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
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

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Total Number of Interviewees Referred</th>
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</thead>
<tbody>
<tr>
<td>Employee Referral</td>
<td>1</td>
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<tr>
<td>Handshake</td>
<td>1</td>
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<tr>
<td>LinkedIn</td>
<td>1</td>
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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.