

**ANNUAL EEO PUBLIC FILE FORM
June 1, 2020 through May 31, 2021**

**Stations in Station Employment Unit:
WGVU-DT, WGVK-DT, WGVU-AM, WGVU-FM,
WGVS-AM, WGVS-FM, W237CZ**

EEO OUTREACH ACTIVITIES DURING REPORTING PERIOD

**(In this Memo, “WGVU” refers to all seven stations licensed to Grand
Valley State University)**

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

1. Broadcast Media Virtual Career Fair

Date: March 8 and 10, 2021 – 4 hours in length

Participating Employees: Vance Orr – Promotions Manager
Philip Lane – Director of Content

Host/Sponsor of Activity: Michigan Association of Broadcasters Foundation

Brief Description of Activity: Virtual Career Fair organized by the MAB during the annual Great Lakes Media Show. Offered High School and College students information about seeking employment in broadcasting

2. Internship Program

Brief Description: WGVU has an active internship program for students at Grand Valley State University, students of other universities or high school, and members of the community. The number of slots and types of internship positions vary each year. The availability of these internships are advertised on WGVU’s website and GVSU’s Handshake application.

Participating Employees: Stephen Chappell – Grants Manager
WGVU Grants Administration had one intern from the GVSU School of Public, Nonprofit and Health administration. The WGVU Grants Internship has been in existence since 2010 providing the intern with hands on experience in all aspects of the grants administration process. It is designed to enable the intern to enhance their skills, pursue their interests and address the priorities of WGVU and the communities we serve. Interns assist with or take the lead in: conducting research, preparing summaries, and creating budgets. They learn how to write a grant from start to finish and help plan and implement community engagement activities.

Participating Employees: Philip Lane – Director of Content
Andrew Murray – Producer/Director

WGVU Television Production had two student interns from the GVSU Department of Visual and Media Arts. These students working with WGVU learn the process of creating content in our production department, gaining experience in all aspects of television production. This includes studio and field audio, studio

and field cameras, non-linear editing, and other aspects of production with the goal of preparing them to leave WGUV with skills to continue to grow in the broadcasting field.

3. Participation in programs designed to promote outreach generally

Date: July 21, 2020

Brief Description: WGUV was a Diamond sponsor and the sole Media sponsor of the 2020 Summit on Race and Inclusion conference presented by the Lakeshore Ethnic Diversity Alliance. Two WGUV employees moderated discussions during the conference.

4. Scholarship Program

Dates: Ongoing

Brief Description: WGUV offers two scholarship programs each year. The WGUV Public Media Scholarship is open to students from all fields of study. The WGUV LZ Michigan Scholarship provides financial assistance to students who are Veterans or Veterans Dependents. A panel of station employees decide who will receive these scholarships. 18 individual scholarships were awarded during this reporting period totaling \$42,000.00.

5. Employee Training Programs

- Through Grand Valley State University, WGUV employees are encouraged to further their education and improve their potential for advancement by attending University courses tuition free.
- Staff members are encouraged to participate in conferences and meetings paid for by WGUV. Including Great Lakes Media Show, 2021 NETA Conference, Public Media Business Association 2021, 2021 PBS Annual Meeting, Public Media Women in Leadership.

6. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Date: April 6, 2021

Brief Description: The posting of an opening for General Manager – WGUV Public Media.

This job opening was posted with the following organizations:

- The Association for Women in Communications
- Broadcast Career Link
- Corporation for Public Broadcasting
- Current Magazine
- Greater Public
- Michigan Association of Broadcasters Job Bank
- National Educational Telecommunications Association
- Public Media Business Association
- Public Radio in Mid-America
- Radio Television Digital News Association

7. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Date: September 18, 2020

Brief Description: All station personnel are required to complete an anti-harassment training annually which is administered through the Corporation for Public Broadcasting.