

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, 2022 through May 21, 2023

I. FULL-TIME HIRES

The following five (5) positions were filled

- Content and Instructional Specialist
- Information Technologist
- Membership Coordinator
- Multimedia and Operations Assistant (2)

II. RECRUITMENT SOURCES FOR ALL FULL-TIME POSITIONS

1. The Toledo Blade
2. La Prensa
3. The Toledo Journal
4. WGTE Public Media Website
5. Ohio Association of Broadcasters
6. Catholic Diocese of Toledo
7. University of Toledo
8. Bowling Green State University
9. Central State University
10. Owens Community College
11. Catharine S. Eberly Center for Women
12. Community Relations Board
13. Indeed, Inc.
14. The Ability Center
15. Sojourner's Truth
16. LinkedIn
17. WGTE Public Media's Board of Directors
18. WGTE Public Media's Council of Advisors
19. Employee Referral
20. Handshake

IV. RECRUITMENT SOURCE CONTACT INFORMATION

1. The Toledo Blade: Classified Department, 541 Superior Toledo, OH 43660,
419-724-2424

2. La Prensa: Classified Department, 616 Adams Street Toledo, OH, 43604, 419-242-7744
3. The Toledo Journal: Classified Department, 3021 Douglas, Toledo, OH 43606, 419-472-4521
4. WGTE Website: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
5. Ohio Association of Broadcasters: 88 East Broad Street, Columbus, OH 43215, 614-228-4052
6. Catholic Diocese of Toledo: 1933 Spielbusch, Toledo, OH 43697, 419-244-6711
7. University of Toledo: 2801 W. Bancroft Street, Toledo, OH 43606, 530-4341
8. Bowling Green State University: 360 Saddlemire Student Services, Bowling Green, OH 43403, 419-372-9294
9. Central State University: 1400 Brush Row Road, Willberforce, Ohio 45384, 937-376-6011
10. Owens Community College: 30335 Oregon Rd, Perrysburg, OH 43551, 567-661-7357
11. Catharine S. Eberly Center for Women: 2801 W. Bancroft Street, Toledo, OH 43606, 419-530-8570
12. Community Relations Board: One Government Center, Suite 1970, Toledo, OH 43604, 419-245-1565
13. Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
14. The Ability Center: 5605 Monroe Street, Sylvania, OH 43560, 419-885-5733
15. Sojourner's Truth: 1811 Adams Street, Toledo, OH 43604, 419-255-7700
16. LinkedIn: 855-655-5653, <https://www.linkedin.com/help>
17. WGTE Public Media Board of Directors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
18. WGTE Public Media Council of Advisors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
19. Employee Referral: WGTE Public Media's Director of Human Resources/Management Services: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
20. Handshake: 225 Bush Street, San Francisco, CA 94104, <https://joinhandshake.com>

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

Content and Instructional Specialist:

- Indeed (1 Candidate Interviewed)

Information Technologist:

- Indeed (1 Candidate Interviewed)

Membership Coordinator:

- LinkedIn (1 Candidate Interviewed)

Multimedia and Operations Assistant (1 of 2):

- WGTE Public Media Website (4 Candidates Interviewed)

Multimedia and Operations Assistant (2 of 2):

- WGTE Public Media Website (4 Candidates Interviewed)

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

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|---------------------------|--|
| Employee Referral | 1 |
| Indeed | 3 |
| LinkedIn | 1 |
| WGTE Public Media 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, we had one intern complete an internship with our station. He was with the station from September 2023 through December 2023.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination Our Director of Human Resources, Radio Program Manager, Director of Education, Marketing Communication Director, and Production Manager completed a training on harassment and discrimination prevention through the Corporation for Public Broadcasting. The trainings took place in April 2023.

Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities: We partnered with Lourdes University and held a series of workshops for writing students. The workshops aimed to inform students of different career options for writers. Our production department worked with the students to produce a completed show. Students learned how to research, interview, and create visual stories. The students were taught how to utilize camera, audio, lighting, and editing equipment. The monthly workshops were from January 2023-April 2023.

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: All positions were posted.