

NEWARK PUBLIC RADIO, INC. (WBGO-FM)
Equal Employment Opportunity Public File Report
February 1, 2019 – January 31, 2020

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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Development Officer, Corporate and Foundation Partnerships

Recruited through WBGO.org, Idealist, Indeed, Association of Fundraising Professionals, Women in Development, New York Foundation for the Arts, and referrals. Received 28 resumes. 6 phone interviews and 5 in-person interviews were conducted. Applicant recruited from personal referral. Selected candidate began April 1st, 2019.

Receptionist/Administrative Assistant

Recruited through WBGO.org and Indeed. 500+ resumes were received. 26 phone interviews and 4 in-person interviews were conducted. Applicant recruited from Indeed. Selected candidate began on May 1st, 2019.

News Voices Engagement Fellow

Recruited through WBGO.org, Idealist, Berkeley College, Mayor Ras J. Baraka's office, and viral community outreach. Received 23 resumes. 5 in-person interviews were held. Applicant recruited through word of mouth. Selected candidate began on July 1st, 2019.

Announcer

Recruited through WBGO.org, Facebook jobs listings, and internal referrals. 12 resumes were received. 3 phone interviews and 2 in-person interviews were conducted. Applicant recruited through internal referral. Selected candidate began on October 14th, 2019.

Announcer

Recruited through WBGO.org, Facebook job listings, and external referrals. 8 resumes were received. 4 phone interviews and 2 in-person interviews were held. Applicant recruited through wbgo.org. Selected candidate began January 8th, 2020.

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
Receptionist/Administrative Assistant	30	WBGO.org, Indeed
Development Officer, Corporate and Foundation Partnerships	7	WBGO.org, Idealist, Indeed, Association of Fundraising Professionals, Women in Development, New York Foundation for the Arts, referrals
News Voices Engagement Fellow	5	WBGO.org, Idealist, Berkeley College, Mayor Ras J. Baraka's office, viral community outreach
Announcer	3	WBGO.org, Facebook job listings, internal referral
Announcer	4	WBGO.org, Facebook job listings, external referral

APPENDIX B

NEWARK PUBLIC RADIO, INC. (WBGO-FM) Equal Employment Opportunity Public File Report February 1, 2019 – January 31, 2020

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

Facebook

www.facebook.com

Idealist

www.idealists.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

APPENDIX B (continued)

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Mayor Ras J. Baraka's Office

barakaa@ci.newark.nj.us

920 Broad Street

Newark, NJ 07102

973-733-6400

NYFA

www.nyfa.org

100 East 17th Street

New York, NY 10003

212-674-4300

WBGO Website

www.wbgo.org/employment-and-internships

Women in Development

<https://widny.org/>

555 8th Avenue, Suite 1902

New York, NY 10018

212-265-7650

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. In addition, we support an annual Fellows program designed to train future leaders in our field.

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.

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.

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.