

EEO Public File Report
WNEO Alliance/WEAO Akron
June 1, 2024-May 31, 2025

Positions Filled

Project Coordinator, Educational Services

- Hire date: 8/5/2024
- Posting sources: 3 (Indeed.com, PBS Western Reserve website, PBS Western Reserve social media)
- 91 resumes were received through Indeed.com
- Phone interviews: 8 (received through Indeed.com)
- In-person interview: 3 (received through Indeed.com)
- Final candidate came from Indeed.com

Administrative Coordinator

- Hire date: 10/28/2024
- Posting sources: 3 (Indeed.com, PBS Western Reserve website, PBS Western Reserve social media)
- 97 resumes received through Indeed.com.
- Phone interviews: 11 (received through Indeed.com)
- In-person interview: 4 (received through Indeed.com)
- Final candidate came from Indeed.com.

Initiatives

| Initiative (Pick four to be completed over two-year period) | Date/Description of activity | Personnel responsible |
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| participation in at least four (4) events sponsored by organizations representing groups present in the community interested in broadcast employment | Society of Broadcast Engineers NE Ohio Chapter 70 – Chair; panelist at Midwest Broadcast & Multimedia Technology Conference (Fall, 2024) | Blake Thompson |

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| issues, including conventions, career days, workshops and similar activities; | <p>Ohio Educational Technology Conference Feb 12-15, 2024</p> <p>Audience Development Summit: February 11 and 12</p> <p>Public Media Development and Marketing Conference</p> <p>2024 NETA Conference + CPB Public Media Thought Leader Forum</p> | <p>Holly Cartwright</p> <p>Kimberly Holm, Ryan Donchess, Lindsay Kuntzman and Natalie Pillsbury</p> <p>Kimberly Holm, Stephanie Virgallito – 8/12-8/14/24</p> <p>In person = Holly Cartwright, Sophia Gillespie, Madeline Myers, Amanda Silker, Paula Cline (virtual) – 9/15 – 9/18/24</p> |
| establishing an internship program designed to assist members of the community to acquire skills needed for broadcast employment; | <p>Production intern – Laura McCann: September 2, 2024 until May 13, 2025</p> <p>Production intern - Christopher Wilder: July 1, 2024, - December 19, 2024</p> <p>Production intern - Selena Frankos: May 12, 2025 to present</p> <p>Educational Services intern - Haley Szemplak: January 15 – May 8, 2025</p> | <p>Ryan Donchess</p> <p>Holly Carwright</p> |
| establishing training programs designed to enable station personnel to acquire skills that may qualify them for higher level positions; | <p>Culture Workshop with Cindy Carty</p> <p>Ownership Mindset workshop led by Pawan Handa</p> | <p>All Staff – September 4, 2024</p> <p>Leadership Team – February 19, 2025</p> |

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| | PBS Station Services' Accelerate Leadership conference at WOSU 2025 Accelerate Program | Sophia Gillespie, Madeline Myers, Stephanie Virgallito – August 28 and 29, 2024 Stephanie Virgallito – mid- February 19 – August 28, 2025 |
| Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination; | Corporation for Public Broadcasting Harassment and Bias Prevention Training | All PBS Western Reserve managers and staff |

Recruitment Sources and Contact Information:

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

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.