

**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, 2020 through May 21, 2021

I. FULL-TIME HIRES

The following positions were filled

- Educational Technology Trainer
- Multimedia Producer (2)
- Multimedia Producer/Production Manager

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

The Toledo Blade
La Prensa
The Toledo Journal
WGTE Public Media Website
Ohio Association of Broadcasters
Catholic Diocese of Toledo
University of Toledo
Bowling Green State University
Central State University
Owens Community College
Catharine S. Eberly Center for Women
Community Relations Board
Indeed, Inc.
The Ability Center
Sojourner's Truth
WGTE Public Media' Board of Directors
WGTE Public Media's Council of Advisors
Employee Referral

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, 419-380-4644
Ohio Association of Broadcasters, 88 East Broad Street, Columbus, OH
43215, 614-228-4052

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
 Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
 The Ability Center: 5605 Monroe Street, Sylvania, OH 43560, 419-885-5733
 Sojourner's Truth: 1811 Adams Street, Toledo, OH 43604, 419-255-7700
 LinkedIn: 855-655-5653, <https://www.linkedin.com/help>
 WGTE Public Media Board of Directors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
 WGTE Public Media Council of Advisors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
 Employee Referral: WGTE Public Media's Director of Human Resources/Management Services: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644

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

Educational Technology Trainer:	WGTE Public Media Website
Multimedia Producer (1 of 2):	Employee Referral
Multimedia Producer (2 of 2):	Employee Referral
Multimedia Producer/Production Manager	Indeed

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

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referral	4
Indeed, Inc.	3
WGTE Public Media's 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, two interns completed an internship with our station. One intern was with the station from October 1, 2020 through November 25, 2020. Our other internship was from October 2020 through March 2021.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination: All staff members completed a training on harassment prevention through the Corporation for Public Broadcasting. The trainings took place during the months of August and September 2020. Our Director of Human Resources/Management Services attended numerous training sessions on preventing discrimination in the workplace. She attended a three-part series on Diversity and Inclusion. The diversity and inclusion webinars were held on June 30, 2020, July 14, 2020, and on August 11, 2020. The Greater Public Media presented the series. Our Director of Human Resources/Management Services also attended a webinar from Vorys, Sater, Seymour, and Pease LLP on unconscious bias in the workplace. She also attended a webinar from the Society of Human Resource Management on preventing discrimination in the 21st century. It was held on October 20, 2020. Additionally, she attended a webinar on employment law in regards to EEO rules. That webinar was presented by the Ohio Association of Broadcasters and was held on September 24, 2020.

Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting: We participated in four career days that explained what careers there are in broadcasting. (1) Our marketing and communication manager presented to a group of students at the Bowling Green State University on what a career in Public Broadcasting could look like. This took place on October 6, 2020. (2) Our marketing and communication manager also presented for the American Advertiser Federation, Toledo Chapter. Her presentation was part of a panel of African Americans that discussed their roles at their organization. It was held on February 11, 2021. (3) Our Radio Content producer led a group of University of Toledo Students to produce a production of Radio Theater so they would gain a better understanding of what a career in broadcasting would look like. It was held on the following dates: October 27, 2020, October 30, 2020, November 3, 2020, November 6, 2020, and November 10, 2020. And finally, over the course of several weeks our production department led Lourdes' University students to produce a live to tape show using the students' content. The purpose was to give the students a better understanding of what a career in broadcasting looks like. We participated on the following dates: April 6, 2021, April 13, 2021, and April 20, 2021.

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 Educational Technology Trainer, Multimedia Producer, and Producer/Production Manager positions were posted on the Ohio Association of Broadcasters' website.