

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Membership Specialist	1-20	7

WFUV RADIO
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II. MASTER RECRUITMENT SOURCE LIST ("MRSList")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	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
3	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
4	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
5	Blinkhorn, LLC 23 Grant Ave Old Greenwich, Connecticut 06870 Phone : 203-274-8838 Email : ann@blinkhorn.us Ann Blinkhorn	N	0
6	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0

WFUV RADIO
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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	7
8	Inside Radio P.O. Box 742263 Atlanta, Georgia 30374 Phone : 800-338-1298 Email : jaygleason@insideradio.com Jay Gleason	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	Orange County Community College Career Services Office 115 South St. Middletown, New York 10942 Phone : 845-341-4087 Email : careers@sunyorange.edu Fax : 1-845-341-4087 Petra Wege-Beers	N	0
12	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0

WFUV RADIO
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February 1, 2025 - January 31, 2026

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Public Radio Association of Development Officers 1000 Potomac Street NW Washington, District of Columbia 20007 Job Listings Manual Posting	N	1
14	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
15	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
16	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
17	TheSandsReport.com Facebook Group Mill Valley, California Phone : 415-383-5955 Email : richard@thesandsreport.com Richard Sands	N	0
18	TheTop22.com Radio Industry Board New York, New York Phone : 917-533-4578 Email : paul@pmarsworldwide.com Paul Marszalek	N	0

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February 1, 2025 - January 31, 2026

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19	WFUV Fordham University Bronx, New York 10458 Phone : 718-817-4550 Url : www.wfuv.org Email : rmclaughlin@wfuv.org Rich McLaughlin	N	0
20	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

WFUV RADIO
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	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 student from Xavier University in Louisiana in career skills.	1	News Director
2	3/29/2025	Participation in events or programs sponsored by educational institutions	WFUV's News Director attended the Columbia university career expo and offered vocal and story criticism as well as career advice to graduating students of the Columbia University Journalism School.	1	News Director
3	5/9/2025	Participation in events or programs sponsored by educational institutions	Fifteen 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	Production Director Technical Director of Live Music Sports Director Office Manager
4	6/23/2025	Participation in events or programs sponsored by educational institutions	WFUV hosted ten high school students who were enrolled in Summer Leader's Academy program offered by Fordham University. The course offers insights into music marketing, nonprofit management, copyright law, and performance, while fostering creativity, critical thinking, and empathy through songwriting and improvisation. Students met with department directors and interns from News, Sports and Live Audio and Video Production. The interns provided first hand account of their roles and how it has helped them pursue careers in their respective fields.	4	Live Music Technical Director News Director Sports Director Office Assistant

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5	7/29/2025	Participation in events or programs sponsored by educational institutions	WFUV hosted twenty ninth graders from local high schools in partnership with Fordham's Liberty program. The program dropout prevention program. The goal is to show students pathways for personal and educational growth. The incoming high school freshmen met with interns from Sports and Live Audio and Video Production. The interns spoke about their educational and internship journey.	3	Office Manager Technical Director of Live Music Sports Director
6	Ongoing Event	Provision of training to management	Members of WFUV's senior team participated in the online course, "Preventing Harassment and Discrimination," an annual training module provided by Fordham University. Team members took the learning module individually at their own pace from 8/01/2025 to 12/31/2025. More broadly, all members of the professional staff and student interns took the training and received certification.	25	Director of Music & Industry Relations Promotions & Marketing Director Director of Technical Operations General Manager
7	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.	2	News Director News Editor

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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 corporate underwriting engaged one Fordham University student. 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.	2	General Manager Assistant Director, Strategic Business Development
9	8/27/2025	Participation in events or programs sponsored by educational institutions	WFUV participated in the club fair hosted by Fordham University. The office manager along with the office assistant were onsite to speak about opportunities available at the station.	2	Office Manager Office Assistant
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 three Fordham University students on an ongoing basis across the year. Under the direction of the Producer and Co-Producer 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

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February 1, 2025 - January 31, 2026

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11	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 students. 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
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 promotions and marketing engages three Fordham University student. The interns 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
13	8/27/2025	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 three Fordham University students through ongoing internships. Students in the production assistant position provide support to the Director of Audio & Digital Content 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 for the WFUV Live weekly podcast.	1	Director of Audio & Digital Content

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February 1, 2025 - January 31, 2026

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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 engages eight Fordham University students through ongoing internships. Under the direction of the Sports Director 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	8/27/2025	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of News and Public Affairs engages seven Fordham University students through ongoing internships. Students in the newsroom under the direction of the News Director and News Editor cover spot news reporting and learn how to gather sound, write for the ear, interview sources and how to train their voices for hosting . As their skills develop they will focus on "NPR style" longer form, narrative, in depth, audio-rich stories. Interns also help with WFUV's "What's What" daily news podcast.	2	News Director News Editor
16	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year round internship program in the area of live audio and video production engages twelve Fordham University students. The interns work under the direction of the Technical Director of Live Music. 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.	1	Live Music Technical Director

WFUV RADIO
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February 1, 2025 - January 31, 2026

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17	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 2025. The sessions introduce Fordham students 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 22 students over two semesters. Each session was 90 minutes, and were scheduled from October to December 2025.	1	Sports Director
18	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Director of Audio & Digital Content hosted nine workshops from October to December 2025. In these workshops student were introduced to the various tools and software used by the production department. Students are also taught the basics of fact checking and how to work a live sessions. Workshop students are then asked to attend live sessions and marquee shows to better understand the scope of audio production.	1	Director of Audio & Digital Content
19	Ongoing Event	Participation in other activities designed by the station employment unit	Under the guidance of the WFUV News Director, 8 workshops were presented in Fall of 2025. The sessions introduce Fordham student to the world of journalism. Students worked on writing stories, learning audio broadcasting, hosting podcast and other fundamentals of journalism. This year's workshop also focused on the changing landscape of news and how people consume their news.	2	News Director News Editor

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2025 - January 31, 2026

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20	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Director of Live Music presented a series of six 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 2025. 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. Five students attended the Fall 2025 audio workshop.	1	Live Music Technical Director
21	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Associate Director of Live Music presented a series of six 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 2025. 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. Six students attended the Fall 2025 video workshop.	1	Live Music Technical Director
22	11/5/2025	Participation in events or programs sponsored by educational institutions	WFUV hosted first year students from Communication and Media Studies department from Fordham University-Lincoln Center campus. The students toured the station along with their professors to learn about the various opportunities available to them.	3	General Manager Office Assistant Office Manager

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February 1, 2025 - January 31, 2026

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23	11/20/2025	Establishment of an intern program designed to assist members of the community	WFUV's Director of Audio & Digital Content taught a "ProTools" production software workshop at the station. The 90-minute workshop for Fordham University students and WFUV interns provided new skills on how to efficiently and effectively edit and mix audio features.	2	Director of Audio & Digital Content News Director
24	1/14/2026	Participation in events or programs sponsored by educational institutions	WFUV participated in the club fair hosted by Fordham University. The office manager along with the office assistant were onsite to speak about opportunities available at the station.	2	Office Manager Office Assistant