

EEO Public File Report for WSKG Public Media (Stations WSKG-TV, WSKG-FM, WSQX-FM)
February 1, 2025 – January 31, 2026

Recruitment Contacts

Corporation for Public Broadcasting Jobline
401 9th Street, NW
Washington, DC 20004-2129
202-879-9600
<https://www.cpb.org/jobline>

Current
4400 Massachusetts NW,
Washington,
Dist. Columbia 20016
<https://current.org/jobs>

Greater Public
PO Box 303279
Austin, TX 78705-0055
800-454-2314
www.greaterpublic.org/jobs

Indeed.com
6433 Champion Grandview Way Bldg 1
Austin, TX 78750
512-459-5300
<https://www.indeed.com/>

LinkedIn
1000 W Maude Avenue, Sunnyvale, CA 94085
<https://www.linkedin.com/jobs/>

Memchat@Groups.IO
[Memchat@Groups.IO](https://www.groups.io/g/memchat)

NABET-CWA Job Board
501 3rd Street, NW

NETA
PO Box 50008
Columbia, SC 29250
803-799-5517
www.netaonline.org

Public Media Journalist Association (PMJA)
PO Box 838
Sturgis, SD 57785
605-863-9919
www.pmja.org/jobs

SBE (Society of Broadcast Engineers)
9102 North Meridian Street, Suite 150
Indianapolis, IN 46260
317-846-9000
<https://sbe.org/resources/jobs/>

WSKG Social Media Platforms
601 Gates Road
Vestal, NY 13850
(607) 729-0100
<https://www.facebook.com/WSKGPublicBroadcasting>
<https://www.instagram.com/wskgpubmedia/>
<https://www.linkedin.com/company/wskg/posts>

WSKG Website
601 Gates Road
Vestal, NY 13850
(607) 729-0100
<https://www.wskg.org/jobs>

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Washington, DC 20001

www.nabetcwa.org/job-resources

The following full-time vacancies were filled for the period February 1, 2024 through January 31, 2025.

Full Time Vacancy	Recruitment Source of Hire	Total Number of Interviewees from All Sources	Full list of Sources for each Position
1. Director of Finance and Administration	Referral	3	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) Indeed.com (1) *Employee Referral (2)
2. IT Systems Manager	Indeed.com	4	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) Indeed.com (4) SBE - Society of Broadcast Engineers
3. Leadership Society Manager	Indeed.com	3	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) *Indeed.com (2) Corporation for Public Broadcasting Jobline Memchat@Groups.IO (Membership & Development Forum) Employee Referral (1)
4. Director of Marketing and Community Engagement	Referral	6	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) Indeed.com (1) Corporation for Public Broadcasting Jobline Memchat@Groups.IO (Membership & Development Forum) (1)

Total Number of Interviewees from each Source:

- Sources with Interviewees in **bold**
- Number of interviewees from each source listed in parenthesis ()
- Source of Hire Indicated with a *

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			Employee Referral (4) Handshake
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Full Time Vacancy	Recruitment Source of Hire	Total Number of Interviewees from All Sources	Total Number of Interviewees from each Source
5. Executive Assistant	Indeed.com	4	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) (1) *Indeed.com (3)
6. Youth Voices Manager	Referral	4	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) Indeed.com (2) Corporation for Public Broadcasting Jobline *Employee Referral (1) LinkedIn Paid Posting (1)
7. Chief Content Officer	LinkedIn Paid Posting	3	Internal Posting WSKG Website WSKG Social Media Platforms (Facebook, Instagram, LinkedIn) Indeed.com Corporation for Public Broadcasting Jobline Employee Referral Current *LinkedIn Paid Posting (3)

Total Number of Interviewees from each Source:

- Sources with Interviewees in **bold**
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Long-Term “Prong 3” Non-Vacancy-specific Recruitment Initiatives

Date	Initiative	Description	Scope of Involvement	Personnel Involved
Ongoing	Training & Professional Development Initiative	Facilitate participation in training opportunities, both industry specific as well as general, to assist employees in acquiring skills that could qualify them for higher-level positions.	<ul style="list-style-type: none"> • PBS Kids and PBS LearningMedia monthly meeting, Brieanna Moreno, Feb 2025 • SBE Webinar - Audio for Stream/Podcasts, Sharon Gould, Feb 2025 • SBE Webinar: Modulation & Modulation Theory in Broadcast, Sharon Gould, Feb 2025 • Audience Insights Download: NPR Brand Trends & Understanding the Podcast Journey, Seth Nichols, Feb 2025 • FCC Underwriting Guidelines & Compliance Workshop, Seth Nichols, Feb 2025 • SBE Webinar: Metadata 101, Sharon Gould, March 2025 • PBS Kids and PBS LearningMedia monthly meeting, Brieanna Moreno, March 2025 • Sponsored by the Corporation for Public Broadcasting, DTP was a seven month long training facilitated by the Poynter Institute and designed to help public media stations level up their digital strategy. As a result of that training, we launched our Locally Sourced newsletter that highlights arts & culture, food & drink, and interesting things happening across the region - Natasha Thompson, Christine Dempsey, Patrick Holmes, April to November 2025 • SBE Webinar: RF Safety, Sharon Gould, May 2025 • PBS Annual Meeting, Natasha Thompson, May 2025 • Wide Orbit training, Intensive training in all aspects of Wide Orbit automation software, Crystal Kocher, Phillip Westcott, May 27-29, 2025 	All Employees

* The market population for the employment unit is less than 250,000, and the unit is therefore required to complete 2 initiatives every 2 years.

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			<ul style="list-style-type: none"> • PBS Kids and PBS LearningMedia monthly meeting, Brieanna Moreno, June 2025 • 2025 Share of Ear Audio Trends webinar, Seth Nichols, Aug 2025 • Navigating the Future of Public Media Content, Andrew Pioch, Aug 2025 • SBE Webinar: Audio-Over-IP, Sharon Gould, Sept 2025 • Protrack - To Flight or Not to Flight, Regina O'Brien, Phillip Westcott, Sept 2025 • PBS Kids and PBS LearningMedia monthly meeting, Brieanna Moreno, Nov 2025 • NPR Fundamental Fridays: FOIA Fun-damentals, Natalie Abruzzo, Nov 2025 • Truth in the Trenches: Award-Winning Journalists on Fighting Fiction in the Age of Viral Falsehood, Natalie Abruzzo, Nov 2025 • Poynter Essential Skills for Rising Newsroom Leaders: A five day training at Poynter's St. Petersburg campus focused on helping journalists with five or fewer years in management learn effective techniques for leadership. Includes interactive lectures, small-group discussions and feedback sessions from coaches. Participants get guidance on onboarding and retaining talent, delegating effectively and leading result-driven conversations, Phoebe Taylor-Vuolo, Dec 2025 • PBS Monthly Kids Webinars, Phillip Westcott, Jan 2026 • Wide Orbit Office Hours, Phillip Westcott, Jan 2026 • Edisen/sIX Monthly Updates, Phillip Westcott, Jan 2026 	
Ongoing	EEO and prevention discrimination Efforts	Provision of training to management level personnel as to methods of ensuring equal employment opportunity	<ul style="list-style-type: none"> • Preventing Harassment and Discrimination: Supervisors, Sept 2024 	All employees

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		and preventing discrimination		
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