

NEWARK PUBLIC RADIO, INC. (WBGO-FM)
Equal Employment Opportunity Public File Report
February 1, 2016 – January 31, 2017

The purpose of this report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's EEO rules. The report can be found in the public inspection file at 54 Park Place, Newark, New Jersey and on the station's website, www.wbgo.org. This report contains the following information:

1. A list of the full-time vacancies filled by the Reporting Station during the Reporting Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address contact person, and telephone number.
3. The recruitment source that referred the hire for each full-time vacancy during the Reporting Period.
4. Data reflecting the total number of persons interviewed for full time vacancies during the Reporting Period and the total number of interviews referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(6) of the FCC's EEO Rules during the Reporting Period.

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Marketing Assistant

Recruited through idealist.org and wbgo.org. Received 60 resumes. Interviewed 11 applicants via phone and three in-person. Interim candidate began July 18, 2016 and was made permanent October 18, 2016.

Afternoon Jazz host

Recruited through referrals both internal (Awilda Rivera) and external. Received 4 resumes and audio samples and interviewed all. Also reviewed existing resumes and audio samples. Part-time staff employee elevated to full-time April 18, 2016.

Account Manager

Recruited through idealist.com and wbgo.org. Received 36 resumes. Interviewed six applicants via phone and in-person. Selected candidate began August 1, 2016

Education and Community Resource Associate

Recruited through linkedin.com, wbgo.org, idealist.com, and viral e-mail blasts. Received 78 resumes. Interviewed eight applicants via phone and in-person. Selected candidate began April 1, 2016

Director of Editorial Content

Recruited through wbgo.org and viral e-mail blast. Interviewed 2 candidates in person. Selected candidate began January 9, 2017

APPENDIX A

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Reporting Station(s) WBGO-FM

Summary of Full-Time Job Vacancy Information

FULL-TIME POSITION FILLED	TOTAL # OF INTERVIEWEES FROM ALL RECRUITMENT SOURCES FOR POSITION	RECRUITMENT SOURCES USED
Marketing Assistant	14	Idealist, WBGO website
Afternoon Jazz Host	4	referrals
Account Manager	6	WBGO website, Idealist
Education/Community Resource	8	WBGO website, Idealist, Linkedin, viral e-mail blast
Director of Editorial Content	2	Viral e-mail blast

APPENDIX B

NEWARK PUBLIC RADIO, INC. (WBGO-FM) Equal Employment Opportunity Public File Report February 1, 2016 – January 31, 2017

Recruitment Source Information

Association of Fundraising Professionals

www.afp.com

4300 Wilson Blvd., Suite 300

Arlington, VA 22203

703-684-0410

Berkeley College

www.berkeleycollege.edu

12 E. 43 Street

School of Liberal Arts

New York, NY 10022

212-805-4991

Chronicle of Philanthropy

www.philanthropy.com

1255 Twenty-Third Street, NW, 7th fl.

Washington, DC 20037

202-466-1200

CPB Jobline

www.cpb.org

401 Ninth Street, NW

Washington, DC 20004-2129

202-879-9600

Craig's List

www.craigslist.org

1381 9th Avenue

San Francisco, CA 94122

415-566-6394

Creative Jobs Central

www.creativejobcentral.com

APPENDIX B (continued)

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Idealist

www.idealist.org

302 5th Avenue, 11th fl.

New York, NY 10001

646-786-6886

Indeed.com

www.indeed.com

7501N. Capital of Texas Highway

Bldg. B

Austin, TX 78731

(512) 459-5300

Inside Radio

www.insideradio.com

PO Box 567925

Atlanta, GA 31156

800-248-4242

NYFA

www.nyfa.org

100 East 17th Street

New York, NY 10003

212-674-4300

Newark Regional Business Partnership

www.nrbp.org

744 Broad Street, 26th fl.

Newark, NJ 07102

973-522-0099

Playbill

www.playbill.com/jobs

PRADO

www.pradoweb.org

APPENDIX B (continued)

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www.rbr.com

PO Box 6633
Woodbridge, VA 22195

Zip Recruiter

www.ziprecruiter.org

1463 3rd Street, Suite 335
Santa Monica, CA 90401
877-252-1062

APPENDIX C

ANNUAL EEO PUBLIC FILE REPORT FOR BROADCAST STATIONS

Reporting Station(s) WBGO-FM

Description of long-term/supplemental recruitment activities

Newark Public Radio, Inc. offers an Internship program and reaches out to local community educational institutions (high schools and colleges) inviting students to apply for intern positions in various departments of the organization, including Administration, Content and News, Engineering and Operations, Finance, and Marketing. WBGO's Volunteer Coordinator reaches out to Career Services, Deans of Students, Student Counselors beginning in January of each year and going through May to begin the internship in June when the school semester ends. There is an established procedure for students to apply and all information and forms are sent to the appropriate personnel at the educational institutions.

Newark Public Radio, Inc. also mentors current employees through on-the-job training conducted by management personnel to provide employees with the tools and skills to advance through the organization. Actual employees who have benefitted from this training are the VP of Engineering and Operations, The Assistant to the President and CEO, the Major Gifts Associate and the Digital Content Producer.

Newark Public Radio, Inc. has, at times, created on-air spots advertising Upper Level Category openings and participated in job fairs sponsored by area educational institutions. These recruiting tools have not realized results.

Human Resources conducts training for management level personnel on Equal Employment Opportunity and Anti-Discrimination through on-site seminars which are available on the organization's intranet.