

# **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, 2024 through May 21, 2025**

### **I. FULL-TIME HIRES**

*The following two (2) positions were filled*

- Business Outreach Coordinator (Position Filled on July 15, 2024)
- Director of Marketing/Communications (Position Filled on March 24, 2025)

### **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**

Business Outreach Coordinator:

- Employee Referral (1 Candidate Interviewed)

Director of Marketing/Communications:

- Employee Referral (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	2

## 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, one intern, a student at Bowling Green State University, engaged in an immersive learning experience at our station, gaining insights into the broadcasting industry. She was here from May 2024 to August 2024, working on recording and editing skills.

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.

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:

The station continued with its comprehensive training sessions for community members to excel at being 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 16 females and 7 males representing various racial and ethnic groups including Hispanic, Indian, African American, Caucasian and Pakistani individuals. The ongoing training took place between May 22, 2024-April 2025.

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. We offered a hands-on series of video production workshops designed to immerse college students in every stage of the filmmaking process, from pre-production planning to production and post-production editing. Working closely with WGTE professionals, eight students collaborate to create an original short video centered around the theme of “Community.” Filming took place both in-studio and on location, giving students real-world experience. Throughout the program, participants take the lead, writing scripts, operating cameras, recording audio, editing footage, and ultimately presenting their finished work, gaining valuable insight into the full scope of a career in video production. The workshops took place from February 2025 through April 2025.