

**ATTACHMENT 1**

**Two most recent EEO Public File Reports**

June 1, 2014 to May 31, 2015

June 1, 2013 to May 31, 2014

**EEO Public File Report  
WNEO Alliance/WEAO Akron  
June 1, 2014-May 31, 2015**

Full-time jobs filled by the station's employment unit during the previous year, identified by job title

Account Executive  
Master Control/Traffic Technician  
Chief Development and Marketing Director

The recruitment sources used to fill those vacancies, identified by name, address, contact person and phone number include:

**For the Account Executive Position**

Cleveland Plain Dealer, Cleveland.com, Cleveland, Ohio 866-530-9643

Number of interviewees: 0

Akron Beacon Journal, Online Sales Center, 44 Exchange Street, Akron, OH (330) 996-3339

Number of interviewees: 0

The Vindicator, Trisha, PO Box 780, Youngstown, OH (330) 747-1471

Number of interviewees: 0

Canton Repository, Online Sales, 500 Market Avenue, Canton, OH (330) 580-8400

Number of interviewees: 0

Record Courier, 1050 West Main St., Kent, OH 44240 (330) 541.9400

Number of interviewees: 0

Association of Fundraising Professionals, Online Sales, 4300 Wilson Blvd, Suite 300, Arlington, VA (703) 684-0410

Number of interviewees: 0

Western Reserve Public Media Website, [www.westernreservepublicmedia.org](http://www.westernreservepublicmedia.org).

Number of interviewees: 0

Western Reserve Public Media Facebook page, <https://www.facebook.com/WesternReservePublicMedia>

Number of interviewees: 0

Since no candidates applied for the position from the postings, the resumes/applications that were on file from career fairs were used and a candidate was interviewed and offered the position starting July 1, 2014.

**For the Master Control/Traffic Technician Position**

Akron Beacon Journal, [44 Exchange Street, Akron, OH](#). (330) 996-3339

Number of Respondents: 4

Number of interviewees: 1

Alliance Review, [40 S. Linden Ave., Alliance, OH 44601](#) (330) 821.1200

Number of Respondents: 0

Number of interviewees: 0

Record Courier, [1050 West Main St., Kent, OH 44240](#) (330) 541.9400

Number of Respondents: 0

Number of interviewees: 0

The Vindicator, [107 Vindicator Square, Youngstown, OH 44503](#) (330) 747.1471

Number of Respondents: 1

Number of interviewees: 1

KSU Career Services Center, [800 E. Summit St., Kent, OH 44240](#) 330.672.3000

Number of Respondents: 1

Number of interviewees: 0

YSU Career Services, [One University Plaza, Youngstown, OH 44555](#) (330) 941.3000

Number of Respondents: 1

Number of interviewees: 0

Craigslist.org, San Francisco, CA

Number of Respondents: 6

Number of interviewees: 0

Indeed, Inc., [7501 N. Capital of Texas Hwy., Bldg. B, Austin, TX 78731](#) (800) 462.5842

Number of Respondents: 7

Number of interviewees: 0

WesternReservePublicMedia.org

Number of Respondents: 3

Number of interviewees: 0

Ohio Media Watch blog's twitter feed, 216-342-1560

Number of Respondents: 1

Number of interviewees: 1

Western Reserve Public Media Facebook and Twitter

Number of Respondents: 0

Number of interviewees: 0

### **For the Chief Development and Marketing Director Position**

The position of Chief Development and Marketing Director was vacated and the need to fill the position required a very fast turn around due to the financial responsibilities related to station operation that this position has responsibility. This position was then filled in an exigent situation with an area resident experienced in this field. Circumstances surrounding this exigent situation included the inability of other staffers to fill the vacancy as we currently function with a lean staff structure, special job tasks related to this position, and the need to bring in someone new immediately.

Total number of persons interviewed for full-time vacancies during the preceding year  
4 interviewees for 3 full time vacancies during the preceding year

**The following *Prong 3* initiatives were implemented during the previous year:**

### **Participation in Job Fairs**

The Regional Career Expo was held at Youngstown State University. It was attended by Director of Education Jeff Good for Western Reserve Public Media (WNEO/WEAO).

The Ohio Educational Technology Conference was held in Columbus in February. It was attended by Director of Education Jeff Good for Western Reserve Public Media (WNEO/WEAO).

### **Establishment of Internship program**

On-going internships provide students with the skills needed for broadcast employment. Internships were provided this year in production. Multiple Kent State University and Youngstown State University students assisted in the production of multimedia programs and pledge programs. . Currently, a production/master control internship opportunity is listed in Youngstown State University Telecommunications Studies internship brochure.

### **Participation in other activities to further goal of disseminating employment opportunity information**

We post the following vacancy information on our webpage, "Western Reserve Public Media is dedicated to providing broad outreach regarding job vacancies at the station. We seek help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact the station by calling 330-821-6413 or 330-677-4549.

### **Training programs to enable station personnel to acquire skills that could qualify them for higher level positions**

WNEO/WEAO encourages and finances training programs (college class work, seminars) designed to enable station personnel to acquire skills that would qualify them for higher positions. Among others, engineering staff members attended a 2 ½ conference on the spectrum auction, membership received database management training, and engineering attended traffic software training.

### **Participation in scholarship programs designed to assist students interested in**

**pursuing a career in broadcasting**

As a member of the Ohio Association of Broadcasters, Western Reserve PBS qualifies for three scholarship opportunities through Ohio Broadcasters Foundation, each year. The OAB Kids Scholarship is for children of full-time employees of an OAB member station. The Ohio Broadcasters Scholarship is for students already enrolled at a four-year college or university in Ohio. Lastly, the OAB Executive Development Scholarship is for OAB station employees working full-time in a managerial role.

**Participation in at least four programs sponsored by educational institutions relating to careers in broadcasting**

WNEO/WEAO has participated in providing information about broadcasting careers to students at Youngstown State, Kent State Stark Campus, and University of Akron. Staff members participating were Duilio Mariola and Jeff Good.

**Sponsorship of at least two events in the community designed to inform and educate members of the public as to opportunities in broadcasting**

Western Reserve Public Media offers a video production class called You Be the Producer covering video and television fundamentals and careers.

Duilio Mariola presented information about broadcasting as part of the course he teaches at the University of Akron. College students also crew tapings/live-air of local WNEO/WEAO programming.

**EEO Public File Report  
WNEO Alliance/WEAO Akron  
June 1, 2013-May 31, 2014**

Full-time jobs filled by the station's employment unit during the previous year, identified by job title

Membership Coordinator  
Membership Manager  
Membership Coordinator

The recruitment sources used to fill those vacancies, identified by name, address, contact person and phone number include:

**For the Membership Coordinator Position**

Akron Beacon Journal, Online Sales Center, 44 Exchange Street, Akron, OH (330) 996-3339

Number of interviewees: 1

The Vindicator, Trisha, PO Box 780, Youngstown, OH (330) 747-1471

Number of interviewees: 1

Canton Repository, Online Sales, 500 Market Avenue, Canton, OH (330) 580-8400

Number of interviewees: 1

Association of Fundraising Professionals, Online Sales, 4300 Wilson Blvd, Suite 300, Arlington, VA (703) 684-0410

Number of interviewees: 1

Western Reserve Public Media Website, [www.westernreservepublicmedia.org](http://www.westernreservepublicmedia.org).

Number of interviewees: 0

Western Reserve Public Media Facebook page, <https://www.facebook.com/WesternReservePublicMedia>

Number of interviewees: 0

**For the Membership Coordinator Position**

Per the information above, the position of membership coordinator was filled but the person released within the week. This position was then filled in an exigent situation with an area resident experienced in this field. Circumstances surrounding this exigent situation included the inability of other staffers to fill the vacancy as we currently function with a lean staff structure, special job tasks related to this position, and the need to bring in someone new immediately.

**For the Membership Manager**

Akron Beacon Journal, Online Sales Center, 44 Exchange Street, Akron, OH (330) 996-3339

Number of interviewees: 2

The Vindicator, Trisha, PO Box 780, Youngstown, OH (330) 747-1471

Number of interviewees: 0

Canton Repository, Online Sales, 500 Market Avenue, Canton, OH (330) 580-8400

Number of interviewees: 1

Association of Fundraising Professionals, Online Sales, 4300 Wilson Blvd, Suite 300, Arlington, VA (703) 684-0410

Number of interviewees: 0

Western Reserve Public Media Website, [www.westernreservepublicmedia.org](http://www.westernreservepublicmedia.org).

Number of interviewees: 0

Western Reserve Public Media Facebook page, <https://www.facebook.com/WesternReservePublicMedia>

Number of interviewees: 0

Word of Mouth from Community Members

Number of interviewees: 2

### **For the Membership Manager Position**

The position of Membership Manager was filled but the person hired was terminated within three days of her start date due to falsification of information on her resume, application and during her interview. The duties of Membership Manager was filled with internal staff until it was determined that most duties could be filled by another Membership Coordinator. Applicants from the first round of interviews were recalled and a candidate was hired for the adjusted position of Membership Coordinator

Recruitment source for the person hired;

**Membership Coordinator:** This position was filled in an emergency situation with an area resident experienced in this field after the short departure of the hired applicant.

**Membership Manager:** Cleveland Plain Dealer, person was hired then terminated.

**Membership Coordinator:** Cleveland Plain Dealer from first round of Membership Coordinator interviews.

Total number of persons interviewed for full-time vacancies during the preceding year  
7 interviewees for 3 full time vacancies during the preceding year

### **Interviewees referred by each recruitment source**

Akron Beacon Journal, Online Sales Center, 44 Exchange Street, Akron, OH (330) 996-3339

Number of interviewees: 3

The Vindicator, Trisha, PO Box 780, Youngstown, OH (330) 747-1471

Number of interviewees: 1

Canton Repository, Online Sales, 500 Market Avenue, Canton, OH (330) 580-8400

Number of interviewees: 2

Association of Fundraising Professionals, Online Sales, 4300 Wilson Blvd, Suite 300, Arlington, VA (703) 684-0410

Number of interviewees: 1

**The following *Prong 3* initiatives were implemented during the previous year:**

### **Participation in Job Fairs**

The Regional Career Expo was held October 2013 at Youngstown State University. It was attended by Director of Education Jeff Good for Western Reserve Public Media (WNEO/WEAO).

The Regional Straight A Fund conference sponsored by the Ohio Department of Education was held in March of 2014. It was attended by Director of Education Jeff Good for Western Reserve Public Media (WNEO/WEAO).

### **Establishment of Internship program**

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