

**EEO PUBLIC FILE REPORT**

**Entity: Cincinnati Public Radio, Inc.**

**Station(s): WGUC 90.9, WVXU 91.7**

**Reporting Period: June 1, 2024 to May 31, 2025**

**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
Associate 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	8	1
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600	5	
	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		
	LinkedIn	1000 W Maude Ave, Sunnyvale, CA	Support Center	(855) 655-5653	1	
	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			
Digital Marketing and Social Media Coordinator	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	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		
	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
	Social Media - Various Groups	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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Recording Engineer	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	4	1
	Corporation for Public Broadcasting	401 Ninth Street, Washington, DC 20004	Support Center	(202) 879-9600	1	
	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		
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	Social Media - Various Groups	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			
Technical Director and Production Engineer	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	1	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		
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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
Associate Producer	See Recruitment Sources in Section I	Company Website(s)
Digital Marketing and Social Media Coordinator		LinkedIn
Recording Engineer		Company Website(s)
Technical Director and Production Engineer		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 College of Arts & Sciences Career Fair	Kavah Whittaker, Program Coordinator	January 2025
(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	July 2024
	Hosted several classes from Cincinnati Public Schools for workshops related to Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	October 2024
	Hosted several classes from Cincinnati Public Schools for workshops related to Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	November 2024
	Hosted several classes from LINK nky for workshops related to Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	May 2025
(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 Classics for Kids outreach program	Kavah Whittaker, Program Coordinator	June 2024 - January 2025
	Administered an internship program for 1 intern for the Classics for Kids outreach program	Kavah Whittaker, Program Coordinator	April 2025 - Present
	Administered an internship program for 1 intern for the Democracy and Me outreach program	Kavah Whittaker, Program Coordinator	January 2025 - Present
(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 2024

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<b>Initiative</b>	<b>Description</b>	<b>Person(s)</b>	<b>Timeframe</b>
(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Presented to classes at the University of Cincinnati	Tana Weingartner, News Reporter	August - November 2024
	Presented to a class at the University of Cincinnati	Lucy May, Host	October 2024
	Presented to a class at Lakota East High School	Isabel Nissley, News Reporter	October 2024
	Presented to a class at the University of Cincinnati	Isabel Nissley, News Reporter	November 2024
	Presented to a class at the Xavier University	Becca Costello, News Reporter Ella Rowen, Podcast Coordinator	November 2024
	Presented to classes at the University of Cincinnati	Tana Weingartner, News Reporter	January - April 2025
	Participated in a class Captstone project at the University of Cincinnati	Becca Costello, News Reporter	January - April 2025
	Hosted and present to a class from the University of Cincinnati	Zack Carreon, News Reporter	January 2025
	Presented to a class at the University of Cincinnati	Lucy May, Host	February 2025
	Presented to a class at Beechwood Elementary School	Lucy May, Host	April 2025
	Presented to a class at the Xavier University	Jenn Merritt, Deputy News Editor	May 2025
(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 - September 2024