



January 25, 2021

Newark Public Radio, Inc./WBGO-88.3FM  
Equal Employment Opportunity Public File Report  
February 1, 2020 – January 31, 2021

This report is being posted in compliance with Section 73.2080(c) (6) of the Federal Communications Commission's EEO rules. The report may be found in the Public Inspection file at 54 Park Place, Newark, NJ and on the station's website at [www.wbgo.org](http://www.wbgo.org).

The following information may be found in this report:

1. A list of full-time vacancies filled by WBGO during the reporting period (2/1/2020 – 1/31/21).
2. For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, telephone number and contact person.
3. The recruitment source that referred the successful candidate (hire) for each full-time vacancy during the reporting period.
4. Data reflecting the total number of candidates interviewed for the 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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Listing of full-time vacancies filled by WBGO during the reporting period:

<b>Position Title</b>	<b>Successful Candidate Recruitment Source</b>
President/Chief Executive Officer (CEO)	Koya Partners
Chief Technology Officer	WBGO.org/Internal Promotion
Human Resources Director	LinkedIn



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The following full-time positions were sourced and filled during the reporting period:

### **1. President and Chief Executive Officer (CEO)**

The President and CEO is a highly visible face of the organization and represents WBGO in the business, government and civic communities locally within Newark NJ, as well as nationally across the media field. The incumbent is charged with providing transformational, strategic and innovative leadership, ensuring that the station's short- and long – term visions are fully developed and achieved. The President & CEO is a strong, collaborative leader with a dedication to the mission and the ability to build a sense of shared purpose across the organization.

In addition to a posting on the WBGO website ([www.wbgo.org](http://www.wbgo.org)), Diversified Search/Koya Leadership Partners ([koyapartners.com](http://koyapartners.com)) was exclusively retained for this engagement as an external recruitment source. The search leaders were: Cheryl Stevens, Denielle Pemberton-Heard, Alison Ranney and Andrew Wheeler.

The Chrysler Building  
405 Lexington Avenue, 49<sup>th</sup> Floor  
New York, NY 10174  
866.282.0955

The successful candidate began working for WBGO effective January 1, 2021.



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#### **2. Chief Technology Officer**

Reporting directly to the President & CEO, the Chief Technology Officer (CTO) requires strong leadership, managerial, communications and technical skills to function in a high tempo, real time (24/7/365) operations environment. Strategic thinking and planning are critical to the role. Requires the ability to manage a diverse technical staff, comprised of both direct reports and matrixed technical engineering/software development resources to resolve technical failures in real time. Management of the enterprise configuration, as well as release management process is required to ensure proper turnover documentation, testing and production release coordination.

The position was posted on the WBGO website ([www.wbgo.org](http://www.wbgo.org)), as well as with Zip Recruiter ([ziprecruiter.com](http://ziprecruiter.com)). The successful candidate was promoted from within and began working in the position as Chief Technology Officer effective August 17, 2020.

#### **3. Human Resources Director/Chief Human Resources Officer (CHRO)**

The primary goal of this position is to make WBGO “a great place to work”. WBGO values the employee population above all else and holds them as critical to achieving our mission. We are committed to their retention and professional development. The Chief Human Resources Officer will be tasked with leading the charge in supporting a sustained organizational culture that is reflective of WBGO’s values (empathy, mutual respect, fairness, transparency, commitment to excellence and accountability), as well as our long-time commitment to equity, diversity, inclusion and fair treatment.

This position was posted on the WBGO website ([wbgo.org](http://wbgo.org)), as well as LinkedIn.com, Craigslist.com, Idealist.com, CPB.org/Jobline and Newark Patch. The successful candidate was a respondent to the LinkedIn posting and began working for WBGO effective June 8, 2020.



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**Recruitment Source Referral Activity**

<b>Position Title</b>	<b>Recruitment Sources</b>	<b># of Referrals</b>	<b># of Interviewees</b>
<b>President/CEO</b>	Koya	5	5
	WBGO Website	0	0
<b>Chief Technology Officer</b>	Zip Recruiter	17	6
	WBGO Website	1	1
<b>Human Resources Director</b>	Idealist	2	0
	Newark Patch	2	0
	LinkedIn	9	4
	WBGO Website	1	1
	CPB.org /Jobline	0	0
	Craigslist	7	1



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#### **Description of Long-Term/Supplemental Recruitment Activities**

##### **Internship & Fellows Programs**

Newark Public Radio/Inc./WBGO offers both Internship and Fellows Programs. We recruit from the educational institutions of the local community (high schools and colleges), inviting students to apply. There are opportunities in various departments throughout the organization to include: Administration, Content and News, Engineering and Operations, Finance and Marketing. WBGO's Volunteer Coordinator contacts the Career Services units, Deans of Students, Student Counselors in January through May to raise awareness of the Internship & Fellows Programs and recruit candidates to begin assignments in June. There is an established procedure for students to apply and all documentation is forwarded to the appropriate personnel at the schools and colleges/universities for distribution to interested students.

##### **Employee Training & Development**

Newark Public Radio, Inc/WBGO provides mentoring and coaching provided by managerial to enhance the professional development of members of the employee population. This level of skills enhancement equips employees to advance through the organization. Training in anti-harassment/anti-discrimination offered by the Corporation for Public Broadcasting (CPB), as well as in diversity, equity and inclusion (offered by a select third party vendor) has been expanded to include participation of the employee population at-large.

##### **Recruitment**

In addition to utilizing the traditional recruitment efforts such as recruitment firms, print advertising, online firms and job fairs, WBGO will occasionally create on-air spots, advertising senior level vacancies.