

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, 2023 through May 21, 2024

I. FULL-TIME HIRES

The following five (3) positions were filled

- Information Technology Administrator
- Assistant Engineer
- Director of Major Gifts and Planned Giving

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. Catholic Diocese of Toledo
6. University of Toledo
7. Bowling Green State University
8. Central State University
9. Owens Community College
10. Catharine S. Eberly Center for Women
11. Community Relations Board
12. Indeed, Inc.
13. The Ability Center
14. Sojourner's Truth
15. LinkedIn
16. WGTE Public Media's Board of Directors
17. WGTE Public Media's Council of Advisors
18. Employee Referral

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. Catholic Diocese of Toledo: 1933 Spielbusch, Toledo, OH 43697, 419-244-6711
6. University of Toledo: 2801 W. Bancroft Street, Toledo, OH 43606, 530-4341
7. Bowling Green State University: 360 Saddlemire Student Services, Bowling Green, OH 43403, 419-372-9294
8. Central State University: 1400 Brush Row Road, Willberforce, Ohio 45384, 937-376-6011
9. Owens Community College: 30335 Oregon Rd, Perrysburg, OH 43551, 567-661-7357
10. Catharine S. Eberly Center for Women: 2801 W. Bancroft Street, Toledo, OH 43606, 419-530-8570
11. Community Relations Board: One Government Center, Suite 1970, Toledo, OH 43604, 419-245-1565
12. Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
13. The Ability Center: 5605 Monroe Street, Sylvania, OH 43560, 419-885-5733
14. Sojourner’s Truth: 1811 Adams Street, Toledo, OH 43604, 419-255-7700
15. LinkedIn: 855-655-5653, <https://www.linkedin.com/help>
16. WGTE Public Media Board of Directors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
17. WGTE Public Media Council of Advisors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
18. 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

Information Technology Administrator:

- Employee Referral (2 Candidates Interviewed)

Assistant Engineer:

- Company Website (1 Candidate Interviewed)

Director of Major Gifts and Planned Giving:

- Indeed (1 Candidate 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	2
WGTE Public Media Website	1

OUTREACH INITIATIVES

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment: Over the past year, two interns engaged in immersive learning experiences at our station, gaining insights into the broadcasting industry. One intern from St. John's High School was here from August 2023 to December 2023. He received comprehensive training in filming and editing short-form video and audio productions. Our other intern, from Owens Community College, was here from January 2024 to May 2024. She worked on producing, writing, and voicing a short-form audio story.

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 training took place January 2024-May 2024.

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:

Through comprehensive training sessions, community members were equipped to become podcasters. They were trained in episode structuring, interviewing techniques, research methodologies, vocal coaching, and digital/audio editing. We trained a diverse group of participants, with 15 females and 7 males representing various racial and ethnic groups including Hispanic, Indian, African American, Caucasian and Pakistani individuals. The training took place March 2023-April 2024.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

The station implemented a training program aimed at equipping its personnel with skills conducive to advancement within the organization. TV Production staff took on the role of providing training in Adobe Photoshop, Premiere, and After Effects for its marketing specialists. Additionally, one marketing specialist received instruction in video camera operation and assistant directing. These newfound capabilities empowered the staff to delve into the creation of short-form video productions, broadening their expertise. The training took place July 2023-April 2024.