<table>
<thead>
<tr>
<th>Position</th>
<th>Position Title</th>
<th>Date Open</th>
<th>Date Closed</th>
<th>Recruiting Sources</th>
<th>Type of Notice</th>
<th>Interviews by Source</th>
<th>Hired by Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Development associate</td>
<td>11-Jun-20</td>
<td>1-Jul-20</td>
<td>recruiting sources G,K,M</td>
<td>NOT ALL RECRUITING SOURCES WERE USED FOR ALL OPENINGS</td>
<td></td>
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<tr>
<td>2</td>
<td>Master Control Operator</td>
<td>12-Dec-20</td>
<td>1-Jan-21</td>
<td>recruiting sources G,K,L,M</td>
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<tr>
<td>3</td>
<td>Acct. Receivables Clerk</td>
<td>7-Jul-28</td>
<td>12-Aug-20</td>
<td>recruiting sources G,K,L,M</td>
<td></td>
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</tbody>
</table>

**Recruiting Sources**

- **A. University of Dayton--Hire a Flyer**
  - 306 College Park Ave
  - Dayton, OH 937-229-2045
career.services@udayton.edu

- **B. Wright State University**
  - 3640 Colonel Glen Hwy
  - Dayton OH 45435

- **C. Corporation for Public Broadcasting**
  - CPB Jobline
  - 401 Ninth Street NW, Washington DC 20004
  - 202-879-9704
  - 202-879-9694 (f)

- **D. PBS Connect**
  - System wide Information Forum
  - Job Board
  - connect.pbs.org

- **E. Current**
  - 6390 Carroll Avenue
  - Takoma Park, MD 20912
  - Ron Woods or Steve Behrens
  - 301-270-7240/40
classifieds@current.org

- **F. State of Ohio Job and Family Services**
  - Ohio-wide Job Bank
  - OhioMeansJobs.com
  - Help Desk 1-888-385-2588

- **G. ThinkTV on-line**
  - 110 South Jefferson Street, Dayton OH 45402
  - Robert Christensen
  - 937-220-1654
gtvsources@thinktv.com

- **H. Dayton Daily News + monster.com insertion**
  - South Ludlow Street, Dayton OH 45402
  - Jennifer Grant or jgrant@coxmedia.com

*Not all recruiting sources were used for all openings.*
I. Day-Vest database entry
1133 Edwin C. Moses Blvd., Ste.390, Dayton OH 45408
Gladys Campion
937-222-9065

J. Career Builder.com on-line posting
cgarcia@qannett.com
855-507-3379

K. Indeed Company on-line posting
Internet Job Finder Service
Indeed.com
1 for position #1
2 for position #2
1 position #1
2 for position #3
1 position #3

L. LinkedIn posting service for multi
web site for job listings
Santa Monica, CA

M. ThinkTV intern consideration or employee referral in-house posting
1 for position #1
3 for position #2
1 position #2
3 for position #3
1 position #3

Total 17 interviews 3 new hires

Ongoing
EEO initiative # Activities

v The station had a summer intern who worked remotely but worked in our underwriting department and learned how to produce spots for on air interstitials.

vii ThinkTV 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.

viii Ongoing 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 mostly occurred in the Production and Education Services departments. The type of activity has evolved from in person to online and group training which allowed more employees to take advantage of the training opportunities. National conventions were opened to all staff.

Outreach Activities

June 1, 2020 through May 31, 2021
Senior management has identified employees for advancement in the organization and have allowed them additional growth opportunities to make sure they can have a career in broadcasting. This is an ongoing initiative.

This fiscal year the Educational staff have 65 trainings via Zoom online. Below is the list of topics:
- Reading for Smiles (a dental health presentation for Head Start children) reaching 350 kids.
- Grow Happy Kids (ORTL workshops, this on Nutrition and exercise.)
- Calming Down and Kindness (ORTL workshop)
- Effective Learning (ORTL workshop)
- Terrific Transitions for Preschool
- Building Partnerships Between Parents and Early Childhood Professionals
- Reducing Stress and Building Resilience
- Exploring Nature with Children and PBS
- Preparing the Environment for Infants and Toddlers
- Including Children with Special Needs

This fiscal year the organization participated in the following events representing groups interested in broadcast employment issues:
- A virtual (Zoom) lunch and learn with 20 legislators from the State of Ohio.
- The CEO participated in a virtual Focus Group with Dayton area arts leaders.
- Virtual screening of local program ‘Nine to Five’ which looked at the women’s movement in the workforce in our region.
- Offered virtual summer camps in partnership with local libraries and educators which showed these groups the power of broadcasting.