

**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, 2015 through May 21, 2016

I. FULL-TIME HIRES

The following position was filled

- Marketing Manager

**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
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

WGTE Public Media Website:
 Marketing Manager

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

Recruitment Source	Total Number of Interviewees Referred
WGTE Website	3

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 three interns completed an internship in our production department.

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 regarding the implications of the Supreme Court’s decisions regarding Same-Sex Marriage and Pregnancy Discrimination, and how those decisions will impact employers. The session also addressed changes in labor law, including changes in how employers can

determine who is eligible for overtime and who is an employee, as opposed to an independent contractor. Additionally, the webinar included discussion around the increase in litigation regarding employer background checks, and new state and city laws requiring mandatory paid sick leave be offered to private employees.

Our Director of Human Resources also completed a webinar on unions and the NLRB, drugs and alcohol, and on pay and compensation.

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting: We participated in three career days and one workshop that demonstrated 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: The marketing manager position was posted on the Ohio Association of Broadcasters' website.

