

EEO Public File Report for WXXI Public Broadcasting Council (WXXI-TV, WXXI-FM, WXXI-AM, WXXY, WITH-FM, WEOS-FM, WRUR-FM)

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.

During the period January 23, 2017 through January 22, 2018, WXXI filled the following full-time vacancies:

- **Marketing Coordinator**
- **News & Public Affairs Reporter/Producer**
- **Development Administrative Assistant**
- **Account Executive**
- **Director, Finger Lakes Regional Adult Education Network (RAEN)**

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, 2017 through January 22, 2018.

Attachment A

**EEO Public File Report
Recruitment Sources Used To Fill Each Full-time Vacancy
For the period January 23, 2017 – January 22, 2018**

**Marketing Coordinator
Opened – March 23, 2017
Filled – April 26, 2017
Total Interviewed = 4**

Source – WXXI Internal Source (Referred by current employee)

- WXXI Internal Source
- WXXI Website
- Careerbuilder.com/Democrat and Chronicle
- New York State Labor Dept. (New York State Job Bank)
- SUNY Brockport Career Center
- Nazareth College
- Roberts Wesleyan College
- SUNY Geneseo
- St. John Fisher College
- Rochester Advertising Federation
- Adhub
- Causewave Community Partners
- Fingerlakes Community College via Purple Briefcase

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source	Sharon Congelli (585)258-0220 scongelli@wxxi.org	1	N
WXXI Website	Mike Scipioni (585) 325-7500 x327 mscipioni@wxxi.org www.wxxi.org	3	N
Careerbuilder.com/Democrat & Chronicle	Mary Beth Cameron (585) 258-9717 mcameron@gannett.com www.careerbuilder.com		N
NYS Labor Department	nysjobbank@labor.ny.gov New York State Department of Labor ,Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL		N
SUNY Brockport Career Center	Employer Relations (585) 395-2159 career@brockport.edu		N
Nazareth College	Career Services 585-389-2878 slewis1@mail.naz.edu		N
SUNY Geneseo	Career Development Svcs., Anne Grace Kelly, kellya@geneseo.edu		N
Roberts Wesleyan College	Mary Flaherty flahertym@roberts.edu		N
St. John Fisher College	Jean Skuse, career@sjfc.edu (585) 385-8050		N
Rochester Advertising Federation	620 Park Ave, Suite 200, Rochester, NY 14607		N

Adhub	Walter Ketcham, Publisher, walter@adhub.com 146 Alexander St, Rochester, NY 14607 (585) 442-2585		N
Causewave Community Partners	274 N Goodman, Suite B269 Rochester, NY 14607 585-442-0200,info@causewave.org		N
Fingerlakes Community College/Purple Briefcase	https://app.purplebriefcase.com/		N

News & Public Affairs Reporter/Producer

Opened – April 5, 2017

Filled – July 13, 2017

Total Interviewed = 8

Source – WXXI Internal Source

- WXXI Internal Source
- WXXI Website
- Roberts Wesleyan College
- St. John Fisher College
- SUNY Brockport Career Center
- CPB (Corporation for Public Broadcasting)
- New York State Labor Dept. (New York State Job Bank)
- SUNY Geneseo
- Columbia University Graduate School of Journalism
- Newhouse Career Development Center
- RTDNA (Radio Television Digital News Association)
- REOC / The College at Brockport
- Current Magazine
- RIT –Rochester Institute of Technology

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source	Sharon Congelli (585)258-0220 scongelli@wxxi.org	3	N
WXXI Website	Mike Scipioni (585) 325-7500 x327 m SCIPIONI@WXXI.ORG www.wxxi.org	4	N
Roberts Wesleyan College	Mary Flaherty flahertym@roberts.edu		N
St. John Fisher College	Jean Skuse, career@sjfc.edu (585) 385-8050		N
SUNY Brockport Career Center	Employer Relations (585) 395-2159 career@brockport.edu		N
CPB (Corporation for Public Broadcasting)	Corporation for Public Broadcasting 401 9th Street, NW Washington, DC 20004-2129 202-879-9600		N

NYS Labor Department	nysjobbank@labor.ny.gov New York State Department of Labor ,Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSOL		N
SUNY Geneseo	Career Development Svcs., Anna Grace Kelly, kellya@geneseo.edu		N
Columbia University Graduate School of Journalism	Office of Career Services postjobs@jrn.columbia.edu		N
Newhouse School of Journalism	Newhouse Career Development Ctr, wsloughl@syr.edu nhcdc@syr.edu 315-443-3270	1	N
RTDNA (Radio Television Digital News Association), RTDNA.org	Derrick Hinds 202-495-8730 derrickh@rtdna.org		N
REOC/The College at Brockport	Gregory Sherman, 585-327-4047 gsherman@brockport.edu		N
Current Magazine	Jobs.current.org 6930 Carroll Avenue, Suite 625 Takoma Park, MD 20912,		N
RIT	Michelle Magee,585-475-7824 RIT Office of Career Services and Cooperative Education mamoce@rit.edu oce@rit.edu		N

Development Administrative Assistant

Opened – June 23, 2017

Filled – August 7, 2017

Total Interviewed = 6

Source – Careerbuilder.com

- WXXI Internal Source
- WXXI Website
- CareerBuilder.com
- US.Jobs/ New York State Labor Dept
- Rochester Works/Rochester Job Bank/New York State Labor Dept
- Indeed.com
- Causewave Community Partners
- Baden Street Settlement
- SUNY Brockport Career Center
- St. John Fisher College
- Nazareth College
- SUNY Geneseo
- SUNY MCC/SUNY Empire State College via Purple Briefcase

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source	Sharon Congelli (585)258-0220 sconcelli@wxxi.org	1	N
WXXI Website	Mike Scipioni (585) 325-7500 x327 mscipioni@wxxi.org www.wxxi.org		N
Careerbuilder.com	Mary Beth Cameron (585) 258-9717 mcameron@gannett.com www.careerbuilder.com	1	N
US.Jobs/NYS Dept of Labor	nysjobbank@labor.ny.gov New York State Department of Labor , Division of Employment and Workforce Solutions Harriman Campus, Building 12, Room 436 Albany, NY 12240 1-888-4-NYSDOL		N
Rochester Works/Rochester Job Bank/New York State Labor Dept	rochesterworks.org Regenna Darrah, 585-258-8815		N
Indeed.com	www.indeed.com/hire	4	N
Baden Street Settlement	Elizabeth Barnes (585) 325-4910 EBarnes@badenstreet.org		N
Causewave Community Partners	Jessena Rodriguez Rivera Office Manager jrodriguezrivera@causewave.org 585-442-0200 x200		N
SUNY Brockport Career Center	Employer Relations (585) 395-2159 career@brockport.edu		N
Veteran's Outreach Center	Nena Siverd, Employment Director 585-546-1081 nena.siverd@veteransoutreachcenter.org		N
St. John Fisher College	Jean Skuse, career@sjfc.edu (585) 385-8050		N
Nazareth College	Career Services 585-389-2878 slewis1@mail.naz.edu		N
SUNY Geneseo	Career Development Svcs., Anne Grace Kelly, kellya@geneseo.edu		N
SUNY MCC/ SUNY Empire State College/Purple Briefcase	https://app.purplebriefcase.com/		N

Account Executive
Opened – August 17, 2017
Filled – October 12, 2017
Total Interviewed = 5
Source – Indeed.com

- WXXI Internal Source
- WXXI Website
- Careerbuilder.com
- Indeed.com
- US.Jobs/New York State Labor Dept.
- Causewave Community Partners

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source	Sharon Congelli (585)258-0220 scongelli@wxxi.org	1	N
WXXI Website	Mike Scipioni (585) 325-7500 x327 mscipioni@wxxi.org www.wxxi.org	1	N
Careerbuilder.com	Mary Beth Cameron (585) 258-9717 mcameron@gannett.com www.careerbuilder.com		N
Indeed.com	www.indeed.com/hire	3	N
NYS Labor Department	rochesterjobbank@labor.state.ny.us 1-888-469-7365		N
Causewave Community Partners	Jessenya Rodriguez Rivera Office Manager jrodriguezrivera@causewave.org 585-442-0200 x200		N

Director, Finger Lakes Regional Adult Education Network (RAEN)

Opened – September 5, 2017

Filled – October 12, 2017

Total Interviewed = 2

Source – WXXI Internal Source

- WXXI Internal Source
- WXXI Website
- Indeed.com
- Monster.com
- Glassdoor.com

Recruitment Source	Contact Name/Office	Total Interviewed	Requested Notification
WXXI Internal Source	Sharon Congelli (585)258-0220 sconcelli@wxxi.org	1	N
WXXI Website	Mike Scipioni (585) 325-7500 x327 mscipioni@wxxi.org www.wxxi.org	1	N
Indeed.com	www.indeed.com/hire		N
Monster.com	support@monster.com 800-666-7837		N
Glassdoor.com	Customer Service 800-918-3229 support@glassdoor.com		N

Total Number of Interviewees & Recruitment Sources

The following are the recruitment sources that referred interviewees during the period covered by this report and the number of interviewees referred by each of those sources.

Total # of Interviewees 25

Sources

WXXI Internal Source 7
WXXI Website 9
Newhouse School of Journalism 1
@ Syracuse University
Careerbuilder.com 1
Indeed.com 7

January, 2018

Attachment B

FCC Public File Report January 23, 2017 – January 22, 2018

Description of Supplemental Outreach Initiatives

Activity Classification	Type of Activity	Brief Description
1	Job Fairs	<p>WXXI's HR Director & HR Administrative Assistant attended Roberts Wesleyan Internship & Career Fair, March 2017.</p> <p>WXXI's HR Director & HR Administrative Assistant attended Greater Rochester Downtown Career Fair on November 2, 2017.</p>
5	Internship Program	<p>As part of its community commitment to serve the public, WXXI has worked with colleges and high schools in and out of the Monroe County area in numerous internship opportunities. These internships prepare the participants for possible careers in broadcasting and related professions. Available Fall, Winter, Spring and Summer semesters. On-going.</p>
7	NYS Broadcaster's Association Intern Program	<p>Two students completed paid internship opportunities at WXXI sponsored by NYSBA June-August 2017.</p>

<p>8</p>	<p>Staff Development/Training</p>	<p>All staff received First Aid/CPR/AED Certification Training, 5/17</p> <p>Director of Interactive Services participated in the following trainings/webinars:</p> <ul style="list-style-type: none"> - NPR Analytics, 1/2017 - Core Data Model & COVE Media Manager Kick-off Webinar: Do What You Do in Merlin/COVE in Media Manager and Curate, 1/2017 - New Functionality for Managing Video Through Media Manager, 2/2017 - NPR Analytics, 2/2017 - The Joy of Analytics: Recipes for Digital Insights, Lynda.com training, 2/2017 - Getting the Most Out of Chartbeat, PMBA Toolkit: Next Generation Digital Television: ATSC 3.0 Opportunities for Public Media, 3/2017 - NPR Digital Services Station Analytics Training, 4/2017 - Passport Progress NPR Analytics, 4/2017 - Facebook Live, Digital Payments, and the Internet of Things with Heather Mansfield, 5/2017 - PubMetrics: Digital Trends That Matter Avail Interstitial Manager (AIM) Debuts for PBS Kids 24/7 Livestream, 5/2017 - NPR Analytics, 6/2017 - Salesforce Marketing Cloud Sunset Q&A: Preparing for the Upcoming Salesforce Marketing Cloud Migration, Experimenting with Digital Engagement Tools, 7/2017 - NPR Analytics, 8/2017 - Pantheon: Secure Your Site With Free HTTPS, 9/2017
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		<ul style="list-style-type: none"> - Carl Bloom’s Holiday Digital Fundraising Strategy, 9/2017 - Emerging Technology Trends That Will Impact Public Media in 2018: How I Stopped Worrying and Learned to Love FACEBOOK Live, 11/2017 - NPR Analytics, 12/2017 - NETA: Building Your Digital Presence. 12/2017 - PMBA Toolkit: MetaData – It’s Not Just a Big Word; It’s a Revenue Builder! 12/2017 - NPR Analytics, 1/2018 - Jacobs Media: The 10 Things We Learned At CES (That Impact Radio), 1/2018 <p>Executive Editor participated in the following training:</p> <ul style="list-style-type: none"> - Editorial/news training from NPR standards and practices editor Mark Memmott, March 2017. - Editorial/news training from NPR Northeast Bureau Chief/Senior Editor Andrea de Leone, March 2017. - NPR Story Lab: Was part of a three-person team from WXXI that was selected to take part in NPR’s Story Lab, a three-day workshop that immersed us in training, planning and brainstorming to help develop our podcast, <i>Exited</i>, 3/2017 <p>Education & Multimedia Producer participated in the following professional development:</p> <ul style="list-style-type: none"> - Upstate Social, 9/2017 - Marketing Seminar, 11/2017 <p>Associate Director, Major Giving participated in:</p> <ul style="list-style-type: none"> - Association of Fundraising Professionals, Genesee Valley Chapter Regional Conference, 5/2017 - PMDMC, 7/2017
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		<ul style="list-style-type: none"> - Nazareth College Career Connections Day Presentation (What Can You Do with a Liberal Arts Major/What is WXXI?), 9/2017 <p>Web Coordinator participated in the following webinars:</p> <ul style="list-style-type: none"> - NPR Digital Services Station Analytics Insights, 1/17 - Director, Sales & Marketing, Account Executives, webinar, What Local Broadcast Advertisers Plan to do in 2017, 1/17 - Do What You Do in Merlin/COVE in Media Manager and Curate, 2/17 - New Functionality for COVE Through Media Manager and Using Curate to promote Local Content, 2/17 - The Joy of Analytics: Recipes for Digital Insights, 2/17 - NPR Digital Services Station Analytics Insights, 2/17 - Getting the most out of Chartbeat, 3/17 - NPR Digital Services Station Analytics Insights, 3/17 - NPR Digital Services Station Analytics Insights, 4/17 - PubMetrics Spring 2017: Digital Trends That Matter, 5/17 - WXXI-KIDS Stream Customization, 5/17 - What to Expect When Expecting A Migration: Bento 2 to Bento 3.0, 6/17 - NPR Digital Services Station Analytics Insights, 6/17 - Getting started with DFP Video, 6/17 - Cracking the Diversity Code, 7/17 - Measure the Money, 7/17 - NPR Digital Services Station Analytics Insights, 8/17 - NPR Digital Services Station
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		<p>Analytics Insights, 9/17</p> <ul style="list-style-type: none"> - Local News Audience Research and Collaborative Journalism, 11/17 - NPR Station Analytics Insights: Live Streaming Trends, 11/17 <p>Account Executives & Marketing Coordinator, NYSBA Digital Leadership Academy Training, 10/17</p> <p>Director, Sales & Marketing, webinar - <i>NETA FCC Underwriting Rules 2017</i>, 10/17</p> <p>Account Executive & Marketing Coordinator, webinars, 11/17:</p> <ul style="list-style-type: none"> - Greater Public: Media Knowledge/Glossary of Media Terms - Greater Public: Media Knowledge/Sales Lingo Cheat Sheet - Greater Public: Media Knowledge/Test Your Media Knowledge Quiz - Greater Public: Corporate Support/Public Media Benefits - Greater Public: Key Message Points for Underwriting - Greater Public: Explore Halo Effect Toolkit - Greater Public: Underwriting Category Study - Writing Fast Effective Sponsorship Proposals - Account Executives, webinar - Scarborough Level 1 Fundamentals: Report Builder Basics (2x) - Greater Public: Sales Basics-Five Steps to a Successful First Sales Appt. - Account Executives, Marketing Coordinator, webinar - Greater Public: Writing Copy, Test Your Copy Knowledge Quiz-Director, Sales & Marketing, Account Executive:
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		<ul style="list-style-type: none"> - Nielsen Audience Insights - Local Media DNA Working Moms, 3/17 - Maximize Your Underwriting Inventory to Grow Revenue, 3/17 - NYSBA Digital Sales Training/Luncheon, 5/17 - NPR Station Analytics Insights, 8/17 - How to Out-Prospect Old Prospectors & How to Control Automatic Thoughts, 11/17 - December 2017 Passport Progress <p>Director, Sales & Marketing: NETA Why Winners Win, 3/17</p> <p>Marketing Coordinator: Measuring Nonprofit Outcomes, 8/17</p> <p>Director, Sales & Marketing, Account Executives:</p> <ul style="list-style-type: none"> - Selling Public Media to Data-Hungry Underwriters, 9/17 <p>Dir, Sales & Marketing, Account Executive: Victoria Season 2, 10/17</p> <ul style="list-style-type: none"> - Credit Copy Workshop, 8/17 <p>Audience Services Coordinator conducted 18 tours of the WXXI facility for community groups</p> <p>WXXI AR Accountant/Office Manager & Membership Manager - The Little Theatre, attended Art House Convergence, a gathering of art houses who talk about development , programming, operations and laws and regulations behind licensing and running an Art house film entity, 1/18</p> <p>VP, Radio attended the Public Radio Super Regional Conference, 9/17.</p>
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		<p>VP, Radio & Executive Vice President outreach activities during the reporting period include teaching the class <i>Broadcasting in the Digital Era</i> at the University of Rochester. Other outreach activities for Radio personnel included participation in the Gateways Music Festival and the Beer Choir events, promoting WXXI's role as cultural resource.</p> <p>Sr. Video Editor is a member of the National Association of Black Journalists & Rochester Area Black Journalists, Associate Producer for Rochester Legends, a documentary on local legends, Constance Mitchell, Dr. Walter Cooper and Dr. David Anderson/Sankofa.</p> <ul style="list-style-type: none">- Chair, Legends Dinner and Awards Program, Rochester Academy of Medicine, 4/17. Secured presenters for workshop for the United Way's African American Leadership Development Program.- Urban League of Rochester to provide them with workshop presenters for their six-week Summer of Opportunities Program. This program is for youth who may be interested in careers in journalism.- Received an award from the Metropolitan's Women's Network, a chapter of the National Council of Negro Women, Inc., a salute to the Most Admired Women of African Descent "Women of Worth" award.- Participant in the Gateways Music Festival <p>Finger Lakes RAEN Director,</p>
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		<p>11/17:</p> <ul style="list-style-type: none"> - ASISTS Data training, Buffalo - WIOA Solutions Webinar - ASISTS Feedback Meeting. - COABE Developing College and Career Readiness with Paired Reading Webinar <p>12/17:</p> <ul style="list-style-type: none"> - TABE Training Observation, Syracuse - Monroe County/RochesterWorks One Stop Quarterly Meeting - TASC Training (Registration and Scheduling) Webinar - TASC Training (Paper-Based Testing) Webinar - TASC Training (Computer-Based Testing) Webinar - I-DEA (Integrated Digital English Acceleration) Conference, Albany - I-DEA Conference Day 2, Albany - RAEN Meeting, Albany - TASC Training (Test Materials) Webinar - TASC Face to Face Training, State Ed, Albany <p>1/18:</p> <ul style="list-style-type: none"> - RAEN Meeting, Albany <p>Coordinator, Educator Training:</p> <ul style="list-style-type: none"> - Trauma & Its Impact on Young Children, St. John Fisher College, 1/17 - Tell Them We Are Rising – Webinar, 2/17 - NETA Webinar: A RTL Local Initiative: Partnering with Radio, 2/17 - PBS KIDS Marketing & Communications - Monthly Webinars, 3/17, 4/17, 6/17, 9/17 - Splash & Bubbles: Grantee Web Meeting, 3/17 - Ready To Learn Planning Grant - Community Collaboratives for Early Learning & Media (CCELM) - Kick Off Meeting, Teacherline Courses, & BU Modules, 11/17 & 12/17
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		<p>Vice President, Education & Interactive Services:</p> <p>1/17 webinars:</p> <ul style="list-style-type: none"> - Creating Interactives on PBS LM - Greater Rochester After School Leadership Summit <p>2/17 webinars:</p> <ul style="list-style-type: none"> - PBS KIDS M&C Monthly Update- The Joy of Analytics: Recipes for Digital Insights - Partnering with Radio - SMC: Content Builder Training for Email Listserv - Hackathon Webinar with WGBH - Do What You Do in Merlin/COVE in Media Manager <p>3/17 webinars:</p> <ul style="list-style-type: none"> - NPR Digital Services Station Analytics Insights - Part 2: New Functionality for Managing Video Through Media Manager - Promoting Your 24/7 PBS Kids Channel webinar <p>4/17 webinars:</p> <ul style="list-style-type: none"> - PBS KIDS M&C Monthly Update - GoToWebinar – Passport Progress - PBS Stories of Service Webinar: Veteran Engagement Examples - PBS KIDS M&C Monthly Update: 5/17, 6/17, 9/17, 12/17 - The Vietnam War Webinar on Ken Burns Series, 5/17, 6/17, 10/17 - PBS Children's Media & Education -Station Leadership, 6/17 - PBS Digital Studios/CPB Digital Programming Opportunity, 7/17 <p>8/17:</p> <ul style="list-style-type: none"> - CPB American Graduate Phase III Webinar - An Inside Look at PBS LearningMedia's New Product Features and Back-to-School Marketing + Outreach - NPR Digital Services Station Analytics Insights <p>9/17:</p> <ul style="list-style-type: none"> - PBS Station Services Fall Kickoff webinar - Upstate Social Conference Day - STEM Outreach: Steal These Ideas!
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		<p>10/17:</p> <ul style="list-style-type: none"> - PBS LearningMedia Content Contributors - RTL Planning Stations Webinar <p>11/17:</p> <ul style="list-style-type: none"> - CPB Education Strategic Planning - PBS Veterans - Introduction of Wavelength Film Series, Development Team and review "Vietnam War" engagement programs - RTL: Support Early Science Learning in the Classroom with PBS KIDS - Digital Strategy Task Force Training: ATSC 3.0 - RTL-Community Collaboratives in Early Learning Training Meeting - RTL Recommended-NCCP Online Book Discussion - Places in Need: The Changing Geography of Poverty <p>12/17:</p> <ul style="list-style-type: none"> - NETA: Building Your Digital Presence - RTL PBS KIDS LearningMedia: Portal Walk Through, Teacherline Courses, BU Modules <p>1/18:</p> <ul style="list-style-type: none"> - PBS LM Update Training - PBS Children's Media & Engagement Committee Webinar - PBS LearningMedia Product Update - American Grad Phase 3 Station Orientation - World Channel Webinar - PBS EdCamp at NETA Conference - American Grad & Workforce Issue Sessions at NETA Conference - Thought Leader Forum at NETA Conference <p>TV Program Director:</p> <ul style="list-style-type: none"> - Professional Development Sessions at PTPA/PBS Annual Meeting, May 2017 - Professional Development Sessions at BBC Showcase / PTPA Fall Meeting October 2017
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		<ul style="list-style-type: none">- Professional Development Sessions at APT Fall Marketplace November 2017 <p>Classical Music Director:</p> <ul style="list-style-type: none">- RPO Pre-show Chat, March 2017- Emcee, Rochester Idol, April 2017- RPO Pre-show Chat, May 2017 & January 2018 <p>May 2017:</p> <ul style="list-style-type: none">- Emcee, Summer Prelude—a fundraiser for Strings for Success,- Host, ROCmusic fundraiser - Emcee, ABC Annual Meeting <p>August 2017:</p> <ul style="list-style-type: none">- Backstage Pass w/Gateways Music Festival in Kodak Hall w/audience <p>September 2017:</p> <ul style="list-style-type: none">- Beer Choir, The Little Café- Clothesline Remote- Upstate Social- Emcee, Concert for Peace <p>October 2017: Bachtober Fest</p> <p>November 2017:</p> <ul style="list-style-type: none">- Media Roundtable, Arts Leadership Program class, Eastman SM <p>December 2017:</p> <ul style="list-style-type: none">- RPO Pre-show Chat <p>Executive VP & GM, Sr. VP for Television & News, VP for Radio</p> <ul style="list-style-type: none">- Academic course at University of Rochester exploring all aspects of media and broadcasting, January – May 2017
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		<p>Asst. VP, Major & Planned Giving:</p> <ul style="list-style-type: none"> - PBS Annual Meeting, May 2017 - PBS Planned Giving group webinars, 2017-2018 <p>Asst. VP, Television, Executive Producer:</p> <ul style="list-style-type: none"> - Sight and Sound conference sessions at RIT, September 2017 <p>Videographer:</p> <ul style="list-style-type: none"> - Coordinated a tour of the station high school Television Production class, February 2017
10	Programs related to career opportunities in Broadcasting sponsored by educational institutions	10 University of Rochester students learned all aspects of public media as part of a class in digital media. They worked in all areas of WXXI production, news, radio and TV, as well as Creative Services. Sept-Nov 2017
12	Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities	<p>Two upper-level positions were listed in job banks or with media trade groups with a broad-based membership, including participation of women and minorities:</p> <ul style="list-style-type: none"> - Director, Finger Lakes RAEN - Account Executive