

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.

Prong 1	Vancancies			June 1, 2025 - May 31, 2026		
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	No full-time vancancies were filled during the reporting period					
2						

Prong 2	Information Regarding Recruitment Sources Contacted for Full-Time Vacancies			
	No Vancancies were filled	June 1, 2025 – May 31, 2026		
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	0	NA
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	0	NA
3	National Educational Telecommunications Association (NETA) website PO Box 50008, Columbia, SC 29250	Electronic Submission. 803-799-5517	0	NA
4	Word of Mouth	Current staff verbal recruitment	0	NA
5	indeed.com 6433 Champion Grandview Way Building One, Austin, TX 78750	Electronic Submission. 800-462-5842	0	NA
6	Facebook 1 Hacker Way, Menlo Park, CA 94025	Electronic Submission. 650-543-4800	0	NA
7	LinkedIn 1000 W Maude Ave. Sunnyvale, CA. 94085	Electronic Submission. 650-687-3600	0	NA

			Prong 3 Longer-Term Recruitment Initiatives Implemented		
			June 1, 2025 – May 31, 2026		
<u>No.</u>	<u>Date</u>	<u>Initiative</u>	<u>Description</u>	<u>Scope of Involvement</u>	<u>Personnal Involved</u>
1	May 2026 (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 FY26, WOUB hosted 17 interns during the 12 week summer program as they produced news for television, radio and digital platforms	Atish Baidya, Editor-in-Chief; Aaron Payne, Digital News Editor; David Forster, News Assignment Editor; Spencer Sharp, Sports Editor & Studio Production Manager
2	October 15-23, 2025 and Feb 5-March 18, 2026 (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.	Representatives from WBNS/Columbus, Gray Television, TEGNA Inc, Sinclair Broadcast Group, E. W. Scripps Company, NPG Group, and NBC 4/Columbus schedule in person opportunities to meet with WOUB trained students for industry placement.	Atish Baidya, Editor-in-Chief; Aaron Payne, Digital News Editor; David Forster, News Assignment Editor; Spencer Sharp, Sports Editor & Studio Production Manager
3	October 2025 through March 2026 (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.	Atish Baidya, Editor-in-Chief

	1-Oct-25	Marshall McPeek '91, ABC 6 Columbus Chief Meteorologist			
	29-Oct-25	Taylor Bruck '20, Reporter/Anchor Spectrum News			
	12-Nov-25	Tyler Corbit '20, ABC 6 Morning Executive Producer			
	4-Feb-26	Abbey Carnivale '17, NBC Connecticut Host			
	18-Feb-26	KellyAnne Stitts '18, ABC 6 Sports MMJ			
	4-Mar-26	Anne Campolongo '16, Local 12 Meteorologist			
4	June 2025 through May 2026 (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.	258 students and/or community volunteers participating at WOUB during this time frame, creating hundreds of hours of content for television, radio, podcasts and digital	Atish Baidya, Editor-in-Chief Aaron Payne, Digital News Editor David Forster, News Assignment Editor Spencer Sharp, Sports Editor & Studio Production
5	August 2025 through May 2026 (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.	FY 26 2 schools: Southern Meigs High school in Meigs County and Nelsonville York HS in Athens County. 2 teachers 16 students produced 12 films	Deborah Brewer, Educational Service Manger; Joesph Miller, Producer; Brian Plow, Associate Professor - Ohio University School of Media Arts.
6	June 2025 through May 2026 (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.	

13-Oct-25 Experience Scripps Day Tours fro HS Students
26-Jan-26 Ohio Up Close Day and tours for HS Seniors
20-Feb-26 Ohio Up Close Day and tours for HS Seniors
27-Mar-26 Ohio Up Close Day and tours for HS Seniors
17 Apr-26 Athens High School Service Learning Day
18-Apr-26 Ohio Up close Day and tours for HS Seniors
9-May-26 Kids On Campus Resource and Tech Fair