

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, 2025 through May 21, 2026

I. FULL-TIME HIRES

The following five (5) positions were filled

- Digital Media Specialist (Position Filled on November 6, 2025)
- Digital Media Specialist (Position Filled on November 24, 2025)
- Digital Media Specialist (Position Filled on January 12, 2026)
- Audio Operations Assistant (Position Filled on March 16, 2026)
- Classical Music Host (Position Filled on March 23, 2026)

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. Indeed, Inc.
6. Sojourner's Truth
7. LinkedIn
8. WGTE Public Media's Board of Directors
9. Employee Referral
10. Ohio Association of Broadcasters

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. Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
6. Sojourner's Truth: 1811 Adams Street, Toledo, OH 43604, 419-255-7700

7. LinkedIn: 855-655-5653, <https://www.linkedin.com/help>
8. WGTE Public Media Board of Directors: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
9. Employee Referral: WGTE Public Media’s Director of Human Resources/Management Services: Michelle Turner, 1270 South Detroit Avenue, Toledo, OH 43614, 419-380-4644
10. Ohio Association of Broadcasters, 17 South High Street, Suite 1010, Columbus, OH 43215

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

Digital Media Specialist 1, 2, & 3:

- 1-WGTE Website, 2-WGTE Website, 3-Toledo Blade (4 Candidates Interviewed)

Audio Operations Assistant:

- Indeed (3 Candidates Interviewed)

Classical Music Host:

- WGTE Website (3 Candidates Interviewed)

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

| <u>Recruitment Source</u> | <u>Total Number of Interviewees Referred</u> |
|---------------------------|----------------------------------------------|
| Indeed | 2 |
| Toledo Blade | 1 |
| WGTE Website | 7 |

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. He was here from January 2026 to May 2026, 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 6 males representing various racial and ethnic groups,

including Hispanic, Indian, African American, Caucasian, and Pakistani individuals. The ongoing training took place between May 22, 2025-March 2026.

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 Director of Content and Creative Services, producers, and the Director of Education partnered with the Whitmer High School Career and Technology Center to develop a series of videos highlighting career opportunities in various fields. Approximately 100 students participated in this collaboration. Several students gained hands-on experience with hosting, others participated in camera work, while additional students observed the process, gaining an understanding of various careers in broadcasting. Students were taught to develop thoughtful interview questions and to conduct interviews professionally, helping them build communication, critical thinking, and presentation skills while exploring potential career paths. The training took place on February 12, 2026, and February 19, 2026.