

**EEO Public File Report  
WCET  
Cincinnati, Ohio  
June 1, 2015 thru May 31, 2016**

The EEO Public File Report is filed in the station's public inspection file pursuant to section 73.2080c(6) of the Federal Communications Commission's (FCC) rules.

During the one year period ending May 31, 2016, the station filled the following full-time vacancies:

1. Producer
2. Corporate Support Representative

The following list includes the recruitment sources used during this period and the number of interviews by source for each opening.

**Recruitment Sources**

Cincinnati Enquirer & Career Builder  
[mrentfrow@gannett.com](mailto:mrentfrow@gannett.com)  
888 262-8848

CET web site  
[hr@cetconnect.org](mailto:hr@cetconnect.org)  
513 345-6538

ThinkTV web site  
110 S. Jefferson Street  
Dayton, OH 45402  
Human Resources Mgr.  
937 220-1654

Northern Kentucky University  
Nunn Drive  
Highland Heights, KY 41009  
[careerservices@nku.edu](mailto:careerservices@nku.edu)  
859 5725680

Ohio Media School  
6703 Madison Road  
Cincinnati, OH 45227  
513 271-6060  
[beonair.com](http://beonair.com)

Dayton Daily News & Monster.com  
South Ludlow Street,  
Dayton, OH  
[jgrant@coxmedia.com](mailto:jgrant@coxmedia.com)  
937 225-0738

Queen City Jobs & jobs on-line  
[queencityjobs.com](http://queencityjobs.com)  
2060 Reading Road  
Cincinnati, OH  
513 699-5091

Direct referrals - from Employees,  
Board members, community leaders

Cincinnati State Tech. Community College  
3520 Central Parkway  
Cincinnati, OH 45223  
513 569-1500

**Interview activity** (by source)

*1. Producer*

Candidates interviewed: 6

interviewee sources: CareerBuilder 1

CET web site 3  
Direct referrals 2

Source of hire: Direct referral

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## *2. Corporate Support Representative*

Candidates interviewed: 6      interviewee sources: CareerBuilder 3  
CET web site 3

Source of hire: CareerBuilder

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## **Long Term Supplemental Outreach Activities**

### **Interns**

During this period CET sponsored 10 interns from the following sources:

- 3 University of Cincinnati
- 5 Cincinnati State Technical Community College
- 1 Kent State University
- 1 Eastern Kentucky University

All of these interns were utilized in learning activities and mentoring within the Production Department.

### **Events with community groups interested in broadcast employment issues and/or Public Television**

Our Education Department Specialist served as a computer instructor for residents at Dupree House and served as an ambassador of the employment opportunities regarding the non-broadcast aspects public television. His instruction uses concepts and technologies that are being promoted by CET's Learning Services group in on-site training sessions and in-school trainings in this current period. He also provided informational presentations about how to receive and view CET programming in their apartments. This CET employee invested over 215 hours of his time in these endeavors during this reporting period

The CET Manager of Learning Services worked with students at Hughes STEM High School for 4 months during the Fall of 2015 to explore the capability of video communications. Using the PBS NewsHour Student Reporting Lab as a model, he assisted the students to interview many individuals, including the Mayor of Cincinnati. Along with his oversight, the students then shot video, recorded sound, and edited their material.

CET's Executive Producer served as a judge for the Cincinnati 48 Hour Film Festival that included a group of amateur and near-professional level filmmakers. The first prize winner has gone on to the national 48 Hour contest in Atlanta. This role for CET allowed us to get engaged with the local film community which could yield future opportunities for the CET production staff via engaging with the broader electronic media community.

The CET Events Manager along with a staff Producer addressed a group of 175 at the annual luncheon for the Cincinnati Association for the Blind and Visually impaired regarding the use of extensive volunteers in our organization and how volunteering engenders a diversity of both people and the skills they possess.

Through the efforts of our Educational Services and Production Departments, CET has conducted 11 tours of the station for a diversity of local groups such as Cub Scouts, Middle School students, University Media students, Symphony devotees, adult groups living in senior residency communities, and individuals who were in the U.S. Dept. of State's International Visitor Leadership Program. These tours last from 30 to 60 minutes and are structured to demonstrate and create awareness of the diversity of employment opportunities that exist at the station both inside and outside of the broadcast aspect as well as explaining about the wide variety of content and community interactions public television offers.

### **Training Programs**

Development of internal training efforts designed to enable station personnel to acquire skills that could lead them to qualify for higher level positions within the station. This has occurred in the Production, Education Services, and Development departments through special or additional assignments, external seminar training, and one-on-one coaching by both junior and senior managers.

### **Scholarship Programs**

Our station supports the scholarship program sponsored by the Ohio Association of Broadcasters by posting the availability of such a program, offering assistance to individuals in completing the application process, and by discussing the scholarship opportunities with those interested in pursuing broadcast careers.

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**WCET**  
**Cincinnati, Ohio**  
**June 1, 2016 thru May 31, 2017**

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During the one year period ending May 31, 2017, the station filled the following full-time vacancies:

1. Production Assistant
2. Events Assistant

The following list includes the recruitment sources used during this period and the number of interviews by source for each opening.

**Recruitment Sources**

Cincinnati Enquirer & Career Builder  
[mrentfrow@gannett.com](mailto:mrentfrow@gannett.com)  
888 262-8848

CET web site  
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Dayton, OH  
[jgrant@coxmedia.com](mailto:jgrant@coxmedia.com)  
937 225-0738

Queen City Jobs & jobs on-line  
[queencityjobs.com](http://queencityjobs.com)  
2060 Reading Road  
Cincinnati, OH  
513 699-5091

Direct Referrals - from Employees, intern  
Program, Board members, and  
Community leaders

Cincinnati State Tech. Community College  
3520 Central Parkway  
Cincinnati, OH 45223  
513 569-1500

ArtsWave -- job listings for Non-Profits  
20 East Central Parkway  
Cincinnati, OH 45202  
513 871-2706  
[theartswave.org](http://theartswave.org)

**Interview activity (by source)**

1. *Production Assistant*

Candidates interviewed: 2      interviewee source: Direct Referrals/CET college intern program 2

Source of hire: Direct Referral

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## *2. Events Assistant*

Candidates interviewed: 5      interviewee sources: CareerBuilder 3  
CET web site 1  
ArtsWave 1

Source of hire: ArtsWave

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## **Long Term Supplemental Outreach Activities**

### **Interns**

During this period CET sponsored 10 interns from the following sources:

- 7 University of Cincinnati
- 2 Cincinnati State Technical Community College
- 3 Northern Kentucky University

Seven of these interns were utilized in learning activities and mentoring within the Production Department, and three were utilized in learning activities and mentoring in the Communications Department

### **Events with community groups interested in broadcast employment issues and/or Public Television**

Our Education Department Specialist served as a computer instructor 4-5 hours every Friday for residents at Dupree House and served as an ambassador of the employment opportunities regarding the non-broadcast aspects public television. His instruction uses concepts and technologies that are being promoted by CET's Learning Services group in on-site training sessions and in-school trainings in this current period. He also provided informational presentations about how to receive and view CET programming in their apartments. This CET employee invested over 200 hours of his time in these endeavors during this reporting period

The CET Manager of Learning Services worked with students at Hughes STEM High School in a Media Literacy Educational Outreach effort for 120 hours through use of PBS NewsHour Student Reporting Labs to explore the capability of video communications. He also provide oversight with students shooting videos, recording sound, and editing their material

The CET Manager of Learning Services engaged in Early Literacy Outreach with three local Public Schools which reached over 1500 students and a commitment of 525 CET staff hours of effort.

CET's Executive Producer served as a judge for the local High School Golden Lion Film Festival with the awards ceremony being held on April 28, 2017. This role for CET allowed us to get engaged with the local film community which could yield future opportunities for the CET production staff via engaging with the broader electronic media community.

Through the efforts of our Educational Services and Production Departments, CET has conducted 8 tours of the station for a diversity of local groups such as Girl Scouts, School class students, University Media students, adult groups living in senior residency communities, and adults with abilities. These tours last from 30 to 60 minutes and are structured to demonstrate and create awareness of the diversity of employment opportunities that exist at the station both inside and outside of the broadcast aspect as well as explaining about the wide variety of content and community interactions public television offers.

### **Training Programs**

Development of internal training efforts designed to enable station personnel to acquire skills that could lead them to qualify for higher level positions within the station. This has occurred in the Production, Education Services, and Development departments through special or additional assignments, external seminar training, and one-on-one coaching by both junior and senior managers.

### **Scholarship Programs**

Our station supports the scholarship program sponsored by the Ohio Association of Broadcasters by posting the availability of such a program, offering assistance to individuals in completing the application process, and by discussing the scholarship opportunities with those interested in pursuing broadcast careers.

### **Job Fairs**

The CET HR Manager and Production Staff members attended a 4 hours job fair on the campus of The Ohio Media School, which specializes in training audio and video production skills in a hands-on methodology to prepare students for entry level jobs in radio and TV media and which also recruits minority students who may otherwise not be able to get into a formal college curriculum.