

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Production Director	1-23	7

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
2	Allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, California 90265 Phone : 310.457.6616 Email : mparvis@allaccess.com Matt Parvis	N	0
3	AMFMjobs.com PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : admin@amfmjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
4	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd. Suite A Columbia, South Carolina 29210-5667 Phone : 803-798-0271 Fax : 1-803-772-3509 Jennifer McGill	N	0
5	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
6	Blinkhorn, LLC 23 Grant Ave Old Greenwich, Connecticut 06870 Phone : 203-274-8838 Email : ann@blinkhorn.us Ann Blinkhorn	N	0

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Fordham.edu 441 East Fordham Rd Bronx, New York 10458 Phone : 718-817-4550 Url : www.fordham.edu Chuck Singleton Manual Posting	N	11
8	Inside Radio P.O. Box 742263 Atlanta, Georgia 30374 Phone : 800-338-1298 Email : Paul@insideradio.com Paul Heine	N	0
9	Martin Luther King Multi Purpose Center 110 Bethune Blvd. Spring Valley, New York 10977 Phone : 845-425-8910 Fax : 1-845-425-9629 Stella Marrs	N	0
10	North Carolina Association of Broadcasters 150 Fayetteville Street Mall Raleigh, North Carolina 27601 Phone : 919-821-7300 Url : ncbroadcast.com Email : jobs@ncbroadcast.com Fax : 1-919-839-0304 Lisa Reynolds	N	0
11	NRG Media, LLC 2875 Mount Vernon Road SE Cedar Rapids, Iowa 52402 Phone : 319-398-8119 Email : dmcowell@nrgmedia.com Fax : 1-319-286-9383 Dianne McDowell	N	0
12	NTV Website P O Box 220 Kearney, Nebraska 68848 Phone : 308-743-2494 Url : www.nebraska.tv Email : awragge@nebraska.tv Fax : 1-308-743-2644 Anita Wragge	N	0

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
14	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	N	0
15	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Fax : 1-718-658-5604 Nathan Williams	N	0
16	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
17	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0
18	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Fax : 1-845-398-4151 Rachel Jackiewicz	N	0

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	TheSandsReport.com Facebook Group Mill Valley, California Phone : 415-383-5955 Email : richard@thesandsreport.com Richard Sands	N	0
20	TheTop22.com Radio Industry Board New York, New York Phone : 917-533-4578 Email : paul@pmarsworldwide.com Paul Marszalek	N	0
21	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
22	WFUV Fordham University Bronx, New York 10458 Phone : 718-817-4550 Url : www.wfuv.org Email : lfedele@wfuv.org Laura Fedele	N	0
23	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	2/1/2023	Establishment of a mentoring program	WFUV's News Director participated in a mentoring program for journalists of color, presented by Public Media Journalists Association. The News Director mentored a reporter for WDET in Detroit, who is passionate about community journalism and aspires to give American Muslims and minorities a voice in the press.	1	News Director
2	3/28/2023	Participation in events or programs sponsored by educational institutions	WFUV's News Director offered vocal and story criticism as well as career advice to graduating students of the Columbia University Journalism School. The Career Expo takes place every spring. The third Virtual Career Expo included 410 recruiters and 189 news outlets. <a href="https://journalism.columbia.edu/career-expo">https://journalism.columbia.edu/career-expo</a>	1	News Director
3	3/29/2023	Participation in events or programs sponsored by educational institutions	Eight students from the Cardinal Hayes High School visited the WFUV studio. The students met with the program director, news director, technical operations director and sports director. The students got an opportunity to see how news and sports journalism is operated. Most of the students who attended were interested in journalism especially sports journalism.	5	Technical Director of Live Music Program Director News Director Sports Director
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year round intership program in the area of Broadcast operations engages one Fordham student. The intern works under the direction of Senior Director of Technical Operations.  The intern assists the director in ensuring smooth operations at the station. The intern deals with all technical difficulties that may arise at the station on delpys swift solutions. Along with assisting in technical operations the intern also ensure smooth running of events outside of the station like ensuring there were no technical difficulties during the FUV boat.	1	Senior Director of Technical Operations

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFUV's year round internship program in the area of live audio and video production engages twelve Fordham University students. The intern work under the direction of the Technical Director of Live Music.</p> <p>The interns assist with live studio sessions. The interns are responsible for recording the artist session and editing the sessions afterwards. The interns also record live sessions outside of the studio to ensure the session can be used on air.</p>	1	Technical Director of Live Music
6	8/30/2023	Participation in events or programs sponsored by educational institutions	Participated in Fordham University's club fair to speak about various opportunities available at the WFUV station. With the guidance from the office manager along with the news editor, staff and students were onsite to speak about station opportunities.	2	Office Manager News Editor
7	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFUV's year-round internship program in the area of corporate underwriting engaged one Fordham University student.</p> <p>The intern learns skills including the creation of sales materials (such as decks, one sheets and the sales e-newsletter), drafting posts for social media, tracking audience performance from month to month, tracking underwriting performance in the weekly e-newsletter, generating and interpreting syndicated research. The student also assists the traffic and continuity department with various projects, and monitors underwriting on competitive stations.</p>	1	Director of Corporate Support

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of promotions and marketing engages one Fordham University student. The intern works closely with the Director of Marketing and Promotions to manage daily ticket giveaways available to listeners through wfuv.org and the station's e-newsletter. The student secures new ticket offers, handles confirmations, and manages communication between winners and music venues, including troubleshooting customer service issues, as well as other duties.	1	Director of Marketing and Promotions
9	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of Traffic and continuity management engages one Fordham University student. The intern assists the Director of Traffic and Continuity with managing underwriting, promotional, and programming inventory to maximize revenue potential, while maintaining continuity between WFUV Departments. The intern prepares daily program logs using Marketron Broadcast Traffic Systems. Review, assign, schedule, and distribute written/recorded promotional copy to Voiceover staff and DJs. Process Underwriting contracts and distribute to the proper salesperson(s).	1	Director of Traffic and Continuity
10	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's internship program in the area of music program hosting engages four Fordham University students on an ongoing basis across the year. The interns learn broadcasting skills involved in producing and hosting a four-hour weekly program, including announcing and vocal technique, researching music and artists, technical and production skills, writing for broadcast, fundraising and other skills.	2	Program Producer Program Co- Producer



**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
11	Ongoing Event	Establishment of a mentoring program	Working under the direction of Technical Director of Live Music the PMMA Graduate Fellow provides oversight over WFUV's video production team. The Fellow is responsible for leading/offering guidance to the video crew during FUV Live Studio and Marquee Show tapings, maintaining the post-production schedule and assigning edits to staff. Performing quality control on all produced videos prior to publishing . Additionally, the Graduate Fellow shoots/produces FUV Live video content for use on social media	1	Technical Director of Live Music
12	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of finance and administration engaged five Fordham University students through ongoing internships. Students in the finance assistant position provide support to the Director of Finance and Office Coordinator by preparing check requests and submitting them to the university's accounts payable department. Students are also responsible for answering phones and emails for the station, as well as stocking supplies and general office management.	1	Office Manager
13	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of music programming engaged two Fordham University students.  The interns assist in the daily operation of WFUV's music department. Specifically, they compile and report weekly airplay charts to trade and industry publications. They support the Music Director and Asst. Music Director by sorting new music submissions and maintaining the music library. The students also reconcile daily music logs and add song and artist notes into a station database.	2	Director of Music & Industry Relations Evening host/ Assistant Music Director

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
14	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of sports engaged seven* Fordham University students through ongoing internships.  Student interns in the WFUV sports department work on the on air production of the Fordham athletic games, production of WFUV's flagship sports show One-on-One, and podcasts that include beat reporting from the professional teams in the NYC region	1	Sports Director
15	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of production direction which engaged five Fordham University students through ongoing internships.  Students in the production assistant position provide support to the Production Director by assisting in Live studio sessions and Marquee shows. Students learned live event production, running a board in the studio, interview prepping and fact-checking, and took notes during interview sessions. The students also worked on editing songs and interviews.	1	Production Director
16	9/7/2023	Participation in events or programs sponsored by educational institutions	WFUV hosted students from Introduction to Journalism class offered at Fordham University. The students toured the station along with their professor to learn about the various opportunities available to them.	1	Office Manager
17	Ongoing Event	Provision of training to management	Members of WFUV's senior team participated in the online course, "Preventing Harassment and Discrimination," an annual Everfi training module provided by The Corporation for Public Broadcasting. Team members took the learning module individually at their own pace from 8/01/2023 to 9/30/2023. More broadly, all members of the professional staff and student interns took the training and received certification.	11	General Manager Promotions & Marketing Director Director of Technical Operations Office Coordinator

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
18	10/2/2023	Participation in other activities designed by the station employment unit	The production director held a workshop with five students. The students learned how to edit audio and how to manage production. This was divided into two sessions held on 10/02/2023 and 10/05/2023.	1	Production Director
19	Ongoing Event	Participation in other activities designed by the station employment unit	Under the guidance of the WFUV Sports Director, 16 workshops were presented in 2023. The sessions introduce student interns to the world of sports broadcasting. Students worked on writing and on-air presentations, as well as audio and video production training. The workshops taught the nuances of the industry and lead into practice shows in preparation for working on station podcasts and WFUV's flagship sports talk show, One on One. The training workshop engaged 50 students over two semesters. Each session was 90 minutes, and were scheduled from October to December 2023.	1	Sports Director
20	Ongoing Event	Establishment of a mentoring program	WFUV partnered with Fordham University's Public Media Masters program to offer a one-year graduate fellowship in broadcast journalism.  The WFUV PMMA Fellow in Journalism works closely with the News Director on the production of station's daily news podcasts, What's What. The fellowship develops skills in researching news stories, script writing, interviewing, audio recording, editing and production. The fellow also oversees undergraduate students in the department.	1	News Director

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
21	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Associate Director of Technical Operations presented a series of 12 workshops on live music video production. Student interns were taught video production basics as well as how to operate cameras and lighting, edit video, and perform techniques used during the shooting of live music sessions in WFUV's Studio A. Weekly group sessions were offered on Wednesday afternoons, from October through early December 2023. The sessions were one hour in length, except for the final two workshops, which were three hours. Additionally, attendees were invited to observe and assist with studio sessions throughout the semester. Seven students attended the Fall 20223 video workshop.	1	Technical Director of Live Music
22	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Associate Director of Technical Operations presented a series of seven workshops on audio production for live music performances. Student interns were taught the fundamentals of audio, including how to operate equipment and perform techniques used during the recording of performances in WFUV's Studio A.  Weekly group sessions were offered on Wednesday afternoons, from October through early December 2023. The sessions were one hour in length, except for the final two workshops, which were three hours. Additionally, attendees were invited to observe and assist with studio sessions throughout the semester. Eight students attended the Fall 2023 audio workshop.	1	Technical Director of Live Music
23	10/21/2023	Participation in other activities designed by the station employment unit	Former director of news hosted a vocal training workshop at WFUV for students.	2	News Director News Editor

**WFUV RADIO**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 - January 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
24	10/23/2023	Participation in other activities designed by the station employment unit	The WFUV's news editor was invited to speak at a workshop hosted by the Communications Department at Fordham University. The workshop focused on the fundamentals of audio journalism and podcasting	1	News Editor
25	10/30/2023	Participation in other activities designed by the station employment unit	Under the guidance of WFUV Production Director, a workshop was held to introduce students to the world of audio production and editing.	1	Production Director
26	11/30/2023	Participation in other activities designed by the station employment unit	The production director hosted a workshop with five students that focused on song edits and feedback. Students learned how to manage feedback and how to edit songs.	1	Production Director
27	12/11/2023	Participation in other activities designed by the station employment unit	The production director hosted a workshop with five students focusing on interviews. Students learned how to prepare for interviews which included research, setting questions and editing the interview.	1	Production Director
28	1/26/2024	Participation in events or programs sponsored by educational institutions	WFUV hosted students from Introduction to Journalism class offered at Fordham University. The students toured the station along with their professor to learn about the various opportunities available to them.	1	Office Manager
29	1/26/2024	Participation in events or programs sponsored by educational institutions	WFUV participated in the club fair hosted by Fordham University. The office manager along with other staff members were onsite to speak about opportunities available at the station.	1	Office Manager