This EEO Report was uploaded a few days late as the result of staff turnover and a miscommunication regarding the due date. VIPBS has implemented systems to ensure that future EEO Reports are uploaded on a timely basis.

VIRGIN ISLANDS PUBLIC BROADCASTING SYSTEM
Stations WTJX-TV and WTJX-FM
EEO PUBLIC FILE REPORT
For the period covering October 1, 2025 through September 30, 2026

There were no fulltime employees hired during this reporting period.

The following long-term recruitment initiatives were implemented by the Virgin Islands Public Broadcasting System during this reporting period:

A. Internship/Student Programs:

The System provided three students an opportunity in the Production, Programming and Radio Departments as a part of the following programs:

- The Department of Labor Summer Youth Employment Program: Two students – one from St. Croix Educational Complex High School and the other from University of the Virgin Islands – participated in this program from June 22 to July 24, 2025.

- The Department of Labor's Labor Investing for Tomorrow (LIFT) Internship Program: One student completed the Workplace Readiness Experience from June 15 to July 31, 2026.

The System hosted these students at the St. Croix and St. Thomas facilities, where they were engaged for 5-6 hours each day and gained exposure to the broadcasting industry, and had the opportunity to learn skills contributing to their career interests in the Radio, Programming and Production Departments.

Student Field Trip/Tours – WTJX provided tour opportunities for the following:

- RT Park STEM Summer Program – On June 17, 2026, 20 seventh and eighth grade students from the RT Park STEM Summer Program toured the station, where they explored the radio and TV studios and the mobile production truck, and learned basic camera and switchboard operations. They also gained an understanding of how WTJX broadcasts its signal throughout the U.S. Virgin Islands.
- Rising Stars Steel Orchestra Summer Program – On June 23, 2026, WTJX made a presentation to approximately 40 students at the Rising Stars Steel Orchestra Summer Program, highlighting the history, mission, and role of PBS and NPR in the Virgin Islands. Following the presentation, 15 students toured the station. Both tours lasted approximately two hours and provided participants with an engaging, hands-on learning experience, which was positively received.

B. Career and Recruitment Fairs:

WTJX *participated* in four Career Fairs through its Human Resources Division allowing for the dissemination of employment opportunities to a diverse group of potential candidates within the community. Below is a listing of these events that were held on St. Thomas and St. Croix:

1. Department of Labor: Governor's Workforce Summit: October 2, 2025 (St. Croix) – by Executive Assistant/Acting HR Director
2. Department of Labor *Fete Done Time Fi Work*! Career Fair: January 8, 2026 (St. Croix) – by Executive Assistant/Acting HR Director
3. Department of Labor *Your Next Career Starts Here Career Fair*: April 16, 2026 (St. Croix) – by Executive Assistant/Acting HR Director
4. Department of Labor *Your Next Career Starts Here Career Fair*: April 21, 2026 (St. Thomas) - by Executive Assistant/Acting HR Director

WTJX *hosted* a virtual job fair on September 21, 2026. Participants registered in advance and participated in pre-interviews. It gave job seekers a chance to learn about available opportunities, meet with HR, and take the next step in their career journey, all from the comfort of their own homes.

C. Career and Professional Development Training:

As part of the System's commitment to professional development, employees are encouraged to take advantage of learning or growth opportunities to promote enhanced organizational knowledge, and improved performance to benefit the System. Some development opportunities offered during this reporting period include:

Tyler Munis ERP Payroll Training – The Executive Assistant attended this one and a half hour webinar which took place on August 20, 2026, and focused on managing and maximizing the software used for payroll. The Executive Assistant is also acting in the position of HR Director.

National Association of Broadcasters (NAB 2026) Show – This conference was attended by the Chief Executive Officer, Special Assistant, and Creative Strategist from April 18 to 22. The show provided valuable insights into the latest innovations in media, entertainment, and broadcast technology while offering opportunities to connect with industry leaders and peers.

Public Broadcasting Service (PBS) 2026 Annual Meeting Conference and Public Media TechConnect 2026 (TC26) – This meeting was attended by the Chief Executive Officer and Special Assistant from May 4 to 7. The annual meeting provided the opportunity for top executives and major stakeholders to discuss current issues and new developments and how they affect the future of public media. The tech connect conference provided an opportunity to engage in **hands-on, technology-focused networking and learning**.

Public Media Growth Conference 2026 (PMGC) - This conference was attended by the Chief Executive Officer and Programming Manager from July 8 to 10. Attendance at the conference provided the opportunity to explore opportunities for revenue growth, audience engagement, and strategic collaboration.

Congressional Black Caucus Foundation's 55th Annual Legislative Conference – This conference was attended by the Radio News Reporter and the Chairman of the Board from September 16 to 20. The ALC is the nation's leading policy conference focused on Issues impacting African Americans and the global Black community, bringing together lawmakers, advocates, Industry leaders, and citizens for policy discussions, networking, and cultural events. It provided an opportunity to network with decision makers in familiarizing them further with the station's impact.

D. Employee Trainings:

On February 3 - 6, 2026, NEP Media Group dispatched VIPBS Project Manager to St. Thomas to conduct a two-day on-site setup and training of VIPBS's newly designed flypack switching console and its associated components. The training was provided to VIPBS's production and engineering departments and included a comprehensive hands-on review of the primary equipment and supporting accessories, focusing on their functions and operational applications.

Following a thorough inspection and verification of all equipment, the training progressed to system configuration and integration, including studio camera setup, PTZ camera configuration, switcher setup, and overall system interconnectivity. The second day of training was conducted virtually and focused primarily on switcher routing and the configuration of associated components through the Dashboard interface. This session provided advanced technical instruction on system management, routing workflows, and operational best practices.

E. Participation in Job Banks and Internet Programs

The System listed all vacant positions on its website. The Department of Labor (DOL) VIews is a job listing service that is utilized frequently to update vacancies. The DOL administers a system of effective programs and services designed to develop, protect, and maintain a viable workforce in the community of the Virgin Islands. The System also actively recruited through its HRIS platform which is linked to Indeed and Glassdoor talent pool and proved to be an effective avenue to source qualified individuals. Additionally, the System posted vacancy notices to a wide range of applicants in the broadcasting industry using the Production Beast and Greater Public job sites.