

Public File Report
 WCET
 Cincinnati, Ohio
 June 1, 2021 thru May 31, 2022
 Full Time Positions Filled

Position	Position Title	Date Open	Date Closed	Recruiting Sources	Type of Notice	Interviews by Source	Hired by Source	
1	School Readiness Coordinator Recruiting Sources: G, I [^]	1-Jul-21	4-Oct-21	NOT ALL RECRUITING SOURCES WERE USED FOR ALL OPENINGS				
2	Grants Manager (Manager of Grant Writing) Recruiting Sources: A,B,D,G,J,K	15-Nov-21	10-Jan-22					
3	Engineer* Recruiting Sources: L	1-Dec-21	18-Jan-22	*Engineer Position hired under Exigent Circumstances: WCET needed to immediately replace 3 long-term engineer employees who announced their departures at the same time, and whose duties could not be fulfilled, even briefly, by other station employees. WCET re-hired an engineer that had previously worked for the station.				
4	Development Associate Recruiting Sources: A,B,G,J	11-Jan-22	21-Feb-22					
5	Producer (Internal Promotion*) Recruiting Sources: I [^]	6-Dec-21	28-Feb-22	*Producer Position (internal promotion): A former WCET intern returned to station as a producer following completion of schooling.				
6	Production Assistant Recruiting Sources: L	1-Mar-22	14-Mar-22					
7	Manager of Education and Engagment Recruiting Sources: G, I [^]	1-Mar-22	25-Apr-22					
8	Project Assistant Recruiting Sources: A, F, G, J	10-Mar-22	2-May-22					
9	Production Intern (Part-Time) Recruiting Sources: H	1-Apr-22	2-May-22					
10	Production Intern (Part-Time) Recruiting Sources: H	1-Apr-22	16-May-21					
				A. Artswave 20 E Central Parkway, Cincinnati, OH 45202 513-871-2787 artswavejobs@artswave.org	Online Posting	1 for Position #2 1 for Position #4	1 for Position #4	
				B. Greater Cincinnati NonProfit News 513-378-5526 jobasds@jpsnonprofit.com	Online Posting Online Newsletter			
				C. Corporation for Public Broadcasting 401 Ninth Street NW, Washington DC 20004 202-879-9704 202-879-9694 (f)	CPB Jobline Online Posting			
				D. Facebook Company Page and Job Board Pages facebook.com	Online Posting			
				E. Current 6390 Carroll Avenue Takoma Park, MD 20912 Ron Woods or Steve Behrens 301-270-7240/40 classifieds@current.org	Online Posting			
				F. State of Ohio Job and Family Services Ohio Means Jobs.com ohiomeansjobs.com Help Desk 1-888-385-2588	Ohio-Wide Job Bank			
				G. CET Online 1223 Central Parkway, Cincinnati, OH, 45214 Shelby Orr 937-220-1671	Online Job Posting	1 for Position #2		
				H. University of Cincinnati Media Production Career Fair February 16, 2022	Career Fair	4 for Position #9 & 10	2 for Positions # 9 & 10	
				I. The Oniru Group 1501 N Main Street, Dayton, OH, 45405	Human Resource Consulting	4 for Position #1 2 for Position #5 1 for Position #7	1 for Position #1 1 for Position #5 1 for Position #7	
				J. Indeed Company Internet Job Finder Service Indeed.com	Online Job Posting	1 for Position #2 1 for Position #4 4 for Position #8	1 for Position #2 1 for Position #8	
				K. LinkedIn Website for Job Postings Santa Monica, CA	Posting Service for Multi Job Boards			
				L. CET intern consideration or employee referral	Internal Posting	1 for Position #3 1 for Position #6	1 for Position #3 1 for Position #6	
						Total	17 interviews	8 new hires

June 1, 2021 through May 31, 2022

Outreach Activities

Ongoing	EEO initiative #	Activities
3/12/22 Chief content officer (CCO)	1	CET supports the scholarship program sponsored by the Ohio Association of Broadcasters by posting the availability of such a program, offering assistance to individuals in completing the application process and by discussing the scholarship opportunities.
6/1/21-5/31/22 COO, CCO	2	Ongoing internal training efforts designed to enable station personnel to acquire skills that could lead them to qualify for higher level positions within the station. This has mostly occurred in the Production and Education Services departments.

		This type of activity has evolved from in person to online and group training which allowed more employees to take advantage of the training opportunities. National conferences for PBS, the International Society for Technology and Education (ISTE) and the National Education Telecommunications Associate (NETA) were online this year allowing more employees to take advantage of training opportunities.
6/1/21-5/31/22 CEO, COO, CDO, CCO, CPO	3	Senior management has identified employees for advancement in the organization and have allowed them additional growth opportunities to make sure they can have a career in broadcasting. This is an ongoing initiative.
6/1/21-5/31/22 CCO	4	This fiscal year the Education Staff have held more than 60 Ohio - Approved trainings for early childhood teachers and stay at home care providers, helping them grow in their profession and increase the viability of their centers. The great majority of these educators are from disadvantaged neighborhoods. For most of the home-based care providers, PMC's training is the only professional development they receive. All providers who complete the training receive credit from the state of Ohio which is essential to keeping their licence
3/21/22 CEO,CDO,CCO,CPO 6/1/21-5/31/20 CEO,COO,CCO	5	This fiscal year the organization participated in the following events representing groups interested in broadcast employment issues: A virtual (ZOOM) lunch and learn with 20 legislators from the State of Ohio Several meetings of General Managers with the Superintendent of the Ohio Department of Education, discussing the power of public media in addressing the pandemic and helping to mitigate the learning loss for K -12 students.
	6	Education staff surveyed middle school students in Dayton to better understand how they think about their future career as well as the pathways to those careers. Based on those surveys and national research, ThinkTV is now in production for a video series called "Engineering Your Future 2.0" which will be widely distributed to middle school students through their schools and on social media
	7	Throughout the year, CET delivered homemade treat boxes (made by a board member) to loyal and generous donors
	8	Throughout the year, CET hosted and recorded four Urban Consulate Presents events and discussion
7/12/21 8/13/21 8/20/21 11/15/21 11/16/21 12/8/21 12/9/21 3/21/22 5/11/22 5/16/22 5/23/22 Development Staff	9	Tour for Mileston Club (donors who have contributed consistently for 20+ years) major donors and groups of homeschool children.
6/16/21 Development Staff	10	CET held virtual screening event and panel discussion on grief support. "Speaking Grief" have viewers join from around the country to take part in a meaningful discussion
7/16/21 Development Staff	11	Major Donor hosted a discussion about CET and the Cincinnati Woman's Club
7/27/21 Development Staff	12	CET held virtual lunch and learn for donors
8/16/21 Development Staff	13	Held "About CET" presentation at the Kenwood Retirement Community
8/18/21 Development Staff	14	Held "About CET" presentation at the Deupree House
09/23/2021 - 09/25/2021 Development Staff	15	CET is Me special event (latter two days free to the public)
10/21/21 Production Staff	16	CET with Cincinnati Public Radio hosted and streamed the Cincinnati Mayoral Debate
11/18/21	17	CET was recognized as the lead organization who nominated Rosmary and Mark Schlacter as 2021 Philanthropists of the year
1/14/22	18	CET hosted an virtual event for Ohio Legislators
2/7/22 Development Staff	19	CET hosted virtual Estate Planning Seminar
3/23/22 Development Staff	20	CET held virtual lunch and learn for donors
04/21/2022 - 04/23/2022 Development Staff	21	CET hosted 2 in person events with Chef Lidia Bastianich
5/9/22 Development Staff	22	CET offered a presentation to the Edgewood (KY) Seniors Group