

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.

**WOUB Public Media at Ohio University, Athens, Ohio
Stations WOUB-TV, WOUB(AM), WOUB-FM, Athens, Ohio**

June 1, 2019 – May 31, 2020

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy, including organizations entitled to notification	Number Interviewed	Number Hired
1	Community Engagement Manager	6/3/19	6/25/19	Ohio University employment site (https://www.ohiouniversityjobs.com/) OhioMeansJobs.com HigherEdJobs.com Higher Education Recruitment Consortium (HERC) DiversityJobs.com	3	1
2	Digital Broadcast Archivist	10/21/19	10/25/19	Ohio University employment site (https://www.ohiouniversityjobs.com/)	2	1

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
June 1, 2019 – May 31, 2020				
No.	Recruitment Source [Company Name, Address]	Contact Person [Name, Telephone]	Total Interviewed	Entitled To Notification? [Y/N]
1	Ohio University employment website	Ohio University Human resources 740 593-1645 https://www.ohiouniversityjobs.com/	5	Y
		TOTAL	5	2

NOTE: WOUB Public Media follows all policies and procedures of licensee Ohio University, an instrumentality of the State of Ohio, for hiring and EEO. In compliance with Ohio University Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Prong 3 Longer-Term Recruitment Initiatives Implemented

June 1, 2019 – May 31, 2020

No.	Date	Initiative	Scope of Involvement	Personnel Involved
1		Co-Hosting/Sponsoring of Student Broadcast Opportunities Career Fair with organizations in the academic, business, and professional community whose membership includes substantial participation by women and minorities.		
1	August 2019	Scripps Freshman Kickoff event, OU Involvement Fair, WOUB Informational Meeting	Showcased materials about student involvement, information about meetings, Professionals in Training (PIT) camps, student productions. Arranged student leaders to assist in recruiting.	Allison Hunter-Editor in Chief Mike Rodriguez- Director of Production Services and Student Development
1	September 2019	Co-Organizer – Alvin Adams Symposium.	Event during Ohio University’s Black Alumni Reunion that honored one of the first Black graduates from OU’s school of Journalism.	Allison Hunter-Editor in Chief
1	January 2020	Panelist “Models of Black Excellence”	MLK Week event sponsored by Ohio University’s Career & Leadership Development Center for students ready to start their careers	Allison Hunter-Editor in Chief

1	February 2020	Hosted Professional Ignite Director Guest, Jill Brewer (NBC4)	Students provided opportunity for individual feedback, best practices, and workflow for television directing	Mike Rodriguez- Director of Production Services and Student Development
1	February 2020	Hosted Sr. Manager of Social Media, United Soccer League – Kelsi Steele	Students able to learn tips for driving content strategy across social media platforms	Mike Rodriguez- Director of Production Services and Student Development
2		Establishment of Internship Program designed to assist members of community acquire skills needed for broadcast employment. Informational meetings and ongoing training via the Student Professional Development Program to train student volunteers in practical and professional operations of public broadcasting in radio and television, to include working in an environment where no person is discriminated against in employment because of race, color, religion, national origin, or sex.		
2	June-August 2019	Hosted an Athens High School intern	Participated in multiple recording sessions, as well as remote broadcasts at the Fur Peace Ranch where they mixed the show for the livestream.	Adam Rich, Audio Supervisor

2	June - August 2019	Member: Ohio University Black Alumni Reunion Planning Committee	Panel participant. Professionals invited to discuss stories and strategies for achieving success in the media industry.	Allison Hunter-Editor in Chief
2	June 2019 - ongoing	Advisor of The Scripps Hispanic Network (SHN)	Inclusive student organization geared towards analyzing, discussing, and networking with Latino-themed media/professionals.	Mike Rodriguez- Director of Production Services and Student Development
2	August 2019 Ongoing	Ohio University students and volunteers work in all aspects of production of public radio and television programming.	Students and volunteers receive hands-on training and mentoring	Mike Rodriguez- Director of Production Services and Student Development
2	October 2019-April 2020	Athens Middle School Documentary Club	Served as an advisor for 10 8th graders on their documentary projects for the National History Day competition. Met regularly, and lead workshops on research, script writing, and editing. Several groups advanced to the State competition in Columbus.	Evan Shaw – Electronic Media Editor/Videographer
2	February 2020	Guest Interviewer & Panelist Student Success Workshop	Sponsored by Ohio University's Office for Multicultural Student Access and Retention	Allison Hunter-Editor in Chief

2	May 2020	Communications Fellow Program; Ohio University Scripps College of Communication	Mentor; to encourage teachers and their students into positions in communication	Thomas S. Hodson JD, Director WOUB Public Media Berman Professor of Communication, Scripps College of Communication
3		Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.		
3	August- Nov. 2019	Corporation for Public Broadcasting	Harassment Prevention Training	Entire WOUB Public Media Staff, student participants
3	August 2019 Ongoing	Graduate Master's Degree Program in Media Arts & Studies mentoring for students. <i>This program is ongoing but the student participants are new applicants each year.</i>	WOUB Center for Public Media staff provides professional mentoring, training, and advisory support for graduate students within the Scripps College of Communication	Thomas S. Hodson JD, Director WOUB Public Media Berman Professor of Communication, Scripps College of Communication

3	October 2019	Scripps Real World Problem Scenario Pitch Competition	High school students from around the region work in groups to develop projects related to a problem posed by the organizers. The problem addressed at this year's competition was: "Communications professionals need to know the most powerful and effective way of communicating about environmental issues to people in rural areas."	Thomas S. Hodson JD, Director WOUB Public Media Berman Professor of Communication, Scripps College of Communication Adam Rich, Audio Supervisor
3	November 2019	Career Corner Storytelling Industry Panel	The Career and Leadership Development Center invites students to a Storytelling Industry Panel	Thomas S. Hodson JD, Director -WOUB Public Media Berman Professor of Communication, Scripps College of Communication
3	January 2020	Scripps College of Communication WOUB Info Session	Open to university students looking to get involved in broadcast industry.	Mike Rodriguez- Director of Production Services and Student Development Allison Hunter-Editor in Chief Atish Baidya – Multimedia Content Editor
3	February 2020	Spectrum Day at Scripps and WOUB	Spectrum Vice President for news and content (Jason Pheister) and Spectrum Ohio News Director (Karl Turner) spent the day working with news students, viewing broadcast, offering critiques, having informal networking meetings, and hosting a seminar on "finding a job."	Mike Rodriguez- Director of Production Services and Student Development

4		Participate in at least four events, including conventions, career days, workshops, and similar activities. Sponsored by organizations representing groups present in the community interested in broadcast employment issues		
4	July 2019-May 2020	Scripps Diversity Committee	Part of faculty, staff, student committee in year-long efforts in diversity & inclusion issues.	Atish Baidya – Chief Diversity Officer; Chair (July – January) Mike Rodriguez- Director of Production Services and Student Development
4	September & October 2019	OU Homecoming Parade Professional Development	Student journalists and video production majors combine efforts with Media Arts School to provide live multi view web stream experiences of Ohio U Homecoming Parade	Mike Rodriguez- Director of Production Services and Student Development
4	September 2019	Career Day at Zane Trace High School	WOUB visited with students on Tuesday morning to introduce them to cinematography and becoming involved in the field.	Evan Shaw – Electronic Media Editor/Videographer
4	October 2019	Career Day at Meigs High School	Meigs High School is the creation of several school districts within Meigs County including Middleport, Pomeroy, Bedford, Northwestern, and Salem.	Atish Baidya – Multimedia Content Editor Allison Hunter-Editor in Chief

4	October 2019	Career Exploration at Logan High School	Taught four classes at Logan High School related to broadcasting and video production	Evan Shaw – Electronic Media Editor/Videographer
4	November 2019	Career Day Alexander Middle School	Pursuing a career in television and video	Evan Shaw – Electronic Media Editor/Videographer
4	February 2020	Board of Directors Member Survivors Advocacy Outreach Program	SAOP is a southeast Ohio org empowers the community and all survivors of sexual violence to live free of sexual violence, domestic violence and stalking. We work to engage the community through prevention, advocacy, and education	Allison Hunter-Editor in Chief

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