire skills to qualify for higher level positions		<ul style="list-style-type: none"> <li>• NY Graduation Measures - Higher Education and Business Community Meeting</li> <li>• The Demand for Skilled Talent - 2022 Hiring Trends</li> <li>• 2022 HR Conference: Engaging The Employee In The New World</li> <li>• MBA Webinar - Recruiting: Leveraging Recruiting Firms and Getting Creative with Hiring and Industry Trends</li> <li>• How to Get Executive Buy-In of Your 2023 Initiatives</li> <li>• Doing the Work: How HR Can Lead the Way on DEI</li> </ul>
	HR Coordinator	<ul style="list-style-type: none"> <li>• Eleversity/Colorise Lunch &amp; Learn -Building Inclusive Work Environments</li> <li>• "How Does It Work" Lunch &amp; Learn Series - Diversity, Equity and Inclusion</li> <li>• The Willow Way Domestic Violence Summit</li> <li>• Pro-ROC Strengthening Recruiting Methods Session</li> </ul>
	Engineering Department – All Staff	<ul style="list-style-type: none"> <li>• Broadcast STL/TSL</li> <li>• Optimize Your Microphone Audio</li> <li>• Test &amp; Measurement Tools for NextGenTV</li> <li>• The Micro Migration to the Cloud for production</li> <li>• Transmitter Site Best Practices, Tips and Tricks               <ul style="list-style-type: none"> <li>• Dynamic Orchestration and Control of Disparate Routing Systems</li> </ul> </li> </ul>
	Sr. Broadcast Engineer	<ul style="list-style-type: none"> <li>• Public Radio Engineering Conference</li> </ul>
	Supervising Audio Engineer	<ul style="list-style-type: none"> <li>• PT-101 and PT-110 courses (Fundamentals I &amp; II)</li> </ul>
	Broadcast Engineer	<ul style="list-style-type: none"> <li>• National Association of Broadcasters Conference</li> </ul>
	Digital & On-Air Fundraising Manager	<ul style="list-style-type: none"> <li>• Public Media Development and Marketing Conference</li> <li>• TRAC Media Development Workshop conference</li> <li>• 20 hours of database training from Allegiance</li> <li>• 20 hours of fundraising webinars</li> </ul>
	TV Programming Director	<ul style="list-style-type: none"> <li>• PTPA Annual Meeting</li> <li>• DOMO Data and Programming</li> <li>• ProTrack Like a Pro</li> <li>• Your Data Cliff Notes for PBS Annual Meeting</li> <li>• PBS General Audience Programming</li> <li>• Bigger, Faster, Stronger: The Passport Library Expands Again</li> <li>• APT Fall Marketplace/PTPA Fall Meeting</li> <li>• New Frontiers in the Multi-Platform Universe</li> </ul>
	Corporate Sponsorship Team	<ul style="list-style-type: none"> <li>• P1 Rising Above - Virtual Sales Training</li> <li>• Scarborough: Building One Sheets</li> <li>• Successful Packaging: A CSPI Lunch &amp; Learn</li> <li>• RIT - Sharpen the Saw Virtual Series</li> <li>• NPR Brand Research Study Webinar</li> </ul>

Outreach	Employee	Activity
		<ul style="list-style-type: none"> <li>• Scarborough PBS One-Sheet Training</li> <li>• The Powerful Benefits of a Corporate Circle   A CSPI Lunch &amp; Learn Webinar</li> <li>• Greater Public: Advancing Equity in Public Media, Presented by Young Professionals</li> <li>• Scarborough: PBS One-Sheet Series (Leisure)</li> <li>• MPT's Informational Webinar - Harriet Tubman &amp; Frederick Douglass docs</li> <li>• Greater Rochester Chamber Colors of Success DEI Awards</li> <li>• NYSBA Sales Training</li> <li>• PMDMC Encore Presentation</li> <li>• NETA Conference &amp; CPB Public Media Thought Leader Forum</li> <li>• Google News Initiative Training - Advancing Sustainability</li> <li>• FCC Guidelines Workshop: Managing Sponsor Messaging</li> <li>• RRC Training</li> <li>• Sales Training - Revenue Rockstars</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• NETA UNDERWRITING AND PUBLIC MEDIA – KEEPING IT LEGAL</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• UNDERWRITING AND PUBLIC MEDIA – KEEPING IT LEGAL</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• PBS Scarborough PRIME Lingo Training Series</li> <li>• Action for a Better Community Conference "Empowerment, Equity &amp; Accountability"</li> </ul>
	Education Training & Family Engagement Manager	<ul style="list-style-type: none"> <li>• NETA Conference 2022</li> <li>• NYS Birth to Five, Kindergarten Transition Summit Orientation</li> <li>• Ready To Learn Winterfest: What Outcomes Matter</li> <li>• Ready To Learn WinterFest: Building Community Practice Together</li> <li>• Ready To Learn WinterFest: Co-Designing with PBS KIDS</li> <li>• Ready To Learn Winterfest: Engaging Your Community</li> <li>• Ready To Learn Winterfest: Peer Partners</li> <li>• PBS Media Literacy Certification: Station Meet Up</li> <li>• RTL Monthly Coffee Chat</li> <li>• PBS KIDS Value Workshop - Session #1</li> <li>• PBS KIDS Value Workshop - Session #2</li> <li>• PBS KIDS Value Workshop - Session #3</li> <li>• PBS KIDS Value Workshop - Session #4</li> <li>• PBS KIDS Value Workshop - Session #5</li> </ul>

Outreach	Employee	Activity
		<ul style="list-style-type: none"> <li>• Ready To Learn: Educator &amp; Community Learning Training</li> <li>• Ready To Learn: Peer Partners Training</li> <li>• Ready To Learn: Learn &amp; Grow FCL Training</li> <li>• RTL Monthly Coffee Chat</li> <li>• Ready To Learn: Learn &amp; Grow FCL Office Hours</li> <li>• Ready To Learn: Learn &amp; Grow FCL Office Hours</li> <li>• RTL Monthly Coffee Chat</li> <li>• PBS Annual Meeting</li> <li>• RTL Monthly Coffee Chat</li> <li>• RTL Year 3 Content Pipeline Training</li> <li>• RTL Co-Design Day</li> <li>• RTL Communications &amp; Storytelling Training</li> <li>• RTL Monthly Coffee Chat</li> <li>• RTL Research Briefing with EDC-SRI</li> <li>• Parents as Teachers Conference</li> <li>• RTL/PRX Creative Review: Ready To Learn Podcast Accelerator Session</li> <li>• NETA Conference - Fall 2022</li> <li>• Ready To Learn: Engagement Refresh Training</li> <li>• Ready To Learn: Fall Pipeline Training - Co-design, Content, and Bundles Oh My!</li> <li>• Ready To Learn: Statewide Supplemental Orientation</li> <li>• National Association for the Education of Young Children (NAEYC) National Conference</li> <li>• RTL Monthly Coffee Chat</li> <li>• February 2023 Schedule Change</li> <li>• Work It Out Wombats! Series Overview &amp; Launch</li> <li>• RTL Event Tracker Kickoff</li> </ul>
	Program Director, Classical Radio	<ul style="list-style-type: none"> <li>• NPR Webinar: Music Reporting &amp; Sound Exchange Requirements</li> <li>• GROVE Best Practices inter-department meeting/sharing &amp; training (WITH-FM)</li> <li>• NPR Webinar: NPR Brand Awareness Research Study</li> <li>• PRPD Classical Group round-up</li> <li>• PRPD Spring Training: Building a Talent Bench</li> <li>• Greater Public/PRPD Audience Development Summit</li> <li>• PRPD Classical Group round-up</li> <li>• PRPD Spring Training: Anatomy of a Perfect Break</li> <li>• Whisper Speak Roar Media Talent &amp; Development training</li> <li>• PRPD/Current Webinar: Exploding the Classical Canon: Diversifying your Playlists</li> <li>• Paychex Flex Performance Appraisal training</li> <li>• PRPD Webinar: On-air Fundraising</li> <li>• Vocal presentation training &amp; coaching</li> <li>• Attended PRPD Conference in New Orleans (Public Radio Program Directors)</li> <li>• Jacobs Web Report: Radio Talent in the post-Pandemic Era – webinar</li> <li>• Interviews with multiple candidates for FM Classical fill-in host positions</li> <li>• PRPD Classical Cohort virtual meeting</li> </ul>
	City 12 Manager	<ul style="list-style-type: none"> <li>• Jewish Federation Expanding Inclusion: Antisemitism &amp; Organizational DEI (Diversity, Equity, Inclusion)</li> </ul>



Outreach	Employee	Activity
		<ul style="list-style-type: none"> <li>• Current: How To Engage LatinX Audience</li> <li>• How To Effectively Handle Toxic People For Better Productivity and Less Stress</li> <li>• Strengthening Internal DEI Communications: Expert Advice from NPR's Whitney Maddox</li> <li>• Engaging &amp; Amplifying Youth Stories With KQED's Youth Media Challenges</li> <li>• 5 Ways To Uplift &amp; Empower Remote</li> <li>• Freedom Forum Institute: Do You Qualify as an Ally?</li> <li>• @edWeb -Leading With Empathy &amp; Personal Sustainability</li> <li>• Developing A Personal Leadership Mindset</li> <li>• Zoom Work Transformation Summit</li> </ul>
	VP, Development	<ul style="list-style-type: none"> <li>• Allegiance Major Donor Training</li> <li>• Allegiance Major Donor Training</li> <li>• Public Media Development and Marketing Conference (Chicago)</li> <li>• PBS Development Advisory Council Meeting (DC)</li> </ul>
	Director of Membership & Marketing	<ul style="list-style-type: none"> <li>• Allegiance Fundraising Database training</li> <li>• Legacy giving webinars</li> </ul>
	Various Reporters	<ul style="list-style-type: none"> <li>• In-house training on audio journalism</li> <li>• workshop on SEO through NPR Studios</li> <li>• PMJA training</li> <li>• NPR training</li> <li>• Airtable training</li> <li>• Google News Initiative training</li> <li>• Radio boot camp</li> <li>• Math for Journalists training</li> </ul>
	Director of Donor Relations	<ul style="list-style-type: none"> <li>• Veritus Group Academy Certification Course in Mid-Level Fundraising</li> </ul>
	Communications Content Strategist Manager	<ul style="list-style-type: none"> <li>• PBS Kids and Early Childhood Education Investment Workshop</li> <li>• Audience Development Summit</li> <li>• Public Radio Music Day webinar</li> <li>• Social Media Webinar, Sponsored by LBS</li> <li>• Digital Transformation Project, Poynter Institute/CPB Management Training</li> </ul>
	Director of Leadership Giving	<ul style="list-style-type: none"> <li>• Airtable Training</li> <li>• CDP re: Tableau reports training</li> <li>• DonorSearch training</li> <li>• CDP re: state of the public media system</li> </ul>
	VP Education &	<ul style="list-style-type: none"> <li>• NETA Conference</li> <li>• Ready to Learn Winterfest Conference Week 2</li> </ul>

Outreach	Employee	Activity
	Interactive Services	<ul style="list-style-type: none"> <li>• RTL PRX Podcast Webinar</li> <li>• Ready To Learn Office Hours/Chat</li> <li>• GLOW One-Stop Partners Committee</li> <li>• Rochester Workforce Innovation &amp; Performance Committee</li> <li>• GLOW Workforce Youth Event Committee</li> <li>• FL Works One Stop Partner Meeting</li> <li>• Rochester Works One-Stop Partners Meeting</li> <li>• ACCES-VR Disability Awareness Part 1 training</li> <li>• Ready to Learn Presentation to FLX STEM Hub</li> <li>• PBS KIDS Value Workshop Series</li> <li>• PBS JIDS Value Workshop Series Part 2</li> <li>• ACCES-VR Disability Awareness Part 2 training</li> <li>• PBS Media Manager Training</li> <li>• NETA Public Media Conference Education Virtual Meeting</li> <li>• ACCES-VR Disability Awareness Part 3 Training</li> <li>• GLOW Workforce Youth Event Committee</li> <li>• RTL Educator and Community Learning Training</li> <li>• NPR Digital Training Training</li> <li>• PBS LM DOMO statistics training</li> <li>• Next Gen Public Media Training</li> <li>• RTL Learn &amp; Grow Family Community Learning Training</li> <li>• RTL Evaluation Training</li> <li>• Website Vendor Training</li> <li>• Creating Accessible Content for Public Media Training</li> <li>• RTL Learn &amp; Grow Family Community Learning Training Chat</li> <li>• RTL Monthly Training Chat/Office Hours</li> <li>• SEO Marketing Webinar</li> <li>• Cyberchase Green It Up Training</li> <li>• RTL PBS Self-Paced Learning Tools Overview</li> <li>• DOMO Statistics Webinar</li> <li>• Elinor Wonders Why Webinar</li> <li>• Next Gen Public Media Training</li> <li>• Combined 3 One-Stops Partner Meeting</li> <li>• Workforce Innovation Meeting</li> <li>• Web Vendor Stakeholders Training</li> <li>• GLOW Youth Event Meeting</li> <li>• NPR Social Media Update Training</li> <li>• U.S. &amp; the Holocaust Webinar Training</li> <li>• Next Gen Public Media Training</li> <li>• Frederick Douglass &amp; Harriet Tubman Webinar</li> <li>• Web Vendor Discovery Training</li> <li>• Presentation on FL Works Meeting</li> <li>• RTL Content Pipeline Training</li> <li>• RTL Co-Design Training</li> </ul>

Outreach	Employee	Activity
		<ul style="list-style-type: none"> <li>• GLOW Youth Event Meeting</li> <li>• PBS KIDS Education Update Training</li> <li>• RTL Communications and Storytelling Training</li> <li>• DOMO Statistics Webinar</li> <li>• Next Gen Public Media Training</li> <li>• History Unfolded Part 1 Webinar</li> <li>• GLOW Youth Event Meeting</li> <li>• Web Vendor Wireframe Training Review</li> <li>• U.S. &amp; the Holocaust Open Forum for Stations</li> <li>• New U.S. History Collection for PBS LM training</li> <li>• RTL Research Presentation by EDI/SRC webinar</li> <li>• Rosie's Rules Webinar</li> <li>• Web Vendor Content Modelling</li> <li>• Social and Emotional Learning Messaging with PBS KIDS</li> <li>• GLOW Youth Event Meeting</li> <li>• FWD CTR VIP Training/Tour</li> <li>• GLOW Youth Event Meeting</li> <li>• Sharing Youth Voices in Audio and Video Production Training</li> <li>• Web Vendor Design Review/Training</li> <li>• PBS KIDS Education Update Training</li> <li>• PBS SPI Video Portal Features &amp; Curation Training</li> <li>• Teen Mental Health Training</li> <li>• Workforce Innovation Meeting</li> <li>• GLOW Youth Event Meeting</li> <li>• GLOW With Your Hands Youth Event Planning</li> <li>• NETA Education Town Hall</li> <li>• Domo training for General Audience</li> <li>• NPR Joint Licensee Web Training</li> <li>• Web Vendor User Stories Training</li> <li>• GLOW With Your Hands Youth Event</li> <li>• PBS KIDS Education Update Training</li> <li>• FL STEM Hub Training</li> <li>• PBS Digital Immersion Capstone Conference</li> <li>• PBS Station Leadership Education Training</li> <li>• Budget, Marketing KPIs with Insider Intelligence Webinar"</li> <li>• RTL Engagement Refresh Training</li> <li>• RTL Training Fall Pipeline and Co-Design Content</li> <li>• RTL Training Fall Pipeline and Co-Design Content Follow-up</li> <li>• Early Childhood Development Initiative November Training/Mtg</li> <li>• Crash Course Review of Mvult and Passport</li> <li>• Workforce Innovation Training</li> <li>• Engaging and Amplifying Youth Stories</li> <li>• NPS and Kids Schedule Change Webinar</li> <li>• FL STEM Hub Training</li> </ul>

Outreach	Employee	Activity
		<ul style="list-style-type: none"> <li>• Rochester Works One-Stop Partners Meeting</li> <li>• GLOW With Your Hands Youth Health Event Planning</li> <li>• PBS LearningMedia Templates, Trianing and Best Practices"</li> <li>• GLOW With Your Hands Youth Event Planning for Ag, Skilled Trades &amp; Manufacturing"</li> <li>• FL One-Stop Partner Meeting</li> <li>• Next Gen Public Media Training</li> <li>• PBS LM Producing and Clearing Rights</li> </ul>
47 CFR 73.2080 (c)(2)(ix) Establishm ent of a <b>mentoring</b> program	CHRO	<ul style="list-style-type: none"> <li>• Partnered with local Charter School to welcome students in 11<sup>th</sup> and 12<sup>th</sup> grade that are interested in Public Media jobs</li> </ul>
47 CFR 73.2080 (c)(2)(x) Participati on in <b>events sponsored by education al institution s</b> related to careers in broadcasti ng	N/A	<ul style="list-style-type: none"> <li>• No information to report</li> </ul>
	News Director	<ul style="list-style-type: none"> <li>• Journalists Association of NY awarded one student cash prize to support education in Journalism</li> <li>• Participated in Class projects and discussions at St. John Fisher University and RIT</li> </ul>
	Communicat ions Content Strategist Manager	<ul style="list-style-type: none"> <li>• Nazareth College Marketing/PR Campaign (Class Project) for the Rochester Teem Film Festival</li> </ul>
47 CFR 73.2080 (c)(2)(xii) <b>Listing of upper category openings</b> in media trade	N/A	No Upper-level positions during time period

Outreach	Employee	Activity
groups whose members include substantial participation of <b>women and minorities</b>		
47 CFR 73.2080 (c)(2)(xiv) Provision of <b>training</b> to management regarding methods of ensuring <b>equal employment opportunity</b> and prevention of discrimination	All Staff	<ul style="list-style-type: none"> <li>Sexual Harassment/Unconscious Bias Training</li> </ul>
	CHRO	<ul style="list-style-type: none"> <li>Pro Roc NHRA Talent Acquisition Conference</li> <li>Urban League of Rochester Interrupt Racism Summit</li> <li>MBA Webinar - Recruiting: Leveraging Recruiting Firms and Getting Creative with Hiring and Industry Trends</li> <li>Doing the Work: How HR Can Lead the Way on DEI</li> </ul>
	New employees	<ul style="list-style-type: none"> <li>New employee orientation, held quarterly – includes our EEO policy and all other organization policies</li> </ul>
	All Managers	<ul style="list-style-type: none"> <li>Performance Management Training, How to write an effective performance appraisal and use the new performance management system</li> <li>Ellis Consulting DEI in the Workplace Session</li> </ul>
47 CFR 73.2080 (c)(2)(xv) <b>Training</b> to personnel in broadcast employment opportunities that would enable them to better refer	News Director	<ul style="list-style-type: none"> <li>Journalists Association of NY: Board Member</li> </ul>

Outreach	Employee	Activity
candidate s		
	CHRO	<ul style="list-style-type: none"> <li>• 2022 SHRM Legal Update</li> <li>• Paychex Management Trainings</li> <li>• Bond, Schoeneck &amp; King PLLC Weekly Webinars</li> </ul>
47 CFR 73.2080 (c)(2)(xvi) Participati on in other activities reasonabl y calculated to further the goal of <b>dissemina ting informati on as to employm ent opportuni ties in broadcasti ng to job candidate s</b>	GM/Executi ve VP	<ul style="list-style-type: none"> <li>• Public Media General Manager Meetings –ongoing</li> </ul>
	CHRO	<ul style="list-style-type: none"> <li>• Public Media HR Group –Monthly meetings on HR updates and employment opportunities – ongoing</li> <li>• QUEST meetings – HR Group –monthly meetings on HR updates and employment opportunities – ongoing</li> <li>• SHRM – Society of Human Resource Management, Rochester chapter</li> <li>• NHRA- National Human Resources Association, Rochester chapter</li> <li>• NAAAHR- National Association of African Americans in HR, Rochester chapter</li> <li>• Public Media For All Membership- Monthly Meetings</li> </ul>