

PURPOSE

The purpose of WOUB's equal employment opportunity (EEO) Public File Report is to meet and comply with the Federal Communications Commission (FCC) rules for broadcasters and multi-channel video program distributors, which became effective on March 10, 2003. Under the specific EEO program requirements, broadcasters must comply with three key components: (A) outreach/recruitment, (B) recordkeeping and reporting, and (C) self-analysis of EEO efforts. The FCC has established a three-pronged outreach and recruitment requirement. Prong 1 requires broadcasters to recruit for all full-time vacancies and widely disseminate information concerning each full-time vacancy. Prong 2 requires broadcasters to provide notification of all full-time job vacancies to organizations who request such notifications. Prong 3 requires broadcasters to engage in a certain number of longer-term recruitment initiatives from a "menu" of options, depending on the size of the station employment unit. WOUB is required to engage in four recruitment initiatives over a two-year period.

CONTENTS

This Public File Report will provide the following information:

- A list of all full-time jobs filled by WOUB during the previous year, identified by job title;
- For *each* such vacancy, a list of the recruitment sources used to fill those vacancies (including organizations entitled to notification pursuant to Prong 2, which should be separately identified), identified by name, address, contact person and telephone number;
- For each full-time vacancy during the previous year, the recruitment source for the person hired, and the recruitment source for *each* person interviewed;
- Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies;
- A list and brief description of outreach activities (Prong 3) initiatives implemented during the previous year.

REPORTING AND FILING

Annually, on the anniversary of the date that WOUB is required to file its license renewal application (currently June 1), WOUB will place the EEO Public File Report in its public inspection file and on its website. This report is not filed with the FCC annually, but on two occasions during the eight-year license term: (1) when WOUB files its license renewal application, it will need to include the EEO Public File Reports for the past two years, and (2) when WOUB files the Broadcast Mid-Term Report, it will need to include the EEO Public File Reports for the past two years.

| | | | | June 1, 2022 - May 31, 2023 | | |
|---------------------------|--|------------------|--------------------|---|--|----------------------------------|
| Full Time Position | Position Title | Date Open | Date Filled | Recruitment sources utilized to fill vacancy, including organizations entitled to notification | Number interviewed and Source | Number Hired and Source |
| 1 | Media Editor/Videographer/Producer | 3/1/2022 | 6/13/2022 | OhioUniversityJobs.com, Corporation for Public Broadcasting (CPB) website, Facebook, LinkedIn, National Educational Telecommunications (NETA) website, Public Broadcasting Service (PBS) intranet website | 4 1 from OhioUniversityJobs.com 1 from word of mouth, 2 from CPB website | 1 From CPB website |
| 2 | Childhood/Elementary Education Specialist | 5/19/2022 | 8/1/2022 | OhioUniversityJobs.com, Corporation for Public Broadcasting (CPB) website, Public Broadcasting Service (PBS) intranet website, National Educational Telecommunications (NETA) website, Facebook, LinkedIn, Indeed.com | 4 2 from OhioUniversityJobs.com 1 from Indeed.com, 1 from CPB website | 1 From OhioUniversityJobs.com |
| 3 | Broadcast Traffic & Production Coordinator | 5/23/2022 | 7/1/2022 | OhioUniversityJobs.com (University wide posting only - Promotion) | 1 From OhioUniversityJobs.com | 1 From OhioUniversityJobs.com |
| 4 | Sports Editor & Studio Production Manager | 5/23/2022 | 2/13/2023 | OhioUniversityJobs.com, Corporation for Public Broadcasting (CPB) website, Public Broadcasting Service (PBS) intranet website, National Educational Telecommunications (NETA) website, Facebook, LinkedIn, Indeed.com, iHireBroadcasting.com, Chronicle of Higher Ed Jobs, TVjobs.com, Society of Professional Journalists website, Broadcast Career Link website, BlackJobs.com, HispanicJobs.com, collegemedia.org, productionhub.com, JournalismJobs.com | 2 1 from CPB website, 1 from word of mouth | 1 From word of mouth |
| 5 | Broadcast Technology Specialist | 1/19/2023 | 3/13/2023 | OhioUniversityJobs.com, Ohio Association of Broadcasters, Corporation for Public Broadcasting (CPB) website, National Educational Telecommunications (NETA) website, Public Broadcasting Service (PBS) intranet website, Society of Broadcast Engineers website | 1 From OhioUniversityJobs.com | 1 From OhioUniversityJobs.com |

| Information Regarding Recruitment Sources Contacted for Full-Time Vacancies | | | | |
|--|--|--|--------------------------|--|
| June 1, 2022 – May 31, 2023 | | | | |
| No. | Recruitment Source (Company, Name, Address) | Contact Person (Name, Telephone) | Total Interviewed | Entitled to Notoification? Y/N) |
| 1 | Ohio University employment website. https://www.ohiouniversityjobs.com . Lindley Hall S122A, 1 Ohio University, Athens, OH 45701 | Ohio University Human Resources. 740-593-1636 | 5 | Y |
| 2 | The Corporation for Public Broadcasting (CPB) job line website. https://www.cpb.org/jobline 401 Ninth Street, NW, Washington, DC 20004-2129 | Electronic Submission. 202-879-9600 | 4 | N |
| 3 | National Educational Telecommunications Association (NETA) website PO Box 50008, Columbia, SC 29250 | Electronic Submission. 803-799-5517 | 0 | N |
| 4 | iHirebroadcasting.com. 41 E. All Saints St. Frederick, MD 21701 | Electronic Submission. 877-433-8860 | 0 | N |
| 5 | Chronicle of Higher Ed jobs. 1255 23rd Street, N.W. 7th Floor. Washington, D.C. 20037 | Charles Rodgers, Electroninc Submission 202-466-1778 | 0 | N |
| 6 | Public Broadcasting Service (PBS) Intranet job postings. 2100 Crystal Drive, Arlington, VA 22202-3785 | Electronic submission to mypbs.org | 0 | N |
| 7 | TVjobs.com. PO Box 4116 Oceanside, CA 92052 | Mark Holloway 800-374-0119 | 0 | N |

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| 8 | Society of Professional Journalists website job bank. 3909 N. Meridiaan St. Indianapolis, IN 46208 | Electronic submission to customer service. 888-491-8833 | 0 | N |
| 9 | Broadcast Career Link website (National Association of Broadcasters). 1 M Street E, Washington, D.C. 20003 | Electronic Submission. 202-437-5700 | 0 | N |
| 10 | Blackjobs.com. 440 W. San Ysidro Blvd Unit 430968 San Ysidro, CA 92143 | Electronic Submission. 866-842-7842 | 0 | N |
| 11 | Hispanicjobs.com. 440 W. San Ysidro Blvd Unit 430968 San Ysidro, CA 92143 | Electronic Submission. 866-842-7842 | 0 | N |
| 12 | collegemedia.org. 355 Lexington Ave. 15th Floor New York, NY 10017-6603 | Brendan Eckstein, Electroninc Submission 212- 298-2195 | 0 | N |
| 13 | productionhub.com. 1806 Hammerlin Ave. Winter Park, FL 32789 | Electronic Submission. 877-629-4122 | 0 | N |
| 14 | Journalismjobs.com. PO Box 1018, Greenwood, South Carolina 29648 | Electronic Submission. 510-508-7386 | 0 | N |
| 15 | Ohio Association of Broadcasters. 17 S High Street #1010, Columbus, OH 43215 | Christine Merritt. 614-228-4052 | 0 | N |
| 16 | Society of Broadcast Engineers website. 9102 North Meridian Street. Suite 150, Indianapolis, IN 46260 | Electronic Submission. 317-846-9000 | 0 | N |
| 17 | Word of Mouth | - | 2 | N |
| 18 | indeed.com 6433 Champion Grandview Way Building One, Austin, TX 78750 | Electronic Submission. 800-462-5842 | 1 | N |
| 19 | Facebook 1 Hacker Way, Menlo Park, CA 94025 | Electronic Submission. 650-543-4800 | 0 | N |
| 20 | LinkedIn 1000 W Maude Ave. Sunnyvale, CA. 94085 | Electronic Submission. 650-687-3600 | 0 | N |

| Prong 3 Longer-Term Recruitment Initiatives Implemented | | | | | |
|--|---|--|--|--|---|
| June 1, 2022 – May 31, 2023 | | | | | |
| <u>No.</u> | <u>Date</u> | <u>Initiative</u> | <u>Description</u> | <u>Scope of Involvement</u> | <u>Personnal Involved</u> |
| 1 | May 2022 (ongoing) | Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment | WOUB hosts a paid summer internship program where interns create a nightly television news broadcast as well as online and audio only stories for radio and podcast distribution | In FY23, WOUB hosted 17 interns during the 12 week summer program | Mark Brewer, General Manager Atish Baidya, Editor-in-Chief Aaron Payne, Digital News Editor David Forster, News Assignment Editor |
| 2 | November 14-18, 2022 and February 6-10, 2023 (ongoing) | Hosting of at least one job fair | Coordination with media recruiters for companies to meet and interview students participating with WOUB. Those close to graduation interview for job placements while others are being placed in internship opportunities. | Representaives from Gray Television, Tegna, Inc, ESPN and Scripps stations schedule in person opportunities to meet with WOUB trained students for industry placement. | Cheri Russo, Community Engagement Manager Atish Baidya, Editor-in-Chief Aaron Payne, Digital News Editor David Forster, News Assignment Editor Molly Kennedy, Sports Editor and Studio Production Manager |
| 3 | September 2022 through March 2023 (ongoing) | Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting | WOUB Wednesdays are a great way to provide students the opportunity to talk with industry professionals virtually. It provides them the chance to ask questions about the career they want to get into and network with alumni who are working in the field. | Dates and professional participants noted below. | Cheri Russo, Community Engagement Manager Atish Baidya, Editor-in-Chief |
| | 14-Sep-22 | Jennifer Lahmers '06, Co-Host of "Extra" | | | |
| | 28-Sep-22 | Nick Snider '21, Weekend Meteorologist KMVT Twin Falls, Idaho | | | |
| | 26-Oct-22 | Tracey Washington Bagley '84, Executive Producer <i>Here and Now</i> at WABC New York | | | |

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| | 9-Nov-22 | A.C. Fowler '13, Deputy Executive Producer Insider, Inc. | | | |
| | 30-Nov-22 | Larry Shields '06, Director of Engineering WCPO Cincinnati | | | |
| | 1-Feb-23 | Chuck Swirsky '76, Chicago Bulls Play-by-Play Announcer | | | |
| | 8-Feb-23 | ESPN Digital Team (Vic Seper, Deputy Editor Basketball, Josh Capers, Senior Editor NFL, Liz Finny, Associate Editor MLB) | | | |
| | 15-Feb-23 | Greg Mocker '96, WPIX TV11 NYC Reporter | | | |
| | 1-Mar-23 | Aesia Toliver '16, Portsmouth, Virginia TV Morning Anchor | | | |
| 4 | September 2022 through March 2023 (ongoing) | Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities | Groups of individuals wishing to work in the broadcast industry self-identify and are able to participate in professional mentoring opportunities coordinated through WOUB | Dates and professional participants noted below. | Cheri Russo, Community Engagement Manager Atish Baidya, Editor-in-Chief |
| | 21-Sep-22 | <i>Women in Media</i> – Featured Speaker: Allison Herman '10, WTKR (Virginia Beach) News Director | | | |
| | 19-Oct-22 | <i>Black Student and Alumni</i> : Tony Coles, President Black Information Network (BIN) and <i>Division President, Metro Markets at iHeartMedia</i> | | | |
| | 2-Nov-22 | <i>IT and Production Technology</i> – David Jones '86, CNBC Director | | | |
| | 22-Feb-23 | <i>Black Student and Alumni</i> – Featured Speaker: Bev Mahone Gibbs '79 – Tik Tok's Auntie Bev | | | |
| | 8-Mar-23 | <i>Women in Media</i> – Featured Speaker: Janelle Coleman '95 – AEPr vice president of community engagement, diversity, inclusion | | | |
| | 22-Mar-23 | <i>IT and Production Technology</i> – Jill Brewer '04 – NBC 4 Director | | | |
| 5 | June 2022 through May 2023 (ongoing) | Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting | Ohio University students and volunteers work year round in all aspects of producing radio and television programming for digital and broadcast distribution. | 188 students and/or community volunteers participating at WOUB during this time frame, creating 191 episodes (or 96.5 hours) of | Mark Brewer, General Manager Atish Baidya, Editor-in-Chief Aaron Payne, Digital News Editor David Forster, News Assignment Editor Molly Kennedy, Sports Editor and Studio Production Manager |

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| 6 | August 2022 through May 2023 (ongoing) | Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities. | WOUB High School "Our Ohio" documentary and film festival project. Through the course of the school year, students at participating schools learn about broadcasting and documentary filmmaking while working with WOUB will create their own films. WOUB loans broadcast production equipment to schools that need it while WOUB staff share expertise with students in the creation of broadcast content. | FY23 participating schools were Alexander High School and Wellston High School. Sixty students submitted 36 completed films. | Deborah Brewer, Educational Services Manager Chris Flanery, Media Editor/Videographer/Producer Theo Peck-Suzuki, Report for America Journalist Brian Plow, Associate Professor; Ohio University School of Media Arts and Studies |
| 7 | June 2022 through May 2023 (ongoing) | Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting | Tours of WOUB that include involvement opportunities for students who have an interest in broadcast careers | Dates and events noted below. | Mark Brewer, General Manager Atish Baidya, Editor-in-Chief Cheri Russo, Community Engagement Manager Molly Kennedy, Sports Editor and Studio Production Manager |
| | 24-Aug-22 | WOUB Informational Meeting/Tours, Schoonover 145 @ 5 p.m | | | |
| | 9-Nov-22 | Experience Scripps Day. | | | |
| | 20-Feb-23 | Ohio UpClose Day for HS Seniors | | | |
| | 3-Mar-23 | Ohio UpClose Day for HS Seniors | | | |
| | 25-Mar-23 | Ohio UpClose Day for HS Seniors | | | |
| | 7-Apr-23 | Ohio UpClose Day for HS Seniors | | | |
| | 22-Apr-23 | Ohio UpClose Day for HS Seniors | | | |