The EEO Public File Report is filed in the station’s public inspection file pursuant to section 73.2080c(6) of the Federal Communications Commission’s (FCC) rules.

During the one year period ending May 31, 2017, the station filled the following full-time vacancies:

1. Development Associate
2. Corporate Sponsorship Representative
3. Producer
4. Digital Content Specialist

The following list includes the recruitment sources that are used in recruiting, based on the nature of the positions to be filled. Not all sources are used for all openings.

**Recruitment Sources**

- Cincinnati Enquirer & Career Builder
  - mrentfrow@gannett.com
  - 888 262-8848

- CET web site
  - hr@cetconnect.org
  - 513 345-6538

- ThinkTV web site
  - 110 S. Jefferson Street
  - Dayton, OH 45402
  - Human Resources Mgr.
  - 937 220-1654

- LinkedIn – web site for job listings
  - Santa Monica, CA

- Northern Kentucky University
  - Nunn Drive
  - Highland Heights, KY 41009
  - careerservices@nku.edu
  - 859 5725680

- Ohio Media School
  - 6703 Madison Road
  - Cincinnati, OH 45227
  - 513 271-6060
  - beonair.com

- Indeed.com
  - web site for job listings
  - Stanford, CT

- Queen City Jobs & jobs on-line
  - quercityjobs.com
  - 2060 Reading Road
  - Cincinnati, OH
  - 513 699-5091

- Direct Referrals - from Employees, intern Program, Board members, and Community leaders

- Cincinnati State Tech. Community College
  - 3520 Central Parkway
  - Cincinnati, OH 45223
  - 513 569-1500

- ArtsWave – job listings for Non-Profits
  - 20 East Central Parkway
  - Cincinnati, OH 45202
  - 513 871-2706
  - theartswave.org

**Interview activity** (by source)
1. Development Associate

Candidates interviewed: 4 interviewee sources; 3 from Indeed 1 from CET web site

Source of hire: Indeed

2. Producer

Candidates interviewed: 4 interviewee sources: 1 CET website 2 intern producers 1 direct referral

Source of hire: direct referral

3. Digital Content Specialist

Candidates interviewed: 2 interview sources: 1 CET website 1 direct referral

Source of hire: direct referral

4. Corporate Sponsorship Rep:

Candidates interviewed: 9 interview sources: 1 Arts Wave 6 Indeed 1 CET web 1 direct referral

Source of hire: Arts Wave

5. IT Systems Administrator:

Candidates interviewed: 4 3 Indeed 1 direct referral

Source of hire: direct referral

Long Term Supplemental Outreach Activities

Interns

During this period CET sponsored 12 interns from the following sources:

4 University of Cincinnati
2 Xavier University

The six interns were utilized in learning activities and mentoring within the Production Department and were utilized some in learning activities and mentoring in the Communications Department.

Events with community groups interested in broadcast employment issues and/or Public Television
Our Education Department Specialist served as a computer instructor 4-6 hours every Sunday (up to covid-19 occur) afternoon for residents at Dupree House (senior living residences) and served as an ambassador of the employment opportunities regarding the non-broadcast aspects of public television. His instruction uses concepts and technologies that are being promoted by CET’s Learning Services group in on-site training sessions and in-school trainings in this current period. He also provided informational presentations about how to receive and view CET programming in their apartments. This CET employee invested over 160 hours of his time in these endeavors during this reporting period.

CET staff members of Learning Services engaged in informational presentations at local libraries and schools with PBS News Hour student reporting labs, Super Why Reading Camps, Reading for Smiles programs, and START with STEM Camps, which touched many students. Also, the American Graduate: Getting to Work program conducted numerous times with a video about how a student that no all everybody does not have to get a 4 year degree but learn high paid skills in 2 year programs.

Through the efforts of our Educational Services, Development, and Production Departments, CET has conducted 12 tours of the station for a diversity of local groups such as Children’s Home of Cincinnati, educators from Talawanda Middle School, educators from other different districts, kids and adults with “Ability Thrive” a place for kids and adults with disabilities, and other various areas of Cincinnati, such as home schooled children, children from group homes, adult groups living in senior residency communities, plus many high school students, and middle school students. These tours last from 30 to 60 minutes and are structured to demonstrate and create awareness of the diversity of employment opportunities that exist at the station both inside and outside of the broadcast aspect as well as explaining about the wide variety of content and community interactions public television offers. The 12 tours this year included over 150 individuals.

**Training Programs**

Development of internal training efforts designed to enable station personnel to acquire skills that could lead them to qualify for higher level positions within the station. This has occurred in the Production, Education Services, and Development departments through special or additional assignments, external seminar training, and one-on-one coaching by both junior and senior managers.

**Scholarship Programs**

Our station supports the scholarship program sponsored by the Ohio Association of Broadcasters by posting the availability of such a program, offering assistance to individuals in completing the application process, and by discussing the scholarship opportunities with those interested in pursuing broadcast careers.