



2024-25 ANNUAL EEO PUBLIC FILE REPORT

Station ID

Station(s):	WYES
Community(ies) of License:	New Orleans
Reporting Period:	February 1, 2024 – January 31, 2025
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 3 college interns, from Loyola University New Orleans and the University of Mississippi (Ole Miss).

WYES continues to run a robust internship program year-round, introducing local college students to all areas of production including scripting, producing, electronic graphics, camera, floor directing, graphic arts, post-production and social media and promotion. Our interns can receive college or university course credit for their work on our weekly shows INFORMED SOURCES and STEPPIN' OUT as well as our local documentaries and productions. They work directly with seasoned WYES producers, editors, photographers, engineers and other professionals. Many of the permanent staff started out as interns at WYES.

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.

In July 2024, WYES organized and hosted a free digital media summer camp for local high school students. 10 students from local public and parochial high schools applied for the two-week camp and received hands-on experience in broadcasting and digital media. They helped produce “Did You KnowLa?” history segments for WYES’ YouTube channel. A local high school educator led the sessions and WYES staff members and WWL-TV anchor Brandon Walker also gave their time sharing their experience in journalism and public media.

On September 10, 2024 WYES Executive Vice President & Chief Operating Officer Dominic Massa and WYES Vice President of Communications Aislinn Hinyup attended the Loyola University Fall Internship & Part-Time Job Fair on the Loyola University campus, participating in the networking and career fair for college students.

On October 11, 2024 WYES Executive Vice President & Chief Operating Officer Dominic Massa attended a meeting of the Loyola University New Orleans College of Music and Media Visiting Committee, of which he is a member. Current and future initiatives and student projects in broadcasting and digital media were discussed.

On October 17, 2024, WYES Executive Vice President & Chief Operating Officer Dominic Massa 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 December 14, 2024 WYES hosted an event for local students ages 10-14 sponsored by Be Loud Studios, which amplifies young people’s confidence through digital media production, helping to turn screens into tools for self-expression and courageous collaboration. Student-produced videos were screened during an event at the WYES studios.

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

Through EVERFI and the Corporation for Public Broadcasting, WYES provides annual harassment and bias 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
10/25/24	Development Associate	wyes.org

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 5

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

RECRUITING SOURCES USED

Job Title of Position: Development Associate

Date of Hire: 10/25/24

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
Internal posting	n/a	WYES, 916 Navarre Ave., New Orleans, LA 70124	Dr. Cynthia Dobek, Director of HR	803-602-8488 HR@wyes.org
Careers in Public Broadcasting-NETA	N	NETA 939 S. Stadium Rd., Columbia SC 29201	www.netaonline.org/careers-public-media	
Corporation for Public Broadcasting	N	www.cpb.org/jobs		

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