

EEO PUBLIC FILE REPORT

Entity: Cincinnati Public Radio, Inc.

Station(s): WGUC 90.9, WVXU 91.7

Reporting Period: June 1, 2022, to May 31, 2023

I. List of Recruitment Sources

* An asterisk by the name of the Recruitment Source indicates that the source sought notification of all full-time vacancies

Job Title	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees	Number Hired
Digital Platforms Manager	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	1
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
Community Events and Volunteer Coordinator	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	1
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnysvale, CA	Support Center	(855) 655-5653	1	
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134	1	
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
Program Coordinator	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnysvale, CA	Support Center	(855) 655-5653	1	1
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	2	
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
Reporter, General Assignment	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	6	
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	1
	LinkedIn	1000 W Maude Ave, Sunnysvale, CA	Support Center	(855) 655-5653	2	
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	National Association of Black Journalists	8800 Lakewood Dr, Suite #117, Windsor, CA 95492	Support Center	(626) 792-3846		
	Journalismjobs.com	72 Plaza Dr, Berkeley, CA 94705	Support Center	(510) 508-7386		
	Society of Professional Journalists	P.O. Box 441748, Indianapolis, IN 46244	Support Center	(317) 927-8000		
	Public Radio Program Directors	150 Hilliard Ave, Asheville, NC 28801	Jessica Frantz	(828) 424-7510		
	Public Media Journalists Association	P.O. Box 838, Sturgis, SD 57785	Christine Paige	(605) 490-3033		
	Facebook Groups, Various	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Classical Music Announcer/Host	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	4
Internal Candidate		1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	
LinkedIn		1000 W Maude Ave, Sunnysvale, CA	Support Center	(855) 655-5653		
Artswave		20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
Corporation for Public Broadcasting		401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
Handshake		225 Bush Street, 12th Floor, San Francisco, CA 94104	Support Center	(415) 944-9960		
Facebook Groups, Various		1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		

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Social Media Coordinator	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	3	1
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
Reporter, Entry Level	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3	1
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653	1	
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	National Association of Black Journalists	8800 Lakewood Dr, Suite #117, Windsor, CA 95492	Support Center	(626) 792-3846		
	Journalismjobs.com	72 Plaza Dr, Berkeley, CA 94705	Support Center	(510) 508-7386		
	Society of Professional Journalists	P.O. Box 441748, Indianapolis, IN 46244	Support Center	(317) 927-8000		
	Public Radio Program Directors	150 Hilliard Ave, Asheville, NC 28801	Jessica Frantz	(828) 424-7510		
	Public Media Journalists Association	P.O. Box 838, Sturgis, SD 57785	Christine Paige	(605) 490-3033		
	Handshake	225 Bush Street, 12th Floor, San Francisco, CA 94104	Support Center	(415) 944-9960		
	Facebook Groups, Various	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Recording Engineer	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3
Internal Candidate		1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
LinkedIn		1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
Indeed		6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
Zip Recruiter		604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
Glassdoor		500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
Artswave		20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
Corporation for Public Broadcasting		401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
Cincinnati African-American Chamber of Commerce		2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
Broadcast Operations Manager	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	2	
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	1
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Facebook Groups, Various	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Current Newspaper and Online	4400 Massachusetts Avenue NW, Suite LL05, Washington, DC 20016	Alyne Ellis	(301) 270-7240	1	

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Job Title	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees	Number Hired
Associate Producer	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	4	1
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	1	
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600	2	
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	National Association of Black Journalists	8800 Lakewood Dr, Suite #117, Windsor, CA 95492	Support Center	(626) 792-3846		
Director of Statewide Underwriting	Journalismjobs.com	72 Plaza Dr, Berkeley, CA 94705	Support Center	(510) 508-7386	1	
	Facebook Groups, Various	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300	1	
	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	1	1
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
Podcast Coordinator and Production Assistant	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Facebook Groups, Various	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Current Newspaper and Online	4400 Massachusetts Avenue NW, Suite LL05, Washington, DC 20016	Alyne Ellis	(301) 270-7240	1	
	Cincinnati Public Radio Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3	
	Internal Candidate	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3	1
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653	2	
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	1	
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		
	Glassdoor	500 Beale Street, San Francisco, CA	Support Center	(415) 339-9105		
	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Zach Moning	(513) 632-0134	2	
Hispanic Chamber Cincinnati	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		

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Job Title	Recruitment Sources	Recruitment Source for Person Hired
Digital Platforms Manager	See Recruitment Sources in Section I	Internal Candidate
Community Events and Volunteer Coordinator	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Program Coordinator	See Recruitment Sources in Section I	LinkedIn
Reporter, General Assignment	See Recruitment Sources in Section I	Internal Candidate
Classical Music Announcer/Host	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Social Media Coordinator	See Recruitment Sources in Section I	Indeed
Reporter, Entry Level	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Recording Engineer	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Broadcast Operations Manager	See Recruitment Sources in Section I	Internal Candidate
Associate Producer	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Director of Statewide Underwriting	See Recruitment Sources in Section I	Cincinnati Public Radio Website(s)
Podcast Coordinator and Production Assistant	See Recruitment Sources in Section I	Internal Candidate

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Initiative	Description	Person(s)	Timeframe
(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Attended the University of Cincinnati's CCM Media Production Career Fair	Jennifer Merritt, Deputy News Editor	February 2023
(iv) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	Hosted and made a presentation to residents of Cincinnati Children's Hospital Medical Center	Lucy May, Cincinnati Edition Host	March 2023
	Conducted a tour for a troupe of Girl Scouts	Kevin Reynolds, Marketing Manager	December 2022
	Hosted a troop of Girl Scouts for a workshop	Becca Costello, Local Government Reporter	January 2023
(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	Administered an internship program for 1 intern for the WVXU newsroom	Jennifer Merritt, Deputy News Editor	October 2022 to December 2022
	Administered an internship program for 1 intern for the Classics for Kids outreach program	Kavah Whittaker, Program Coordinator	January 2023 to May 2023
	Administered an internship program for 1 intern for the Democracy and Me program	Kavah Whittaker, Program Coordinator	January 2023 to May 2023
(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Sponsored an annual student scholarship at the University of Cincinnati	Cincinnati Public Radio	May 2023

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III. Non-Vacancy Specific Recruitment Efforts During Reporting Period

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Initiative	Description	Person(s)	Timeframe
(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Conducted a tour of and presented to a class from the University of Cincinnati	Rick Andress, Broadcast Operations Manager	October 2022
	Conducted a tour of and presented to a class from TCP Academy	Kavah Whittaker, Program Coordinator	March 2023
	Hosted and presented to 15 students from the University of Cincinnati's Senior Capstone Seminar	Lucy May, Cincinnati Edition Host	April 2023
	Hosted and presented to a class from the University of Cincinnati	Lucy May, Cincinnati Edition Host	February 2023
	Presented at Holly Hill Elementary in Amelia, OH	Becca Costello, Government Affairs Reporter	May 2023
	Hosted and presented to a class from Northern Kentucky University's Diversity Class about her role at the station	Becca Costello, Government Affairs Reporter	April 2023
	Presented at Monroe Elementary School about her role and work at the station	Becca Costello, Government Affairs Reporter	April 2023
	Joined Cincinnati Public School social studies teachers for their professional development day	Kavah Whittaker, Program Coordinator	January 2023
	Worked with student editors of the school newspaper at Walnut Hills High School	Howard Wilkinson, Political Analyst/Blogger	January 2023 to May 2023
	Presented to three classes at the University of Cincinnati	Tana Weingartner, News Reporter	January 2023 to March 2023
	Hosted and presented to students from the University of Cincinnati	Ann Thompson, News Reporter	January 2023
	Conducted a tour and presented to students from the Art Academy of Cincinnati	Kevin Reynolds, Public Relations Manager	March 2023
	Hosted and presented to students from Miami University about careers in media	Various Station Staff	January 2023
	Presented to a class at Northern Kentucky University about issues of news media diversity and media ethics. This presentation was done in conjunction with the British Broadcasting Corporation.	Various Station Staff	April 2023
	Presented to a class at The University of Cincinnati. This presentation was done in conjunction with the British Broadcasting Corporation.	Various Station Staff	April 2023
Presented to a class at Miami University about multimedia journalism and introductions to journalism. This presentation was done in conjunction with the British Broadcasting Corporation.	Various Station Staff	April 2023	
(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Provided all full time employees several Diversity, Equity and Inclusion Listening Sessions. This training was presented by Ellequate.	All Station Staff	August 2022 to December 2022
	Provided all employees a web-based Harassment Prevention training course. This training was presented by the Corporation for Public Broadcasting.	All Station Staff	June 2022 to September 2022