

EEO Public File Report
WNEO Alliance/WEAO Akron
June 1, 2023-May 31, 2024

Positions Filled

President and CEO:

- Hire date: 3/20/2024
- Posting sources: 14 (Current, LinkedIn, Chronicle of Philanthropy, Media Bistro, The Media Job Board, National Association of Black Journalists, National Association of Hispanic Journalists, Native American Journalists Association, Corporation for Public Broadcasting, Public Media Business Association, Greater Public, Public Media Journalists Association, PBS Western Reserve website, Livingston Associates website)
- All resumes were received through the Livingston Associates website.
- Round 1 interviews (came through Livingston Associates website): 20
- Round 2 interviews (came through Livingston Associates Website): 6
- Final interviews: (came through Livingston Associates Website): 3
- Final candidate came from the Livingston Associates website.

Communications Specialist:

- Hire date: 6/1/2023
- Posting sources: 3 (Indeed.com, PBS Western Reserve website, PBS Western Reserve social media)
- 51 resumes received through Indeed.com.
- 3 candidates were interviewed, and all came through Indeed.com.
- Final candidate came from Indeed.com.

Member Services Representative:

- Hire date: 8/7/2023
- Posting sources: 4 (Indeed.com, Zip Recruiter, PBS Western Reserve website, PBS Western Reserve social media)

- 59 resumes received through Zip Recruiter
- 29 resumes received through Indeed.com
- 11 candidates were interviewed; 4 came through Zip Recruiter and 7 came through Indeed.com
- Final candidate from Indeed.com

Associate Producer:

- Hire date: 8/7/2023
- Posting sources: 4 (Indeed.com, Zip Recruiter, PBS Western Reserve website, PBS Western Reserve social media)
- 23 resumes received through Zip Recruiter
- 36 resumes received through Indeed.com
- 6 candidates were interviewed, and all came through Indeed.com.
- Final candidate from Indeed.com

Initiatives

Initiative (Pick four to be completed over two-year period)	Date/Description of activity	Personnel responsible
participation in at least four (4) events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities;	Joined the NETA Executive Content Managers (ECM) Group in October 2023	Ryan Donchess
	Society of Broadcast Engineers NE Ohio Chapter 70 – presented on FCC Self Inspection Checklist for FM & TV - May 14, 2024	Blake Thompson
	Ohio Educational Technology Conference Feb 12-15, 2024	Holly Cartwright
	Public Media 101 – January 9, 2024	Madeline Myers

<p>establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment;</p>	<p>Production intern – Cassidy Devol 11.6.23 - present</p> <p>Production intern Christopher Wilder 1.6.24 - present</p> <p>Educational Services intern Elena Scirocco 1.22.24 - 4.30.24</p>	<p>Ryan Donchess Holly Carwright</p>
<p>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;</p>	<p>President and CEO position posting was advertised through the job boards of the National Association of Black Journalists, National Association of Hispanic Journalists and the Native American Journalists Association.</p>	<p>Livingston Associates; PBS Western Reserve Board of Directors</p>
<p>establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions;</p>	<p>Building Relationships with Major Donors: A PBS Lunch & Learn – Feb 6, 2024</p> <p>Digital Fundraising for Beginners: An Overview – May 2, 2024</p> <p>PBS Back to the Future Webinar Series – June 7, 14 & 28, July 5, 12 & 19, 2023</p>	<p>Madeline Myers</p> <p>Madeline Myers</p> <p>Paula Cline</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;</p>	<p>Corporation for Public Broadcasting Harassment and Bias Prevention Training</p>	<p>All PBS Western Reserve managers and staff</p>

Recruitment Sources and Contact Information:

Current Newspaper: 4400 Massachusetts Avenue, NW Washington, DC 20016; Julie Drizin, julie@current.org

The Chronicle of Philanthropy - jobs@philanthropy.com; (202) 466-1229

Mediabistro: 825 8th Ave Fl 29, New York, New York 10019, US

The Media Job Board: jobs@editorandpublisher.org; 406-445-0000 Ext. 4

National Association of Black Journalists (NABJ): Kanya Stewart; kstewart@nabj.org

National Association of Hispanic Journalists (NAHJ): Iván Briones; ibriones@nahj.org

Native American Journalists Association (NAJA): Justine Medina; jmedina@naja.com.

CPB Job Line: <https://www.cpb.org/jobline>; 401 Ninth Street NW Washington, D.C. 20004

Greater Public: PO Box 303279 Austin, TX 78703-0055; (800) 454-2314
<https://greaterpublic.org/jobs>

PMBA: Public Media Business Association; N 7918 Jones Beach Dr. Ste. 300 McLean, VA 22102; Alisa Jackson, ajackson@pmbaonline.org, 240-404-6491

PMJA: P.O. Box 838 Sturgis, SD 57785; Christine Paige Diers, christine@pmja.org, 605-490-3033

Indeed.com: 7501 North Capital of Texas Highway, Building B Austin, TX 78731

Zip Recruiter: 401 Wilshire Boulevard, 11th Floor, Santa Monica, CA 90401; (877) 252-1062

PBS Western Reserve social media and website: Julie Wheeler; HR Business Partner; Clarity HR; Julie@ClarityHR.com and Kim Holm, Chief Marketing Officer, PBS Western Reserve; kholm@pbswesternreserve.org.

Livingston Associates: Adam Livingston; 7345 S Pierce St., Suite 101, Littleton, CO 80128;
adam@livingstonassociates.net.