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
Indeed.com
Social Media – Facebook, Twitter, LinkedIn
WTCI Board of Directors
wtciTV.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.