



ANNUAL EEO PUBLIC FILE REPORT

April 1, 2019 – March 31, 2020

Full-time employment positions filled during period and source of interviews:

Director of Corporate Support

Filled 08/06/19

Indeed.com

Social Media

Website

Word of Mouth

Board of Directors

Non-Profit Job Board

31 Applicants, 3 Interviews

The successful candidate learned of the position through Word of Mouth.

Producers (2)

Filled 12/2/2019

Indeed.Com

Social Media

Website

Board of Directors

Word of Mouth

19 Applicants, 4 Interviews

The successful candidates learned of the position through Indeed website.

President & CEO

Filled 12/6/2019

Venture Forward

My PBS

Website

Social Media

PublicMediaJobs.org

Corporation for Public Broadcasting job line

Board of Directors

Word of Mouth

67 Applicants, 16 Interviews

The successful candidate learned of the position through the PublicMediaJobs.org.

Account Manager

Filled 2/1/2020

Indeed.com

Social Media

Website

Venture Forward Website

Board of Directors

Word of Mouth

32 Applicants, 3 interviews

The successful candidate learned of the position through word of mouth.

Education Outreach Coordinator

Filled 2/25/2020

Indeed.com

Social Media

Website

Venture Forward Website

Board of Directors

Word of Mouth

51 Applicants, 3 interviews

The successful candidate learned of the position through Indeed.com.

Master Control & Traffic Assistant

Filled 2/28/2020

Indeed.com

Social Media

Website

Word of Mouth

34 Applicants, 2 interviews

The successful candidate learned of the position through Indeed.com.

### **Advertising Sources used regularly:**

Venture Forward

Formerly Center for Non-Profits

630 Market Street

Chattanooga, TN 37402

[www.ventureforwardnow.org](http://www.ventureforwardnow.org)

Indeed.com

Social Media – Facebook, Twitter, LinkedIn

WTCI Board of Directors

wctiTV.org website

My PBS Job Board

PublicMediaJobs.org job board

Corporation for Public Broadcasting job line

### **Outreach Initiatives**

WTCI provides, on a regular basis, training and internships to college students, exposes high school junior and seniors to the responsibilities of working in the broadcast industry and participates in workshops to encourage individuals to consider WTCI for career opportunities. This past year, our production staff mentored middle school students to create original youth-produced video reports for local broadcast, digital and social media platforms.

WTCI offers high school students the opportunity to volunteer at various community events giving them the opportunity to become familiar with various aspects of the television station. We offer educational workshops, station tours, a family day, and other community outreach events as a means of exposing the participants to the broadcast industry and the various ways television can be used as an educational tool for childhood learning.

**Long-Term recruitment initiatives** – WTCI develops complete job descriptions for each position which are continually revised and posted on the station website in the event of openings. Job announcements are prepared for placement in local newspapers, on WTCI's website, and various other outlets depending on the position to be filled. In the event of job openings, we invite the general public to make application to the station on an on-going basis through the "Job Openings" page of our WTCI website. We avoid discriminatory practices by use of various staff Selection Committees to select, interview and recommend qualified candidates for hiring. The station has had between one to four job openings per year over the last two years.