



2023-24 ANNUAL EEO PUBLIC FILE REPORT

Station ID

Station(s):	WYES
Community(ies) of License:	New Orleans
Reporting Period:	February 1, 2023 – January 31, 2024
No. of Full-time Employees:	More than 10
Small Market Exemption:	No

During the reporting period, 1 position was filled.

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

During this past year's reporting period, WYES trained 5 college interns, from Loyola University, Dillard University, Tulane University and Texas Christian University. WYES continues to run a robust, multi-cultural internship program year-round, introducing local college students to all areas of production including scripting, producing, electronic graphics, camera, floor directing, graphic arts and post-production. Our interns work on our weekly shows INFORMED SOURCES, STEPPIN' OUT AND WALL \$TREET WRAP-UP as well as our local documentaries. They work directly with seasoned WYES producers and associate producers and other professionals. Many of the permanent staff started out as interns at WYES. Additionally, in June and July 2023, WYES also hosted a high school student from Benjamin Franklin High School for a shadowing opportunity. This high school intern shadowed members of WYES production and engineering departments and assisted in WYES local productions.

Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting

WYES awarded a \$1,000 scholarship to a Dillard University student. Dillard faculty members discussed 2 finalists with WYES. The recipient was the top candidate.

Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

On June 21, 2023, WYES Senior Producer Peggy Scott Laborde, WYES Community Projects Producer Marcia Kavanaugh and WYES Executive Vice President & Chief Operating Officer Dominic Massa visited a session of a digital media summer camp for local high school students hosted by New Orleans Video Access Center. They spoke to the students about broadcast production, social media, media ethics and careers in broadcast journalism and production.

On September 27, 2023, WYES Executive Vice President & Chief Operating Officer Dominic Massa participated in the Tulane University Fall 2023 Virtual Career Fair for college students.

On October 19, 2023, WYES Executive Vice President & Chief Operating Officer Dominic Massa and WYES Vice President of Communications Aislinn Hinyup attended the Dillard University Career Fair on the Dillard University campus, participating in the networking and career fair for college students and speaking to them about careers in broadcasting and digital media.

On November 2, 2023 WYES Executive Vice President & Chief Operating Officer Dominic Massa and WYES Vice President of Communications Aislinn Hinyup attended the Loyola University Fall into Your Future Career Showcase on the Loyola University campus, participating in the networking and career fair for college students.

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Through NAVEX Global, WYES provides annual harassment prevention training for all officers, employees and interns. The online program instructs individuals on how to recognize unacceptable behavior and harassment. Individuals are instructed on how to respond to and report violations. New employees and interns are required to take the training when hired.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/31/23	Membership & Accounting Associate	wyes.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 7

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	3
wyes.org (Station website)	2
NOLA.com/The Times-Picayune/Advocate	1
Louisiana Weekly	1
Louisiana Association of Broadcasters	0
Internal posting	0
Careers in Public Broadcasting/NETA	0

RECRUITING SOURCES USED

Job Title of Position: Membership & Accounting Associate

Date of Hire: 5/31/23

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Indeed.com	N	6433 Champion Grandview Way Building One Austin, TX 78750	Job Postings Dept.	Indeed.com
NOLA.com Times-Picayune/Advocate	N	10705 Reiger Road Baton Rouge LA 70809	Tiffany Victorian Nola.com/Theadvocate.com	225-388-0137
Louisiana Association of Broadcasters	N	660 Florida Street Baton Rouge, LA 70801	Polly Prince Johnson	225-267-4522 lab@broadcasters.org
Louisiana Weekly louisianaweekly.com	N	2215 Pelopidas St. New Orleans LA 70122	Renette Dejoie-Hall	504-282-3705 rdh@louisianaweekly.com
wyes.org	n/a	WYES, 916 Navarre Ave., New Orleans LA 70124	Dr. Cynthia Dobek, Director of HR	803-602-8488 HR@wyes.org
Notice to WYES staff	n/a	WYES, 916 Navarre Ave., New Orleans LA 70124	Robin Cooper	504-486-5511 rcooper@wyes.org
Careers in Public Broadcasting-NETA	N	NETA 939 S. Stadium Rd., Columbia SC 29201	www.netaonline.org/careers-public-media	

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.