

**EEO PUBLIC FILE REPORT**

**FOR**

**WBGU-TV**

**BOWLING GREEN, OHIO**

**6/1/2019 – 5/31/2020**

## 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, 2020, the station filled the following full-time vacancies:

Two (2) Producer/Director

One (1) Educational Services Coordinator

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>
HireTouch	15
Bowling Green Sentinel-Tribune	
LaPrensa	
Findlay Courier	
Monster.com	
Toledo Journal	
NASChronicle.com	
Toledo Blade	
higherjobs.com	
Ohio Means Jobs	
Higher Education Recruitment Consortium	
IMDiversity.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: Producer/Director

Recruitment Source that Referred the Hiree: HireTouch

Date Vacancy Opened: September 26, 2019

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: December 18, 2019

***Recruitment Sources Used to Fill Vacancy***

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy.</b>	<b>Did the Source Request Notification?</b>
HireTouch	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	5	No
Bowling Green Sentinel-Tribune	300 E. Poe Rd., Bowling Green, OH 43402	Mary Vetter	419-352-4611	0	No
LaPrensa	PO Box 792, Saline, MI 48176	Rico Neller	419-870-6565	0	No
NAS Chronicle.com The Chronicle of Higher Education	1255 Twenty-Third St., N.W. Washington, D.C. 20037	Haley Cherba	410-267-0195	0	No
Findlay Courier	701 W. Sandusky St.	Kari Zellner	419-427-8424	0	No

	Findlay, OH 45840				
Toledo Blade	541 N. Superior St., Toledo, OH 43660	Shannon Hickey	419-724-6500	0	No
Monster.com	541 N. Superior St., Toledo, OH 43660	Shannon Hickey	419-724-6500	0	No
Toledo Journal	3021 Douglas Rd. Toledo, OH 43606	Sandra Stewart	419-472-4521	0	No
IMDiversity.com	140 Carondelet St., New Orleans, LA 70130	Preston J. Edwards, Jr.	504-523-0154	0	No
higheredjobs.com	328 Innovation Blvd., Suite 300, State College, PA 16803	Amy Hoover	814-861-3080 Ext. 208	0	No
Higher Education Recruitment Consortium (HERC)	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	0	No
Ohio Means Jobs	<a href="https://jobseeker.ohiomeansj&lt;br/&gt;obs.monster.com/">https://jobseeker.ohiomeansj obs.monster.com/</a>		888-296-7541	0	No

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

Job Title Vacancy: Producer/Director

Recruitment Source that Referred the Hiree: HireTouch

Date Vacancy Opened: July 19, 2019

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: August 26, 2019

***Recruitment Sources Used to Fill Vacancy***

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy.</b>	<b>Did the Source Request Notification?</b>
HireTouch	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	5	No
Bowling Green Sentinel-Tribune	300 E. Poe Rd., Bowling Green, OH 43402	Mary Vetter	419-352-4611	0	No
LaPrensa	PO Box 792, Saline, MI 48176	Rico Neller	419-870-6565	0	No

NAS Chronicle.com The Chronicle of Higher Education	1255 Twenty-Third St., N.W. Washington, D.C. 20037	Haley Cherba	410-267-0195	0	No
Findlay Courier	701 W. Sandusky St. Findlay, OH 45840	Kari Zellner	419-427-8424	0	No
Toledo Blade	541 N. Superior St., Toledo, OH 43660	Shannon Hickey	419-724-6500	0	No
Monster.com	541 N. Superior St., Toledo, OH 43660	Shannon Hickey	419-724-6500	0	No
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Higher Education Recruitment Consortium (HERC)	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	0	No
Ohio Means Jobs	<a href="https://jobseeker.ohiomeansjobs.monster.com/">https://jobseeker.ohiomeansjobs.monster.com/</a>		888-296-7541	0	No

## FULL-TIME VACANCY EEO INFORMATION

**[Fill out for each full-time vacancy]**

Job Title Vacancy: Educational Services Coordinator

Recruitment Source that Referred the Hiree: HireTouch

Date Vacancy Opened: July 9, 2019

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: September 13, 2019

### ***Recruitment Sources Used to Fill Vacancy***

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy.</b>	<b>Did the Source Request Notification?</b>
HireTouch	1001 E. Wooster St., Bowling Green OH 43402	Lori Smith	419-372-8421	5	No
Bowling Green Sentinel-Tribune	300 E. Poe Rd., Bowling Green, OH 43402	Mary Vetter	419-352-4611	0	No



LaPrensa	PO Box 792, Saline, MI 48176	Rico Neller	419-870-6565	0	No
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**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTIONS ACTIVITIES

Station WBGU-TV has engaged in the following outreach activities during the year covered by this report: 6/1/19-5/31/20

Activity Classification	Type of Activity	Brief Description
10		
7	Scholarship	Tucker Scholarship and WBGU book scholarship for WBGU-TV/NWOETF student employees May 10, 2020
5, 8, 9	Training, Co-ops, Internships	WBGU Student Training program, B.G.S.U. course fee waiver policy for staff, WBGU-TV training grants for staff, Administrative Staff Council professional development grants (2019-2020)
14	EEO & Diversity Training	BGSU Sexual Harassment & Diversity staff training (2019-2020)
10, 11	Community Event, Outreach	Brain Game Open House at WBGU-TV (area high school students) October 2019 – March 2020
10, 11	Community Event, Outreach	One Small Step, One Small Town: Neil Armstrong Documentary Premiere Performing Arts Center, Wapakoneta, Ohio July 13, 2019 Partnered with 50 <sup>th</sup> Anniversary First Steps On The Moon Celebration Committee
10,11	Community Event, Outreach	50 <sup>th</sup> Anniversary First Steps On The Moon Celebration Parade Wapakoneta, Ohio July 14, 2019

		Partnered with 50 <sup>th</sup> Anniversary First Steps On The Moon Celebration Committee
10, 11	Community Event, Outreach	STEM In The Park Perry Field House September 28, 2019 Partnered with Bowling Green State University
10, 11	Community Event, Outreach	WBGU Cooks: Falcon Foodies June 26, 2019 and August 21, 2019 Tapings
10, 11	Community Event, Outreach	Findlay/Hancock County Halloween Parade Findlay, Ohio October 29, 2019 Partnered with Hancock Leadership Alumni Association
10, 11	Community Event, Outreach	WBGU Cooks: Ruby's Birthday July 18, 2019 Taping

- 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.