

# 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, 2021 through May 21, 2022

### I. FULL-TIME HIRES

*The following positions were filled*

- Marketing and Digital Media Specialist (2)
- Marketing and Communications 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  
Handshake  
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  
 Handshake: 225 Bush Street #1200, San Francisco, CA 94104, 415-981-8400

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

Marketing and Communication Manager: Employee Referral  
 Marketing and Digital Media Specialist (1 of 2): Handshake  
 Marketing and Digital Media Specialist (2 of 2): LinkedIn

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

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Employee Referral	1
Handshake	1
LinkedIn	1

## 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 January 31, 2022 through May 20, 2022.

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 and discrimination prevention through the Corporation for Public Broadcasting. The trainings took place during the months of July- September 2021. Additionally, our Director of Human Resources attended a webinar on employment law. That webinar was presented by the Ohio Association of Broadcasters and was held on November 9, 2021.

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 February 2022-April 2022.

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 and Communications Manager and the Marketing and Digital Media Specialist positions were posted on the Ohio Association of Broadcasters' website.