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,
WGVUAM, WGVU-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
                           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 WGVU 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: WGVU 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 WGVU employees moderated discussions during the conference.

4. Scholarship Program
Dates: Ongoing
Brief Description: WGVU offers two scholarship programs each year. The WGVU Public Media Scholarship is open to students from all fields of study. The WGVU 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, WGVU 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 WGVU. 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 – WGVU 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.