

# **THE PUBLIC BROADCASTING FOUNDATION OF NORTHWEST OHIO**

## **EEO PUBLIC FILE REPORT FOR STATIONS WGTE-TV, WGTE-FM, WGLE (FM), WGBE (FM), and WGDE (FM)**

**May 22, 2014 through May 21, 2015**

### **I. FULL-TIME HIRES**

*The following positions were filled*

- Educational Specialist
- Associate Producer
- Director of Content and Creative Services
- Accountant
- Accounting Assistant

### **II. RECRUITMENT SOURCES FOR FULL-TIME POSITIONS**

The Toledo Blade  
La Prensa  
The Toledo Journal  
WGTE Website  
Ohio Association of Broadcasters  
Internal Posting  
Current.org (only for Director of Content and Creative Services position)  
University of Toledo  
Bowling Green State University  
Central State University  
Owens Community College  
Catharine S. Eberly Center for Women  
Community Relations Board  
The Ability Center  
Catholic Diocese of Toledo

### **IV. RECRUITMENT SOURCE CONTACT INFORMATION**

The Toledo Blade: Classified Department, 541 Superior Toledo, OH 43660,  
419-724-2424  
La Prensa: Classified Department, 616 Adams Street Toledo, OH, 43604, 419-  
242-7744  
The Toledo Journal: Classified Department, 3021 Douglas, Toledo, OH 43606,  
419-472-4521  
WGTE Website: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH  
43614, 419-380-464  
Ohio Association of Broadcasters, 88 East Broad Street, Columbus, OH  
43215, 614-228-4052

Current.org: 6930 Carroll Ave., Suite 350, Takoma Park, MD 20912,  
 Phone 301-270-7240  
 Catholic Diocese of Toledo, 1933 Spielbusch, Toledo, OH 43697, 419-244-6711  
 University of Toledo: 2801 W. Bancroft Street, Toledo, OH 43606, 530-4341  
 Bowling Green State University: 360 Saddlemire Student Services, Bowling Green, OH 43403, 419-372-9294  
 Central State University: 1400 Brush Row Road, Willberforce, Ohio 45384, 937-376-6011  
 Owens Community College: 30335 Oregon Rd, Perrysburg, OH 43551, 567-661-7357  
 Catharine S. Eberly Center for Women: 2801 W. Bancroft Street, Toledo, OH 43606, 419-530-8570  
 Community Relations Board: One Government Center, Suite 1970, Toledo, OH 43604, 419-245-1565  
 The Ability Center: 5605 Monroe Street, Sylvania, OH 43560, 419-885-5733

**V. RECRUITMENT SOURCE THAT REFERRED THE HIREE FOR THE FULL-TIME POSITIONS**

**Employee Referral:**  
 Education Specialist  
 Director of Content and Creative Services

**WGTE Website:**  
 Associate Producer  
 Accounting Assistant

**Toledo Blade:**  
 Accountant

**VI. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME POSITIONS**

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
The Toledo Blade	4
Employee Referral	2
WGTE Website	2

## **OUTREACH INITIATIVES**

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment: The Foundation continued its Internship Program for students, which allows them to learn more about employment opportunities in the broadcasting field. In the past year one intern completed an internship in TV Production. Our Director of Human Resources, Director of Content and Creative Services, and Manager of Media Services also met to evaluate and improve our internship program. They have decided to implement ideas to attract a broader range of students to the program.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: Our Director of Human Resources completed an employment law update webinar on pregnancy in the workplace and anti-bullying policies.

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting: We participated in four career days that showed individuals what careers there are in broadcast.

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities: Educational specialist, Director of Content and Creative Services, Associate Producer, Accountant, and an Accounting Assistant position were posted on the Ohio Association of Broadcasters' website.

