

EEO PUBLIC FILE REPORT

Entity: Cincinnati Public Radio, Inc.

Station(s): WGUC 90.9, WVXU 91.7

Reporting Period: June 1, 2023 to May 31, 2024

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
Classical Music Announcer/Producer	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Holly McGowan	(513) 632-0133		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Company Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3	
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Current	4400 Massachusetts Avenue NW, Suite LL05, Washington, DC 20016	Amanda Iannuzzi	(412) 780-9014		
	Glassdoor	500 Beale Street, San Francisco, CA 94105	Support Center	(415) 339-9105		
	Handshake	225 Bush Street, San Francisco, CA 94104	Support Center	N/A		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653	1	1
	Musical America	14846 Gates Avenue Magnolia Springs, AL 36555	Support Center	(860) 437-5700		
	Social Media - Various Groups on Facebook	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
Sphinx Music	2200 Hunt Street, Suite 461, Detroit, MI 48207	Support Center	(313) 542-5200			
Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062			
Technical Director and Production Engineer	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Holly McGowan	(513) 632-0133	1	
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Company Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	2	1
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Glassdoor	500 Beale Street, San Francisco, CA 94105	Support Center	(415) 339-9105		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	1	
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Ohio Media School	4411 Montgomery Road Suite 200, Norwood, OH 45212	Terrence Cato	(513) 342-3512		
Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062			
Community Events and Volunteer Coordinator	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Holly McGowan	(513) 632-0133	1	1
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Company Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143		
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Glassdoor	500 Beale Street, San Francisco, CA 94105	Support Center	(415) 339-9105		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	Support Center	(800) 475-4361	2	
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		

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Reporter, General Assignment and Fill in Host	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Holly McGowan	(513) 632-0133		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Company Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	12	1
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600	7	
	Glassdoor	500 Beale Street, San Francisco, CA 94105	Support Center	(415) 339-9105		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653	1	
	Public Media Journalists Association	P.O. Box 838, Sturgis, SD 57785	Christine Paige	(605) 490-3033		
	Social Media - Various Groups on Facebook	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Society of Professional Journalists - Cincinnati Chapter	N/A	Ginny McCabe	N/A		
Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062			
Classical Music Director	Artswave	20 East Central Parkway, Cincinnati, OH 45202	Holly McGowan	(513) 632-0133		
	Cincinnati African-American Chamber of Commerce	2303 Gilbert Avenue, Cincinnati, Ohio 45206	Henrietta Sheppard	(513) 751-9900		
	Company Website(s)	1223 Central Parkway, Cincinnati, OH 45214	Dan Smith	(513) 419-7143	3	1
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600		
	Glassdoor	500 Beale Street, San Francisco, CA 94105	Support Center	(415) 339-9105		
	Hispanic Chamber Cincinnati	2637 Erie Ave, Suite #206, Cincinnati, OH 45208	Cecilia Magill	(513) 979-6999		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653		
	Social Media - Various Groups on Facebook	1 Hacker Way, Menlo Park, CA 94025	Support Center	(650) 853-1300		
	Zip Recruiter	604 Arizona Avenue, Santa Monica, CA 90401	Support Center	(877) 252-1062		

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II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources	Recruitment Source for Person Hired
Classical Music Announcer/Producer	See Recruitment Sources in Section I	LinkedIn
Technical Director and Production Engineer		Company Website(s)
Community Events and Volunteer Coordinator		Artswave
Reporter, General Assignment and Fill in Host		Company Website(s)
Classical Music Director		Company Website(s)

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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	Kavah Whittaker, Program Coordinator	February 2024
(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 several classes from Cincinnati Public Schools for workshops related to Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	November 2023
	Hosted a troop of Girl Scouts for a workshop	Kavah Whittaker, Program Coordinator	September 2023
	Hosted a troop of Girl Scouts for a workshop	Kavah Whittaker, Program Coordinator	January 2024
	Hosted the Cincinnati May Festival Youth Chorus	Kavah Whittaker, Program Coordinator	April 2024
(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	May 2024 to Present
	Administered an internship program for 1 intern for the Classics for Kids outreach program	Kavah Whittaker, Program Coordinator	January 2024 to Present
	Administered an internship program for 1 intern for the Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	June 2023 to May 2024
(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting	Sponsored students from the Breakthrough Cincinnati program	Kavah Whittaker, Program Coordinator	July 2023

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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	Appressed the Capstone classes about the "The Art Of..." limited series docuseries podcast and Building Connections	Jenell Walton, VP of Content	September 2023 - December 2023
	Joined Cincinnati Public School social studies teachers for their professional development day	Tana Weingartner, News Reporter	September 2023
	Worked with student editors of the school newspaper at Walnut Hills High School	Howard Wilkinson, Political Analyst/Blogger	January 2024 to May 2024
	Presented to three classes at the University of Cincinnati	Tana Weingartner, News Reporter	August - October 2023
	Presented to three classes at the University of Cincinnati	Tana Weingartner, News Reporter	January - March 2024
	Hosted approximately 50 students for Civic Engagement sessions at our offices and city hall	Kavah Whittaker, Program Coordinator	November 2023
	Presented to a class at Lebanon High School	Will Staffan, Chief Engineer	November 2023
	Presented to a class at Lebanon High School	Will Staffan, Chief Engineer	December 2023
	Presented to a class at St. Thomas School	Lucy May, Cincinnati Edition Host	December 2023
	Presented to a class at the University of Cincinnati	Lucy May, Cincinnati Edition Host	February 2024
	Hosted students from University of Cincinnati for a presentation and discussion.	Zach Carreon, Reporter	January 2024
	Presented to a class at the University of Cincinnati	Richard Eiswerth, CEO	February 2024
	Presented to and hosted a class from Hays-Porter Elementary School	Kavah Whittaker, Program Coordinator	February 2024 to May 2024
	Presented to a class at Lebanon High School	Will Staffan, Chief Engineer	May 2024
	Hosted students from Seven Hills High School	Kavah Whittaker, Program Coordinator	May 2024
(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Provided all employees a web-based Harassment Prevention training course. This training was presented by the Corporation for Public Broadcasting.	All Station Staff	June 2023 to September 2023