

NEWARK PUBLIC RADIO, INC. (WBGO-FM)
Equal Employment Opportunity Public File Report
February 1, 2018 – January 31, 2019

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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Assistant to the President/CEO

The search firm of Baseil Associates Inc was retained for this search. Recruited through NYFA, Idealist, viral marketing, and wbgo.org. 48 resumes were received. 9 in-person interviews were conducted. Applicant recruited from Idealist. Selected candidate began on April 9th, 2018.

Chief Financial Officer

Recruited through internal and external referrals, viral marketing, wbgo.org, Idealist, and ExecuNet. Received 26 resumes. Interviewed 13 candidates in-person. Applicant recruited from Idealist. Selected candidate began August 1st, 2018.

Associate Producer

Recruited through CPB Jobline, Current, Columbia School of Journalism website, National Association of Black Journalists website, National Association of Hispanic Journalists website, viral marketing, personal reference, and wbgo.org. Received 25 resumes. 8 in-person and 14 phone interviews were conducted. Applicant recruited from personal referral. Selected candidate began November 26th, 2018.

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
Assistant to the President/CEO	9	WBGO.org, Idealist, NYFA, viral marketing, Baseil Associates, Inc.
Chief Financial Officer	13	WBGO.org, Idealist, referrals, viral marketing, ExecuNet.
Associate Producer	22	WBGO.org, National Association of Black Journalists website, National Association of Hispanic Journalists website, Columbia School of Journalism website, CPB Jobline, Current, viral marketing, referrals.

APPENDIX B

NEWARK PUBLIC RADIO, INC. (WBGO-FM) Equal Employment Opportunity Public File Report February 1, 2018 – January 31, 2019

Recruitment Source Information

Baseil Associates, Inc.

<http://baseilassociates.com/>

13 Madison Street,
Morristown, NJ, 07960
973-734-0733

CPB Jobline

www.cpb.org

401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600

Columbia School of Journalism

<https://journalism.columbia.edu/>

2950 Broadway,
New York, NY 10027
212-854-8608

Current

<https://jobs.current.org/>

6930 Carroll Avenue, Suite 625
Takoma Park, Maryland 20912
(301) 270-7240

Execunet

<https://www.execunet.com/>

1-800-637-3126

Idealist

www.idealists.org

302 5th Avenue, 11th fl.
New York, NY 10001
646-786-6886

APPENDIX B (continued)

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National Association of Black Journalists

<https://www.nabjcareers.org/>

NABJ Career Center

8800 Lakewood Dr #117

Windsor, CA 95492

626-792-3846

National Association of Hispanic Journalists

<https://www.nahjcareers.org/>

NAHJ Career Center

PO Box 117

Windsor, CA 95492

626-792-3846

NYFA

www.nyfa.org

100 East 17th Street

New York, NY 10003

212-674-4300

WBGO Website

www.wbgo.org/employment-and-internships

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.