

EEO Public File Report**WNET**

Licensed television stations: WNET
WLIW
WMBQ
WNDT
Licensed radio stations: WLIW-FM
WEER

Report Term: January 23, 2025 - January 22, 2026

Vacancies/Sources Utilized

The following is a list of vacancies filled during the Report Term and recruitment sources utilized to fill each vacancy. The first recruitment source listed referred the candidate hired for the position. Contact information for each recruitment source is provided in Attachments A and B.

Recruitment sources listed under Broadbean/CareerBuilder include Diversity Partner Network sites, State One Stops and Community based organizations and Community Outreach organizations.

WNET provides services to the New Jersey Public Broadcasting Authority television stations (WNJN, Montclair, NJ; WNJT, Trenton, NJ; WNJS, Camden, NJ; and WNJB, New Brunswick, NJ) pursuant to a Programming and Services Agreement.

Job Title	Source
Senior Specialist, Labor & Talent Relations	Job Boards -> LinkedIn Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn HBCU Career Center Foundation List New York Foundation for the Arts Job Board National Federation of Paralegals EntertainmentCareers.com
Specialist, Benefits & Compliance	Organizational Referrals > BeaconHill Staffing Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist Handshake University Job Board Rutgers SMLR Career Services
Digital Programming Lead	Direct Source -> WNET/NJ PBS Careers Website Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist New York Foundation for the Arts Job Board
YouTube Channel Lead	Direct Source -> WNET/NJ PBS Careers Website Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist
Social Video Specialist	Internal Employee Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website

		Indeed.com LinkedIn
Staff Accountant	Job Boards -> LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist
Coordinator, Budget Control	Job Boards -> LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist
Maintenance Engineer, Thirteen	Direct Source -> WNET/NJ PBS Careers Website	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn PublicMediaJobs.org
Vice President, Distribution	Direct Source -> Employee Referral	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn National Association for Multiethnicity In Communications (NAMIC)
General Manager, Thirteen and Production Operations	Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn
Manager, Benefits & Compliance	Job Boards -> LinkedIn	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist
Senior Director, Technology	Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn
Project Specialist, American Graduate: Jobs Explained	Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn
Senior Specialist, Rights & Clearances	Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B

Senior Digital Content Producer	Direct Source -> Employee Referral	WNET Website NJTV Website Indeed.com LinkedIn Idealist
Senior Specialist, Social Marketing	Internal Employee	Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn Idealist
		Community Organizations - Attachment A Broadbean Diversity Distribution Network - Attachment B WNET Website NJTV Website Indeed.com LinkedIn

Attachment A Community Organizations

Recruitment sources to which we provided notification of vacancies under 47 C.F.R. 73.2080(c)(1)(ii)

Asian American Federation of New York 120 Wall Street, 3 rd Floor New York, NY 10005	Winnie Li Winnie.li@aafederation.org 212.344.5878	Number of interviewees referred 0
Common Point Queens 77-17 Queens Blvd Elmhurst Elmhurst, NY 11373	Marjolene Mahautiere Job Developer mmahautiere@commonpointqueens.org 908-460-9297	0
Church Avenue Merchants Block Association (CAMBA) 2244 Church Avenue, Brooklyn, NY 11226	Sharifa Hekmat; sharifa.hekmat@camba.org Jake Swinford; jakes@camba.org Antigona Taftsiou; antigonat@camba.org Keiko Tamura; keikot@camba.org	0
Center for Independence of the Disabled 841 Broadway, #301 New York, NY 10003	Susan Dooha sdooha@cidny.org Susan McLennon-Wier smclennonwier@cidny.org	0
Goodwill Industries of Greater NY & Northern NJ 1416 Avenue M Brooklyn, NY 11230	Francis Mikulka Employment Specialist fmikulka@goodwillny.org	0
Helen Keller Services for the Blind 57 Willoughby Street Brooklyn, NY 11201	Jane Smith jsmith@helenkeller.org 718.522.2122	0
The Hispanic Federation 55 Exchange Place, Suite 501 New York, NY 10005	Mario Colon, Creative Director mcolon@hispanicfederation.org P: 212.233.8955	0
Job Path 256 West 38 th Street New York, NY 10018	Aimee Althoff Associate Executive Director aalthoff@jobpathnyc.org 212.944.0564 ext 214	0
National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington D.C. 20037	Arin Jaynes Admin. Asst. Membership Arin@nljga.org	0
National Urban League 80 Pine Street New York, NY 10005	Dale Johnson Dir Operations & Acquisitions djohnson@nul.org 212-558-5300	0
New York Urban League 204 W. 136 th Street New York, NY 10030	Alyssa Ward Program Manager award@nyul.org 212-926-8000 Ext 122	0
The 100 Black Men of NY 105 East 22 nd Street, Suite 911 New York, NY 10010	Executive Director, Courtney Bennett Courtney.Bennett@ohbm.org Executive Assistant, Dina L Gardner DLGardner@ohbm.org	0

		Jomo Bellard, Senior Strategist jomo@ohbm.org	
	Per Scholas 804 E 138 th Street, @2 Bronx, NY 10454	Fatim Conde, fconde@perscholas.org Mike Lindgren, mlindgren@perscholas.org Plinio Ayala, payala@perscholas.org	0
	Urban Pathways 575 8th Avenue, 16th Fl New York, NY 10018	Angeles Yeung, ayeung@urbanpathways.org	0
	Vocational & Educational Services for Individuals with Disabilities 116 West 32 nd Street New York, NY 10001	Benedict Ohanele, benedict.ohanele@nysed.gov Cherise Davis, cherise.davis@nysed.gov Kseniya Palishchuk, Kseniya.palishchuk@nysed.gov Nicole Dais-Lewis, Nicole.dais-lewis@nysed.gov	0

ATTACHMENT B Master Recruitment Source List

During the Report Term, we interviewed a total of 82 persons for full-time vacancies. The following table lists recruitment sources utilized, contact information and the total number of interviewees said sources referred.

RECRUITMENT SOURCE		Number of interviewees referred
African American Development Officers Network	aadevofficers@aol.com 888 646 8166	0
Asian American Journalists Association 5 Third Street, Ste 1108 San Francisco, CA 94103	415.346.2051 national@aaaja.org	0
Beacon Hill Staffing 104 West 40 th Street, 8 th Floor, New York, NY 10018	Shellie Simpson Senior Managing Consultant 212.986.3000 ssimpson@beaconhillstaffing.com	0
Broadbean/Career Builder <u>Which redistributes vacancy notices to:</u> Hispanic Job Exchange LGBT Job Search US Diversity Job Search African American Job Search Asian Job Search Disabled Person Job Opportunity for Disabled American Veterans (JOFDV) Disabled Job Seekers Seniors to Work US Diversity Job Search Veteran Job Center	Mohamad Fattah Customer Success Manager 862,763.2449 mfattah@veritone.com www.broadbean.com	2
Current/PublicMediaJobs.org 4400 Massachusetts NW, Washington, Dist. Columbia 20016	https://jobs.current.org/	0
Eckerd Connects Workforce Development, Career Connections 89-31 161 st Street Jamaica, NY 11432	www.eckerd.org Marjolene Mahautiere Workforce Development Specialist P: 929-335-0246 mmahautiere@eckerd.org	0
Emma Bowen Foundation 1121 Avenue of Americas, 28 th Fl New York, NY	212-664-3773 www.Emmabowenfoundation.com/jobs Michael Barham, VP, Programs Michael.barham@nbcuni.com	0
Entertainment Careers 914 S. Barrington Avenue. Los Angeles, CA 90049	Brad Hall (310) 422.0200 www.entertainmentcareers.net/employers/submit.asp	2
Employee Referral		2
Foundation List	https://www.foundationlist.org/jobs/employer/register/	0
Former Employee		0

Former Intern		0
Glassdoor Glassdoor.com	415.944.6939	2
The Goodkind Group 275 Madison Avenue - Suite 501 New York, NY 10016	Laurie Bloom Director – Business Development (212) 378-1622 laurie@thegoodkindgroup.com	0
Goodwill New York & New Jersey 285 Livingston Street Brooklyn, NY 11201	gwilliams@goodwillny.org	0
Handshake	https://joinhandshake.com/	0
Historical Black Colleges & Universities Career Center (HBCU)	www.thehbcucareercenter.com	0
HueYouKnow Los Angeles, CA	www.hueyouknow.com	0
Idealist.com Action Without Borders, Inc. 360 West 31 st Street, Suite 1510 New York, NY 10001	PH: (212) 843.3973 Fax: (212) 564.3377 www.idealist.org	2
Indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	www.indeed.com Dylan Arcelli, Account Manager PH: 203.653.7981 darcelli@indeed.com	9
Internal Applicant / WNET Intranet		9
Job Boards>Other/not specified		3
LinkedIn Mountain View, CA	P: 650-687-3600 www.Linkedin.com	37
Media Bistro 494 Broadway, 4 th Floor New York, NY 10012	P: (212) 929.2588 Nancy Hwang nancy@mediabistro.com	0
National Association for Multi-ethnicity in Communications (NAMIC) 114 John Street PO Box 951 New York, NY 10272	https://namic.com/	0
National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, MD 20742	202.429.5300 www.nab.org	0
National Association of Hispanic Journalists 1050 Connecticut Avenue, NW Washington, DC 20036	Kevin Olivas, Recruitment Manager PH: 202.662.7145 kolivas@nahj.org	0
National Black MBA 400 West Peachtree Street NW, S 203 Atlanta, GA 30308	Nbmbaa.org 404.260.5444	0
National Federation of Paralegals 400 South 4th Street, Suite 754E Minneapolis, MN 55415	https://www.paralegals.org/ 317-454-8312	0

Native American Journalist Association	https://indigenousjournalists.org/jobs/post-a-job/	0
Networking/Organizational Referrals		2
New Jersey Department of Labor 1 John Fitch Plz Trenton, NJ 08611	609.984.9414 workforce@dol.nj.gov	0
New York Association of Black Journalists 2214 Frederick Douglas Blvd New York, NY 10026	www.nyabj.org Errol Cockfield, Chapter President	0
New York Foundation for the Arts 20 Jay Street, 7 th Floor Brooklyn, NY 11201	PH: 212.366.6900 www.nyfa.org	3
New York State Department of Labor Building 12, W.A Harriman Campus Albany, NY 12240	518.457.9000 www.labor.ny.gov	0
New York State Dept. of Labor Business Services 75 Varick Street – 7 th floor New York, NY 10013	Barbara Listefski Business Service Representative Barbara.listefski@labor.ny.gov 212 775 3762	0
NJTV Gateway 2 283-299 Market Street Newark, NJ 07102	www.NJTVonline.org	0
Philanthropy News Digest 79 Fifth Avenue New York, NY 10003	https://philanthropynewsdigest.org/	0
Robert Half and Associates 125 Park Avenue New York, NY 10017	www.roberthalf.com 646.733.4529	0
Rutgers School of Management & Labor Relations (SMLR) Career Services	Len Garrison Assistant Dean for Student Services lgarrison@smlr.rutgers.edu 848-445-4629	0
Talent Hub 220 E. 42 nd Street New York, NY 10017	Pat Christopher, President 646.682.9292	0
Society for Human Resource Management (SHRM)	https://jobs.shrm.org/	0
WNET – Website 825 Eighth Avenue New York, NY 10019	P: (212) 560.1313 www.wnet.org	9

Attachment C - Supplemental Recruitment Initiatives

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During the Report Term, WNET engaged in the following supplemental recruitment initiatives:

1. Internship, Fellowship, and Learning Practicum programs designed to assist students interested in media careers and skill development:

- a. **Fellowship Program**

In 2025, WNET participated in the PBS Accelerator Fellowship Program which provides paid, one-year-long employment opportunities with production partners working on PBS programs. The program is designed to provide professional experience to mid-career content makers and to support exposure to production roles within the public media system.

Fellows are hired and employed by PBS producing partners (such as WNET) and work as part of established production teams. Fellows perform production-related duties, contribute to programming, and receive a production credit for their work. Fellowship placements are for up to one year. In addition to their job responsibilities, Fellows participate in professional development activities coordinated by WNET. These activities include group sessions, mentorship opportunities, and access to industry events and networking opportunities.

WNET brought on one (1) Fellow in 2025. The duration of the fellowship is May 1, 2025 – April 30, 2026.

- b. **Jobs Explained**

WNET continued its participation in American Graduate: Jobs Explained, a public media social media initiative designed to provide high school students and early-career job seekers with information about in-demand careers across a range of industries. The initiative uses digital and social media platforms to share educational content intended to support career exploration and awareness. Through short-form video content distributed on social media platforms, Jobs Explained presents information about career pathways, required skills, and industry opportunities in a format designed to reach early-career seekers.

2. Participation in the following programs, webinars, programming, and association conferences and events:

- a. **Per Scholas, August 5, 2025**

A Lunch & Learn program for Per Scholas members was presented by a representative from WNET's People & Culture team on Interview Preparedness. WNET's People & Culture Representative presented information surrounding interview best practices for candidates. The presentation covered the following topics: Preparing for the Interview, STAR Interview Method and key information to include in responses, How to Prepare for a Phone Interview and How to Prepare for a Virtual Interview.

Per Scholas is a national nonprofit organization whose mission is to break the cycle of poverty by providing technology education, access, training and job placement services for people in low-income communities.

b. **Academic Engagement and University Collaboration**

WNET maintained ongoing engagement with academic institutions to support awareness of careers in public media and provide educational exposure to students pursuing communication and journalism-related fields.

A senior WNET executive continued to serve as Co-Chair of the Dean’s Advisory Board for the Hofstra University Lawrence Herbert School of Communication. This role involves participation in advisory discussions related to curriculum, industry trends, and professional skills relevant to students entering media-related careers.

WNET partnered with faculty and students from the Hofstra University Lawrence Herbert School of Communication on EscuchARTE, an ALL ARTS co-production. This collaboration involved student participation in the production of a music-focused program developed in an academic setting and broadcast through WNET platforms. The project provided students with exposure to professional production environments.

WNET also participated in the Stony Brook Media Showcase, a digital platform administered by the School of Communication and Journalism at Stony Brook University. The Showcase features reporting produced by undergraduate and graduate students. Participation in this initiative supported experiential learning and professional skill development for student journalists by providing opportunities to produce published work.

3. Employee Training

- a. In support of organizational compliance and a workplace grounded in respect and inclusive collaboration, WNET requires completion of online compliance training for employees. All new employees must complete required compliance training, including Preventing Discrimination and Harassment and Code of Conduct, within 30 days of employment. All employees are required to complete these courses on an annual basis, and to complete any additional training as assigned:

- *Code of Conduct* training and *Preventing Discrimination and Harassment* are required annually for all staff. The course is designed to reinforce awareness of workplace conduct standards, explain unacceptable behaviors, and outline reporting procedures. The training covers topics such as preventing harassment and discrimination, understanding employee responsibilities, and identifying available resources for reporting concerns.
- Management Level Training: All employees are required to complete *Preventing Discrimination and Harassment* training. The manager version of this training includes sections on the manager’s role and responsibilities as a supervisory employee, standards of liability, responding to complaints, and documenting employee actions.

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b. Performance Feedback Program

In 2025, the People & Culture Department continued its company-wide Performance Feedback cycles for employees and managers. The feedback process provides a consistent framework for documenting performance and facilitating performance discussions between employees and managers.

People & Culture provided guidance and training to support participation in the feedback process, including virtual informational sessions and access to LinkedIn Learning resources related to feedback, leadership, and communication. Promoted LinkedIn Learning courses included The Feedback Process, The Art and Science of Feedback, Be an Effective Leader, Managing Time and Stress, and Communicating with Clarity as a Manager. The People & Culture team also provided resources regarding feedback best practices and facilitating effective discussions.

c. Company-Wide Lunch & Learn Sessions:

In 2025, WNET's People & Culture team offered Lunch & Learn sessions open to all staff. These sessions were facilitated by external vendors and focused on general professional development and well-being topics.

Topics included goal setting and strategies for managing stress, overextension, and workplace fatigue. Session summaries are as follows:

The Power of Setting Goals & Harnessing Intentions – Held in November 2025 and led by Coach Darlene Marshall, this session explored strategies for setting professional goals. Participants were guided through exercises to clarify intentions, identify priorities, and create actionable next steps. The session included interactive components where attendees reflected on goal-setting challenges and discussed approaches to sustaining progress over time.

How to Avoid Burnout – Held in December 2025 and led by Dr. Ellen Vora, this session introduced strategies for maintaining energy, productivity, and balance. Participants engaged in discussions about common stressors in the workplace, explored techniques for managing daily workload and personal energy, and were provided opportunities to ask questions and share experiences with colleagues in a structured, professional setting.

d. LinkedIn Learning Engagement

WNET continued to offer and promote access to LinkedIn Learning resources for all staff in 2025. Staff were encouraged to explore courses to support professional development across a range of topics, including leadership, communication, time management, and technical skills.

e. Educational Assistance Program / Tuition Reimbursement

WNET provides an Educational Assistance Program (tuition reimbursement) to support eligible staff in pursuing degree programs or additional training to enhance job-related skills. The program is available to all active, benefits-eligible employees who work at least 30 hours per week. Courses must be offered by an accredited institution and be directly relevant to the employee's current role. Eligible courses may be taken on a non-matriculated basis or as part of a certificate, undergraduate,

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or graduate degree program.

4. Each upper-level category opening was listed in a job bank or newsletter for media trade groups whose membership includes substantial participation of women and minorities.