

EEO PUBLIC FILE REPORT

FOR

WBGU-TV

BOWLING GREEN, OHIO

**6/1/2024 – 5/31/2025
(amended 10/17/2025)**

EEO PUBLIC FILE REPORT

The EEO Public File Report is filed in Station WBGU-TV's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31, 2025, the station filled the following full-time vacancies:

One (1) Director of Development and Community Engagement

One (1) Producer-Director

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
BGSU Careers Site	1
LaPrensa	0
Monster.com	0
Toledo Journal	0
HigherEdJobs.com	0
OhioMeansJobs.com	0
Toledo Blade Job Finder	0
Ohio Job and Family Services	0
Indeed.com *	2
Other	0
Friend	3
Total Number of Interviewees Referred by all Sources:	6

* The Station did not post vacancy information to Indeed.com. However, Indeed sometimes scrapes and then reposts vacancy information that was posted to other websites; thus, some interviewees were referred by Indeed.com.

Attachment A contains the following information for each full-time vacancy:

- ↓ The recruitment sources(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- ↓ The recruitment source that referred the hiree for each full-time vacancy;
- ↓ The total number of persons interviewed for each full-time vacancy; and
- ↓ The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and a brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title Vacancy: Director of Development and Community Engagement

Recruitment Source that Referred the Hiree: BGSU Careers Site

Date Vacancy Opened: April 18, 2024

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: June 3, 2024

Recruitment Sources Used to Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification ?
BGSU Careers Site	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	1	No
LaPrensa	PO Box 792, Saline, MI 48176	Rico Neller	419-870-6565	0	No
monster.com	monster.com			0	No
Toledo Journal	3021 Douglas Rd. Toledo, OH 43606	Sandra Stewart	419-472-4521	0	No

HigherEdJobs.com	328 Innovation Blvd., Suite 300, State College, PA 16803	Amy Hoover	814-861-3080 Ext. 208	0	No
OhioMeansJobs.com	https://jobseeker.ohiomeansjobs. monster.com/		888-296-7541	0	No
Toledo Blade Job Finder				0	No
Friend				1	No

FULL-TIME VACANCY EEO INFORMATION
[Fill out for each full-time vacancy]

Job Title Vacancy: Producer-Director

Recruitment Source that Referred the Hiree: BGSU Careers Site

Date Vacancy Opened: June 13, 2024

Total Number of Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 8/26/24

Recruitment Sources Used to Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy.	Did the Source Request Notification ?
BGSU Careers Site/	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	0	No
LaPrensa	PO Box 792, Saline, MI 48176	Rico Neller	419-870-6565	0	No
Toledo Journal	3021 Douglas Rd. Toledo, OH 43606	Sandra Stewart	419-472-4521	0	No

HigherEdJobs.com	328 Innovation Blvd., Suite 300, State College, PA 16803	Amy Hoover	814-861-3080 Ext. 208	0	No
OhioMeansJobs.com	https://jobseeker.ohiomeansjobs. monster.com/		888-296-7541	0	No
Indeed.com	6433 Champion Grandview Way Building One Austin, Texas 78750		512-459-5300	2	No
Friend				2	No

ATTACHMENT B
MENU OPTION ACTIVITIES

Station WBGU-TV has engaged in the following outreach activities during the year covered by this report: 6/1/2024-5/31/2025

Activity Classification	Type of Activity	Brief Description
5	Internship Program	Student Internships August 23, 2024 – December 31, 2024 1 student participant from the Bowling Green State University School of Media and Production in the Broadcast Services/Department. Production Assistant for the weekly WBGU-TV public affairs program, <i>The Journal</i>, <i>BGSU Brain Game</i> and various other WBGU-TV productions. <i>The Journal</i> host/executive producer supervised the intern.
7	Scholarship	Tucker Scholarship for WBGU-TV student employees. WBGU-TV student employees were notified via email of the scholarship availability and requirements. April 1, 2025 to April 16, 2025. The General Manager assisted with this initiative. The GM promotes and solicits candidates from the WBGU Student Employee group. Submissions are then reviewed and selections made by the WBGU-PBS Planning Team consisting of the GM, Assistant GM, Marketing Director, Development Officer, Educational Outreach Director and Program Director.

8	Training Program	WBGU-TV Student Employee Training program conducted from June 1, 2024 through May 31, 2025 on an ongoing basis as new student employees are added and procedural and equipment changes take place. 44 from the BGSU School of Media and Production and the BGSU Visual Communications Technology Department in the School of Technology. Four Producer Directors and Technical Coordinator of Productions participated in the program.
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- For “Activity Classification” use numbers “1” through “16” in accordance with the following:
 1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
 2. Host of at least one job fair;
 3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
 4. Participation 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;
 5. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
 6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not generally directed to providing notification of specific job vacancies);
 7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
 8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher level positions;
 9. Establishment of a mentoring program for station personnel;
 10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
 11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
 12. 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;
 13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
 14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. 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.

