

EEO Public File Report for WXXI Public Broadcasting Council
(WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)
January 23, 2022 – January 22, 2023

This EEO Public File Report is filed in WXXI’s public inspection file pursuant to Section 73.2080 of the Federal Communications Commission’s (FCC) rules.

The following full-time vacancies were filled for the period January 23, 2022 through January 22, 2023:

Vacancy Number	Full Time Vacancy
1.	HR Coordinator
2.	Development Donor Database Associate
3.	Communications and Special Events Coordinator
4.	Classical Announcer
5.	Reporter/Producer- Weekend Host
6.	Digital and On-Air Fundraising Manager
7.	Part-Time Family Engagement Specialist

WXXI provides notification of each vacancy to any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers if the organization requests notification. No organizations have specifically requested notice of such vacancies.

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and/or office, and telephone number.
- The recruitment source that referred the person hired for each full-time vacancy.
- The total number of persons interviewed for each full-time vacancy.
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of Supplemental Outreach Initiatives completed for the period January 23, 2022 through January 22, 2023.

RECRUITING SOURCES

	Recruiting Source	Online Address	Vacancy Posted
Professional Recruit			
	Indeed	www.indeed.com	All
	Corporation Public Broadcasting	www.cpb.org	3
	The Non Profit Network	http://www.thenonprofitnetwork.org	All
	Careerbuilder	www.careerbuilder.org	1
	NYS Labor Department	nysjobbank@labor.ny.gov	All
	Employment Crossing.com	https://www.employmentcrossing.com	3
	S.I. Newhouse School of Public Communications	Newhouse Career Development Centernhcdc@syr.edu	4
	PMBA – Public Media Business Assoc.	http://www.pmbaonline.org/IndustryJobs	2
	National Association of Hispanic Journalists	https://www.nahjcareers.org/	1
	Linked In	www.linkedin.com	All
	National Association of Black Journalists (NABJ)	http://nabjcareers.org/	1
	Association of Fundraising Professionals	www.afpnet.org	6
	JournalismJobs.com	http://www.journalismjobs.com/post	1
	Current	http://jobs.current.org.r.jobs/post/post.cfm	2
	Handshake (Distributes Posting)	Nazareth College: lcranda4@naz.edu St. John Fisher College: jskuse@sjfc.edu The College at Brockport: linkedin.com/in/grace-begemann-999762177	4
	NYS Broadcasters	https://nysbroadcasters.org/careers/job-listings/	1
	Asian American Journalists Association	https://www.aaja.org	1
	Rochester Area Career Development Association	https://racda.org/post-jobs/ info@racda.org	3
	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	1
Local Organizations			
	Rochester Works	www.rochesterworks.org	All
	Veteran’s Outreach Center	nenasiverd@vocroc.org	4
	Rochester Educational Opportunity Center	gsherman@brockport.edu	4

	Causewave Community Partners	http://www.causewave.org/job-board	4
	WNY Job Bank	http://www.wnyjobs.com/	All
	United Way of Greater Rochester	rodney.young@uwrochester.org	All
	Rochester Association of Black Journalists (RABJ)	https://rabjournalists.org/	1
	WXXI News (internal recruiting)	Internal job posting	All
	WXXI Website	https://www.wxxi.org	All
	WXXI Twitter	Twitter Page	All
	WXXI Facebook	Facebook	All
	WXXI LinkedIn	LinkedIn	All
	Genesee Valley Chapter, SHRM	jobs@gvcshrm.org	1
	NHRA	https://www.humanresources.org/affiliates/rochester/	1
	Minority Reporter	davemc@minorityreporter.net	2
	Ibero-American Action League	information@iaal.org	3
	CCSI	https://www.ccsi.org/Employment/Community-Job-Postings	All
	ShiftDiff	https://shiftdiff.com/	1
	WNYACC – Western New York Association of College Career Centers	https://www.wnycollegeconnection.com/wnyacc-about-us	All
	Zip Recruiter	https://www.ziprecruiter.com/post-a-job	1

Attachment A

	Full Time Position	Total No of Interviewees	Recruiting Source of Hire
1.	HR Coordinator	12 8 (Indeed) 2 (WXXI Site) 2 (LinkedIn)	Linkedin
2.	Development Donor Database Associate	4 2 (WXXI Site) 2 (Indeed)	WXXI Website
3.	Communications and Special Events Coordinator	6 4 (WXXI Site) 2 (Indeed)	WXXI Website
4.	Classical Announcer	6 5 (WXXI Site) 1 (Indeed)	WXXI Website
5.	Reporter/Producer- Weekend Host	3 2 (WXXI Site) 1 (Indeed)	WXXI Website
6.	Digital and On-Air Fundraising Manager	3 1 (AFP) 2 (WXXI Site)	Association of Fundraising Professionals
7.	Part-Time Family Engagement Specialist	5 2 (WXXI Site) 3 (Indeed)	Indeed

Attachment B – SUPPLEMENTAL OUTREACH (47 CFR 73.2080 (c) (2))

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2) (i) Participation in Job Fairs	HR Coordinator	<ul style="list-style-type: none"> September 2022 City Wide Roc the Block Employment Community Job Fair
47 CFR 73.2080 (c)(2) (iv) Participation in events sponsored by organizations interested in broadcast employment	N/A	<ul style="list-style-type: none"> No information to report
47 CFR 73.2080 (c)(2)(v) Internships	Communications Content Strategist Manager	<ul style="list-style-type: none"> NYS Broadcaster Association: Intern during Summer 2022 semester from local college
	Director, Classical	<ul style="list-style-type: none"> ESM ALP internships for fall '22-spring '23 WXXI Classical's UR Humanities for Life/Melon Foundation internship ESM/ALP intern program Participated in the ESM/ALP panel discussing career trajectory, our organization, industry trends, etc.
47 CFR 73.2080 (c)(2)(vi) Job banks in general	CHRO	<ul style="list-style-type: none"> Submitted all full time and part time vacancies to WNYACC – Western New York Association of College Career Centers Submitted all full time and part time vacancies to Indeed.com Submitted positions to HandShake to reach college students and recent graduates CCSI job board Sent United Way leadership program rep positions for distribution Submitted all full time and part time vacancies to Zip Recruiter

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2)(vii) Training programs designed to enable station personnel to acquire skills to qualify for higher level positions	CHRO	<ul style="list-style-type: none"> • 2022 NETA Conference & CPB Public Media Thought Leader Forum • April 2022 DEIB Conference powered by NAAHR Chicago Chapter • October 2022 The Willow Way Domestic Violence Summit • June 2022 Antiracism Academy Seminar • February 2022 NHRA Legal Update • February 2022 Public Media Summit • March 2022 NY Graduation Measures - Higher Education and Business Community Meeting • The Demand for Skilled Talent - 2022 Hiring Trends • 2022 HR Conference: Engaging The Employee In The New World • MBA Webinar - Recruiting: Leveraging Recruiting Firms and Getting Creative with Hiring and Industry Trends • Nov 2022 How to Get Executive Buy-In of Your 2023 Initiatives • December 2022 Doing the Work: How HR Can Lead the Way on DEI • May 2022 Strengthening Internal DEI Communications: Expert Advice from NPR's Whitney Maddox
	HR Coordinator	<ul style="list-style-type: none"> • August 2022 Eleversity/Colorise Lunch & Learn -Building Inclusive Work Environments • October 2022 The Willow Way Domestic Violence Summit • July 2022 Pro-ROC Strengthening Recruiting Methods Session
	Engineering Department – All Staff	<ul style="list-style-type: none"> • Broadcast STL/TSL February 16, 2022 • Optimize Your Microphone Audio March 16, 2022 • Test & Measurement Tools for NextGenTV May 18, 2022 • The Micro Migration to the Cloud for production TV June 15, 2022 • Transmitter Site Best Practices, Tips and Tricks November 11, 2022 • Dynamic Orchestration and Control of Disparate Routing Systems December 14, 2022
	Sr. Broadcast Engineer	<ul style="list-style-type: none"> • Public Radio Engineering Conference April 2022
	Supervising Audio Engineer	<ul style="list-style-type: none"> • PT-101 and PT-110 courses (Fundamentals I & II)
	Broadcast Engineer	<ul style="list-style-type: none"> • National Association of Broadcasters Conference April 2022
	Digital & On-Air Fundraising Manager	<ul style="list-style-type: none"> • Public Media Development and Marketing Conference July 2022 • TRAC Media Development Workshop conference January 2023 • 20 hours of database training from Allegiance • 20 hours of fundraising webinars
	TV Program	<ul style="list-style-type: none"> • PTPA Annual Meeting May-June 2022 • DOMO Data and Programming May-June 2022 • ProTrack Like a Pro May-June 2022

Outreach	Employee	Activity
	Marketing Director	<ul style="list-style-type: none"> • Your Data Cliff Notes for PBS Annual Meeting May-June 2022 • PBS General Audience Programming May-June 2022 • Bigger, Faster, Stronger: The Passport Library Expands Again May-June 2022 • APT Fall Marketplace/PTPA Fall Meeting Nov 2022 • New Frontiers in the Multi-Platform Universe Nov 2022
	Corporate Sponsorship Team	<ul style="list-style-type: none"> • 1/26/22 & 1/27/22 • 2/16/22 • 3/1/22 • 3/7/22 & 3/8/22 & 3/9/22 • 3/10/22 • 3/23/22 • 4/12/22 • 4/21/22 • 4/26/22 • 6/22/22 • 9/16/22 • 9/20/22 • 9/21/22-9/22/22 • 9/19/2022 through 9/22/22 • 9/20/22 • 9/28/22 • 9/29/22 • 9/30/22 • 11/2/22 • 11/3/22 • 11/9/22 • 11/16/22 • 11/30/22 <ul style="list-style-type: none"> • P1 Rising Above - Virtual Sales Training • Scarborough: Building One Sheets • Successful Packaging: A CSPI Lunch & Learn • RIT - Sharpen the Saw Virtual Series • NPR Brand Research Study Webinar • Scarborough PBS One-Sheet Training • The Powerful Benefits of a Corporate Circle A CSPI Lunch & Learn Webinar • Greater Public: Advancing Equity in Public Media, Presented by Young Professionals • Scarborough: PBS One-Sheet Series (Leisure) • MPT's Informational Webinar - Harriet Tubman & Frederick Douglass docs • Greater Rochester Chamber Colors of Success DEI Awards • NYSBA Sales Training • PMDMC Encore Presentation • NETA Conference & CPB Public Media Thought Leader Forum • Google News Initiative Training - Advancing Sustainability • FCC Guidelines Workshop: Managing Sponsor Messaging • RRC Training • Sales Training - Revenue Rockstars • PBS Scarborough PRIME Lingo Training Series • NETA UNDERWRITING AND PUBLIC MEDIA – KEEPING IT LEGAL • PBS Scarborough PRIME Lingo Training Series • UNDERWRITING AND PUBLIC MEDIA – KEEPING IT LEGAL • PBS Scarborough PRIME Lingo Training Series

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 12/7/22 • 12/14/22 • 1/12/23 & 1/19/23
		<ul style="list-style-type: none"> • PBS Scarborough PRIME Lingo Training Series • PBS Scarborough PRIME Lingo Training Series • Action for a Better Community Conference "Empowerment, Equity & Accountability"
	Education Training & Family Engagement Manager	<ul style="list-style-type: none"> • NETA Conference 2022
		<ul style="list-style-type: none"> • 1/24-1/26
		<ul style="list-style-type: none"> • NYS Birth to Five, Kindergarten Transition Summit Orientation
		<ul style="list-style-type: none"> • 1/25/2022
		<ul style="list-style-type: none"> • Ready To Learn Winterfest: What Outcomes Matter
		<ul style="list-style-type: none"> • 1/31/2022
		<ul style="list-style-type: none"> • Ready To Learn WinterFest: Building Community Practice Together
		<ul style="list-style-type: none"> • 2/1/2022
		<ul style="list-style-type: none"> • Ready To Learn WinterFest: Co-Designing with PBS KIDS
		<ul style="list-style-type: none"> • 2/2/2022
		<ul style="list-style-type: none"> • Ready To Learn Winterfest: Engaging Your Community
		<ul style="list-style-type: none"> • 2/3/2022
		<ul style="list-style-type: none"> • Ready To Learn Winterfest: Peer Partners
		<ul style="list-style-type: none"> • 2/4/2022
		<ul style="list-style-type: none"> • PBS Media Literacy Certification: Station Meet Up
		<ul style="list-style-type: none"> • 2/10/2022
		<ul style="list-style-type: none"> • RTL Monthly Coffee Chat
		<ul style="list-style-type: none"> • 2/17/2022
		<ul style="list-style-type: none"> • PBS KIDS Value Workshop - Session #1
		<ul style="list-style-type: none"> • 3/15/2022
	<ul style="list-style-type: none"> • PBS KIDS Value Workshop - Session #2 	
	<ul style="list-style-type: none"> • 3/16/2022 	
	<ul style="list-style-type: none"> • PBS KIDS Value Workshop - Session #3 	
	<ul style="list-style-type: none"> • 3/17/2022 	
	<ul style="list-style-type: none"> • PBS KIDS Value Workshop - Session #4 	
	<ul style="list-style-type: none"> • 3/22/2022 	
	<ul style="list-style-type: none"> • PBS KIDS Value Workshop - Session #5 	
	<ul style="list-style-type: none"> • 3/24/2022 	
	<ul style="list-style-type: none"> • Ready To Learn: Educator & Community Learning Training 	
	<ul style="list-style-type: none"> • 4/12/2022 	
	<ul style="list-style-type: none"> • Ready To Learn: Peer Partners Training 	
	<ul style="list-style-type: none"> • 4/20/2022 	
	<ul style="list-style-type: none"> • Ready To Learn: Learn & Grow FCL Training 	
	<ul style="list-style-type: none"> • 4/27/2022 	
	<ul style="list-style-type: none"> • RTL Monthly Coffee Chat 	
	<ul style="list-style-type: none"> • 4/28/2022 	
	<ul style="list-style-type: none"> • Ready To Learn: Learn & Grow FCL Office Hours 	
	<ul style="list-style-type: none"> • 5/4/2022 	
	<ul style="list-style-type: none"> • Ready To Learn: Learn & Grow FCL Office Hours 	
	<ul style="list-style-type: none"> • 5/10/2022 	

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • RTL Monthly Coffee Chat
		<ul style="list-style-type: none"> • 5/11/2022
		<ul style="list-style-type: none"> • PBS Annual Meeting
		<ul style="list-style-type: none"> • 5/24-5/26/22
		<ul style="list-style-type: none"> • RTL Monthly Coffee Chat
		<ul style="list-style-type: none"> • 6/22/2022
		<ul style="list-style-type: none"> • RTL Year 3 Content Pipeline Training
		<ul style="list-style-type: none"> • 6/30/2022
		<ul style="list-style-type: none"> • RTL Co-Design Day
		<ul style="list-style-type: none"> • 7/7/2022
		<ul style="list-style-type: none"> • RTL Communications & Storytelling Training
		<ul style="list-style-type: none"> • 7/19/2022
		<ul style="list-style-type: none"> • RTL Monthly Coffee Chat
		<ul style="list-style-type: none"> • 7/20/2022
		<ul style="list-style-type: none"> • RTL Research Briefing with EDC-SRI
		<ul style="list-style-type: none"> • 8/3/2022
		<ul style="list-style-type: none"> • Parents as Teachers Conference
		<ul style="list-style-type: none"> • 8/31-9/2/22
		<ul style="list-style-type: none"> • RTL/PRX Creative Review: Ready To Learn Podcast Accelerator Session
		<ul style="list-style-type: none"> • 9/9/2022
		<ul style="list-style-type: none"> • NETA Conference - Fall 2022
		<ul style="list-style-type: none"> • 9/19-9/22/22
		<ul style="list-style-type: none"> • Ready To Learn: Engagement Refresh Training
		<ul style="list-style-type: none"> • 11/2/2022
		<ul style="list-style-type: none"> • Ready To Learn: Fall Pipeline Training - Co-design, Content, and Bundles Oh My!
		<ul style="list-style-type: none"> • 11/3/2022
		<ul style="list-style-type: none"> • Ready To Learn: Statewide Supplemental Orientation
		<ul style="list-style-type: none"> • 11/4/2022
		<ul style="list-style-type: none"> • National Association for the Education of Young Children (NAEYC) National Conference
		<ul style="list-style-type: none"> • 11/16-11/18/22
		<ul style="list-style-type: none"> • RTL Monthly Coffee Chat
		<ul style="list-style-type: none"> • 12/7/2022
		<ul style="list-style-type: none"> • February 2023 Schedule Change
		<ul style="list-style-type: none"> • 12/7/2022
		<ul style="list-style-type: none"> • Work It Out Wombats! Series Overview & Launch
		<ul style="list-style-type: none"> • 12/12/2022
		<ul style="list-style-type: none"> • RTL Event Tracker Kickoff
		<ul style="list-style-type: none"> • 12/13/2022
	Program Director, Classical Radio	<ul style="list-style-type: none"> • 1/26/22 - NPR Webinar: Music Reporting & Sound Exchange Requirements • 2/16/22 – GROVE Best Practices inter-department meeting/sharing & training of Jim Catalano (WITH-FM) • 3/10/22 – NPR Webinar: NPR Brand Awareness Research Study • 3/24/22 – PRPD Classical Group round-up • 4/6/22 – PRPD Spring Training: Building a Talent Bench • 4/26-4/27/22 – Greater Public/PRPD Audience Development Summit • 4/28/22 – PRPD Classical Group round-up

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 5/4/22 – PRPD Spring Training: Anatomy of a Perfect Break • 5/5/22 – Whisper Speak Roar Media Talent & Development training • 5/17/22 – PRPD/Current Webinar: Exploding the Classical Canon: Diversifying your Playlists • 5/18/22 – Paychex Flex Performance Appraisal training • 5/18/22 – PRPD Webinar: On-air Fundraising • 7/22 & 7/29/22 – Vocal presentation training & coaching with new News staff Stephanie Ballard • 8/29-9/1/22 – Attended PRPD Conference in New Orleans (Public Radio Program Directors) • 9/8/22 – Jacobs Web Report: Radio Talent in the post-Pandemic Era – webinar • 10/3-10/14/22 – Interviews with multiple candidates for FM Classical fill-in host positions • 11/9/22 – Active Shooter Training • 12/2/22 – PRPD Classical Cohort virtual meeting
	City 12 Manager	<ul style="list-style-type: none"> • Jewish Federation Expanding Inclusion: Antisemitism & Organizational DEI (Diversity, Equity, Inclusion) • Current: How To Engage LatinX Audience • How To Effectively Handle Toxic People For Better Productivity and Less Stress • Strengthening Internal DEI Communications: Expert Advice from NPR's Whitney Maddox • Engaging & Amplifying Youth Stories With KQED's Youth Media Challenges • 5 Ways To Uplift & Empower Remote • Freedom Forum Institute: Do You Qualify as an Ally? • @edWeb -Leading With Empathy & Personal Sustainability • Developing A Personal Leadership Mindset • Zoom Work Transformation Summit
	VP, Development	<ul style="list-style-type: none"> • 1/24/22: Allegiance Major Donor Training • 1/15/22: Allegiance Major Donor Training • 7/19-21/22: Public Media Development and Marketing Conference (Chicago) • 9/13/22 PBS Development Advisory Council Meeting (DC)
	Director of Membership & Marketing	<ul style="list-style-type: none"> • Allegiance Fundraising Database training Feb, July, September 2022 • Legacy giving webinars March 2022
	Various Reporters	<ul style="list-style-type: none"> • In-house training on audio journalism • workshop on SEO through NPR Studios • PMJA training • NPR training • Airtable training

Outreach	Employee	Activity	
		<ul style="list-style-type: none"> • Google News Initiative training • Radio boot camp • Math for Journalists training 	
	Director of Donor Relations	<ul style="list-style-type: none"> • Veritus Group Academy Certification Course in Mid-Level Fundraising Dec 2022 	
	Communications Content Strategist Manager	<ul style="list-style-type: none"> • PBS Kids and Early Childhood Education Investment Workshop • Audience Development Summit • Public Radio Music Day webinar • Social Media Webinar, Sponsored by LBS • Digital Transformation Project, Poynter Institute/CPB Management Training 	
	Director of Leadership Giving	<ul style="list-style-type: none"> • August 2022 for an overview of Airtable • September 2022 with CDP re: Tableau reports • November 2022 with DonorSearch • December 2022 with CDP re: state of the public media system 	
	VP Education & Interactive Services	<ul style="list-style-type: none"> • 1/24-26/2022 	<ul style="list-style-type: none"> • NETA Conference
		<ul style="list-style-type: none"> • 1/31-2/4/2022 	<ul style="list-style-type: none"> • Ready to Learn Winterfest Conference Week 2
		<ul style="list-style-type: none"> • 2/17/2022 	<ul style="list-style-type: none"> • RTL PRX Podcast Webinar
		<ul style="list-style-type: none"> • 2/17/2022 	<ul style="list-style-type: none"> • Ready To Learn Office Hours/Chat
		<ul style="list-style-type: none"> • 2/24/2022 	<ul style="list-style-type: none"> • GLOW One-Stop Partners Committee
		<ul style="list-style-type: none"> • 3/1/2022 	<ul style="list-style-type: none"> • Rochester Workforce Innovation & Performance Committee
		<ul style="list-style-type: none"> • 3/1/2022 	<ul style="list-style-type: none"> • GLOW Workforce Youth Event Committee
		<ul style="list-style-type: none"> • 3/2/2022 	<ul style="list-style-type: none"> • FL Works One Stop Partner Meeting
		<ul style="list-style-type: none"> • 3/8/2022 	<ul style="list-style-type: none"> • Rochester Works One-Stop Partners Meeting
		<ul style="list-style-type: none"> • 3/10/2022 	<ul style="list-style-type: none"> • ACCES-VR Disability Awareness Part 1 training
		<ul style="list-style-type: none"> • 3/11/2022 	<ul style="list-style-type: none"> • Ready to Learn Presentation to FLX STEM Hub
		<ul style="list-style-type: none"> • 3/15-3/17/22 	<ul style="list-style-type: none"> • PBS KIDS Value Workshop Series
		<ul style="list-style-type: none"> • 3/22-3/24/22 	<ul style="list-style-type: none"> • PBS JIDS Value Workshop Series Part 2

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 3/24/2022 2 • ACCES-VR Disability Awareness Part 2 training
		<ul style="list-style-type: none"> • 3/31/2022 2 • PBS Media Manager Training
		<ul style="list-style-type: none"> • 4/5/2022 • NETA Public Media Conference Education Virtual Meeting
		<ul style="list-style-type: none"> • 4/7/2022 • ACCES-VR Disability Awareness Part 3 Training
		<ul style="list-style-type: none"> • 4/12/2022 2 • GLOW Workforce Youth Event Committee
		<ul style="list-style-type: none"> • 4/12/2022 2 • RTL Educator and Community Learning Training
		<ul style="list-style-type: none"> • 4/20/2022 2 • NPR Digital Training Training
		<ul style="list-style-type: none"> • 4/20/2022 2 • PBS LM DOMO statistics training
		<ul style="list-style-type: none"> • 4/21/2022 2 • Next Gen Public Media Training
		<ul style="list-style-type: none"> • 4/26/2022 2 • RTL Learn & Grow Family Community Learning Training
		<ul style="list-style-type: none"> • 4/28/2022 2 • RTL Evaluation Training
		<ul style="list-style-type: none"> • 4/28/2022 2 • Website Vendor Training
		<ul style="list-style-type: none"> • 4/29/2022 2 • Creating Accessible Content for Public Media Training
		<ul style="list-style-type: none"> • 5/4/2022 • RTL Learn & Grow Family Community Learning Training Chat
		<ul style="list-style-type: none"> • 5/11/2022 2 • RTL Monthly Training Chat/Office Hours
		<ul style="list-style-type: none"> • 5/13/2022 2 • SEO Marketing Webinar
		<ul style="list-style-type: none"> • 5/16/2022 2 • Cyberchase Green It Up Training
		<ul style="list-style-type: none"> • 5/17/2022 2 • RTL PBS Self-Paced Learning Tools Overview
		<ul style="list-style-type: none"> • 5/18/2022 2 • DOMO Statistics Webinar
		<ul style="list-style-type: none"> • 5/18/2022 2 • Elinor Wonders Why Webinar
		<ul style="list-style-type: none"> • 5/19/2022 2 • Next Gen Public Media Training

Outreach	Employee	Activity
		<ul style="list-style-type: none"> • 6/1/2022 • Combined 3 One-Stops Partner Meeting
		<ul style="list-style-type: none"> • 6/7/2022 • Workforce Innovation Meeting
		<ul style="list-style-type: none"> • 6/7/2022 • Web Vendor Stakeholders Training
		<ul style="list-style-type: none"> • 6/7/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> • 6/7/2022 • NPR Social Media Update Training
		<ul style="list-style-type: none"> • 6/15/2022 • U.S. & the Holocaust Webinar Training
		<ul style="list-style-type: none"> • 6/16/2022 • Next Gen Public Media Training
		<ul style="list-style-type: none"> • 6/22/2022 • Frederick Douglass & Harriet Tubman Webinar
		<ul style="list-style-type: none"> • 6/23/2022 • Web Vendor Discovery Training
		<ul style="list-style-type: none"> • 6/23/2022 • Presentation on FL Works Meeting
		<ul style="list-style-type: none"> • 6/30/2022 • RTL Content Pipeline Training
		<ul style="list-style-type: none"> • 7/7/2022 • RTL Co-Design Training
		<ul style="list-style-type: none"> • 7/12/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> • 7/12/2022 • PBS KIDS Education Update Training
		<ul style="list-style-type: none"> • 7/19/2022 • RTL Communications and Storytelling Training
		<ul style="list-style-type: none"> • 7/20/2022 • DOMO Statistics Webinar
		<ul style="list-style-type: none"> • 7/21/2022 • Next Gen Public Media Training
		<ul style="list-style-type: none"> • 7/25/2022 • History Unfolded Part 1 Webinar
		<ul style="list-style-type: none"> • 7/27/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> • 8/2/2022 • Web Vendor Wireframe Training Review
		<ul style="list-style-type: none"> • 8/2/2022 • U.S. & the Holocaust Open Forum for Stations
		<ul style="list-style-type: none"> • 8/3/2022 • New U.S. History Collection for PBS LM training

Outreach	Employee	Activity
		<ul style="list-style-type: none"> 8/3/2022 • RTL Research Presentation by EDI/SRC webinar
		<ul style="list-style-type: none"> 8/16/2022 • Rosie's Rules Webinar
		<ul style="list-style-type: none"> 8/18/2022 • Web Vendor Content Modelling
		<ul style="list-style-type: none"> 8/22/2022 • Social and Emotional Learning Messaging with PBS KIDS
		<ul style="list-style-type: none"> 8/25/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> 8/25/2022 • FWD CTR VIP Training/Tour
		<ul style="list-style-type: none"> 8/30/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> 8/30/2022 • Sharing Youth Voices in Audio and Video Production Training
		<ul style="list-style-type: none"> 9/6/2022 • Web Vendor Design Review/Training
		<ul style="list-style-type: none"> 9/6/2022 • PBS KIDS Education Update Training
		<ul style="list-style-type: none"> 9/8/2022 • PBS SPI Video Portal Features & Curation Training
		<ul style="list-style-type: none"> 9/9/2022 • Teen Mental Health Training
		<ul style="list-style-type: none"> 9/13/2022 • Workforce Innovation Meeting
		<ul style="list-style-type: none"> 9/13/2022 • GLOW Youth Event Meeting
		<ul style="list-style-type: none"> 9/20/2022 • GLOW With Your Hands Youth Event Planning
		<ul style="list-style-type: none"> 9/21/2022 • NETA Education Town Hall
		<ul style="list-style-type: none"> 9/21/2022 • Domo training for General Audience
		<ul style="list-style-type: none"> 9/21/2022 • NPR Joint Licensee Web Training
		<ul style="list-style-type: none"> 9/26/2022 • Web Vendor User Stories Training
		<ul style="list-style-type: none"> 9/27/2022 • GLOW With Your Hands Youth Event
		<ul style="list-style-type: none"> 10/4/2022 • PBS KIDS Education Update Training

Outreach	Employee	Activity
		<ul style="list-style-type: none"> 10/14/2022 • FL STEM Hub Training
		<ul style="list-style-type: none"> 10/16-18/22 • PBS Digital Immersion Capstone Conference
		<ul style="list-style-type: none"> 10/27/2022 • PBS Station Leadership Education Training
		<ul style="list-style-type: none"> 10/28/2022 • Budget, Marketing KPIs with Insider Intelligence Webinar
		<ul style="list-style-type: none"> 11/2/2022 • RTL Engagement Refresh Training
		<ul style="list-style-type: none"> 11/3/2022 • RTL Training Fall Pipeline and Co-Design Content
		<ul style="list-style-type: none"> 11/10/2022 • RTL Training Fall Pipeline and Co-Design Content Follow-up
		<ul style="list-style-type: none"> 11/15/2022 • Early Childhood Development Initiative November Training/Mtg
		<ul style="list-style-type: none"> 11/16/2022 • Crash Course Review of Mvult and Passport
		<ul style="list-style-type: none"> 12/6/2022 • Workforce Innovation Training
		<ul style="list-style-type: none"> 12/6/2022 • Engaging and Amplifying Youth Stories
		<ul style="list-style-type: none"> 12/7/2022 • NPS and Kids Schedule Change Webinar
		<ul style="list-style-type: none"> 12/9/2022 • FL STEM Hub Training
		<ul style="list-style-type: none"> 12/13/2022 • Rochester Works One-Stop Partners Meeting
		<ul style="list-style-type: none"> 1/10/2023 • GLOW With Your Hands Youth Health Event Planning
		<ul style="list-style-type: none"> 1/12/2023 • PBS LearningMedia Templates, Trianing and Best Practices
		<ul style="list-style-type: none"> 1/17/2023 • GLOW With Your Hands Youth Event Planning for Ag, Skilled Trades & Manufacturing
		<ul style="list-style-type: none"> 1/18/2023 • FL One-Stop Partner Meeting
		<ul style="list-style-type: none"> 1/19/2023 • Next Gen Public Media Training
		<ul style="list-style-type: none"> 1/20/2023 • PBS LM Producing and Clearing Rights

Outreach	Employee	Activity
47 CFR 73.2080 (c)(2)(ix) Establishment of a mentoring program	CHRO	<ul style="list-style-type: none"> Partnered with local Charter School to welcome students in 11th and 12th grade that are interested in Public Media jobs
47 CFR 73.2080 (c)(2)(x) Participation in events sponsored by educational institutions related to careers in broadcasting	N/A	<ul style="list-style-type: none"> No information to report
	News Director	<ul style="list-style-type: none"> Journalists Association of NY awarded one student cash prize to support education in Journalism Participated in Class projects and discussions at St. John Fisher University and RIT
	Communications Content Strategist Manager	<ul style="list-style-type: none"> Nazareth College Marketing/PR Campaign (Class Project) for the Rochester Teem Film Festival
47 CFR 73.2080 (c)(2)(xi) Listing of upper categor	N/A	No Upper-level positions during time period

Outreach	Employee	Activity
<p>y openin gs in media trade groups whose membe rs include substan tial particip ation of women and minorit ies</p>		
<p>47 CFR 73.208 0 (c)(2)(xi v) Provisio n of trainin g to manag ement regardi ng method s of ensurin g equal employ ment opport unity and prevent ion of discrimi nation</p>	<p>All Staff</p> <p>CHRO</p> <p>New employe es</p> <p>All Manager s</p>	<ul style="list-style-type: none"> • Sexual Harassment/Unconscious Bias Training • Pro Roc NHRA Talent Acquisition Conference • Urban League of Rochester Interrupt Racism Summit • MBA Webinar - Recruiting: Leveraging Recruiting Firms and Getting Creative with Hiring and Industry Trends • Doing the Work: How HR Can Lead the Way on DEI • New employee orientation, held quarterly – includes our EEO policy and all other organization policies • Performance Management Training, How to write an effective performance appraisal and use the new performance management system • Ellis Consulting DEI in the Workplace Session
<p>47 CFR 73.208 0 (c)(2)(x v)</p>	<p>News Director</p>	<ul style="list-style-type: none"> • Journalists Association of NY: Board Member

Outreach	Employee	Activity
Training to personnel in broadcast employment opportunities that would enable them to better refer candidates		
	CHRO	<ul style="list-style-type: none"> • 2022 SHRM Legal Update • Paychex Management Trainings • Bond, Schoeneck & King PLLC Weekly Webinars
47 CFR 73.2080 (c)(2)(xvi) Participation in other activities reasonably calculated to further the goal of disseminating information as to employment opportunities	GM/Executive VP	<ul style="list-style-type: none"> • Public Media General Manager Meetings –ongoing
	CHRO	<ul style="list-style-type: none"> • Public Media HR Group –Monthly meetings on HR updates and employment opportunities – ongoing • QUEST meetings – HR Group –monthly meetings on HR updates and employment opportunities – ongoing • SHRM – Society of Human Resource Management, Rochester chapter • NHRA- National Human Resources Association, Rochester chapter • NAAAHR- National Association of African Americans in HR, Rochester chapter • Public Media For All Membership- Monthly Meetings

Outreach	Employee	Activity
in broadcasting to job candidates		