<table>
<thead>
<tr>
<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>Membership Coordinator</td>
<td>1-Apr-21</td>
<td>6-Jun-21</td>
<td>G, J</td>
<td>NOT ALL RECRUITING SOURCES WERE USED FOR ALL OPENINGS</td>
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<tr>
<td>Human Resource Manager</td>
<td>1-Jun-21</td>
<td>25-Oct-21</td>
<td>I</td>
<td></td>
<td></td>
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<tr>
<td>Producer</td>
<td>1-Nov-21</td>
<td>1-Dec-21</td>
<td>M</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Part Time Administrative and Accounting Assistant</td>
<td>1-Dec-21</td>
<td>3-Jan-21</td>
<td>G, J</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Master Control Operator</td>
<td>12-Dec-21</td>
<td>10-Feb-22</td>
<td>A, B, C, D, F, G, H, J</td>
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<tr>
<td>Chief Engineer</td>
<td>5-Jan-21</td>
<td>28-Mar-22</td>
<td>A, B, C, D, E, G, H, J, M</td>
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<td>Development Intern</td>
<td>1-May-22</td>
<td>9-May-22</td>
<td>M</td>
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<tr>
<td>Master Control Operator</td>
<td>12-Dec-21</td>
<td>17-May-22</td>
<td>A, B, C, D, F, G, H, J</td>
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- **Recruiting Sources:**
  - **A.** Cincinnati State Technical and Community College
  - **B.** International College of Broadcasting (ICB)
  - **C.** Corporation for Public Broadcasting
  - **D.** Facebook
  - **E.** Current
  - **F.** State of Ohio Job and Family Services
  - **G.** ThinkTV Online
  - **H.** Central State
  - **I.** The Oniru Group Human Resource Consultants
  - **J.** Indeed Company
  - **K.** LinkedIn
  - **L.** Handshake

- **EEO initiative # Activities:**

  - 6/1/21-8/15/21
    - The station had a summer intern who was working with our underwriting department on creatingMgr. Corporate relations kits for educational outreach, gaining insight into education careers in public media.
  - 3/12/22
    - 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.
  - 6/1/20-5/31/21
    - 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 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 conferences for PBS, the International Society for Technology and Education (ISTE) and the National Education Telecommunications Association (NETA) were online this year allowing more employees to take advantage of training opportunities.

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**June 1, 2021 through May 31, 2022**

**Number of Interviews**

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<tr>
<th>Source Type</th>
<th>Number</th>
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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 Education Staff have held more than 60 Ohio-Approved trainings for early childhood teachers and stay at home care providers, helping them grow in their profession and increase the viability of their centers. The great majority of these educators are from disadvantaged neighborhoods. For most of the home-based care providers, PMC’s training is the only professional development they receive. All providers who complete the training receive credit from the state of Ohio which is essential to keeping their license.

This fiscal year the organization participated in the following events representing groups interested in broadcast employment issues:

- A virtual (ZOOM) lunch and learn with 15 legislators from the State of Ohio.
- Several meeting of General Managers with the Superintendent of the Ohio Department of Education, discussing the power of public media in addressing the pandemic and helping to mitigate learning loss of K-12 students.

Education staff surveyed middle school students in Dayton to better understand how they think about their future careers as well as the pathways to those careers. Based on those surveys and national research, ThinkTV is now in production for a video series call “Engineering Your Future 2.0” which will be widely distributed to middle school students through their schools and on social media.

ThinkTV held a virtual screening event and panel discussion on grief support. “Speaking Grief” had viewers join from all around the country to take part in a meaningful discussion.

Virtual screening event for our production “Dayton Arcade”

Virtual screening event for our production “Let Ohio Women Vote”

ThinkTV health a virtual Estate Planning Seminar

Virtual screening for our production “Wellbeing”

ThinkTV held virtual lunch and learn for donors

ThinkTV hosted 2 in person events with Chef Lidia Bastianich