

## 2009 EEO PUBLIC FILE REPORT FOR WCET

This EEO Public File Report is filed in Station CET's public inspection file pursuant to Section 73.2080©(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31, 2009, the station filled the following full-time vacancies:

New Media Assistant  
Promotions Assistant  
Voices Project Producer/Director

**The station interviewed a total of 23 people for all full-time vacancies during the period covered in this report.**

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total number of Interviewees Referred
Cincinnati Enquirer and CareerBuilder.com	9
CiNWeekly	1
CET Web page	4
CET Staff referral	4
Queen City Jobs and Queen City Jobs Online	2
Dice.com	1
Craigslist.com	1
Public Allies	1

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each fulltime vacancy;
- The total number of persons interviewed for each fulltime vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

**ATTACHMENT A  
EEO Public File Report  
WCET TV, Cincinnati, OH**

**FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: Promotions Assistant Recruitment Source that referred the Hiree: 3  
 Date Vacancy Opened: 7/11/2008 Total Number of Persons Interviewed for the vacancy: 13  
 Date Vacancy Filled: 8/18/2008

	Recruitment Sources	Address	Contact	Phone	# interviewees referred	request notification?
1	Internal Contact	Cincinnati, Oh	Staff	513/381-4033	1	n
2	CET Web page	Cincinnati, Oh	J Grueter	513/381-4033	4	n
3	Cincinnati Enquirer	Cincinnati, Oh	B Brinson	513/768-8193	5	n
4	Careerbuilder	Cincinnati, Oh	B Brinson	513/768-8193	1	n
5	CinWeekly	Cincinnati, Oh	B Brinson	513/768-8193	1	n
5	Queen City Jobs	Cincinnati, Oh	C Whitman	513/699-5065	1	n
6	QCJ Online	Cincinnati, Oh	C Whitman	513/699-5065	0	n

**FULL-TIME VACANCY EEO INFORMATION**

Job Title of Vacancy: New Media Asst. Recruitment Source that referred the Hiree: 1  
 Date Vacancy Opened: 5/2/2008 Total Number of Persons Interviewed for the vacancy: 7  
 Date Vacancy Filled: 8/5/2008

	Recruitment Sources	Address	Contact	Phone	# interviewees referred	request notification?
1	Internal Contact	Cincinnati, Oh	Staff	513/381-4033	1	n
2	CET Web page	Cincinnati, Oh	J Grueter	513/381-4033	0	n
3	Cincinnati Enquirer &	Cincinnati, Oh	B Brinson	513/768-8193	0	n
4	Careerbuilder	Cincinnati, Oh	B Brinson	513/768-8193	3	n
5	QCJ Online	Cincinnati, Oh	C Whitman	513/699-5065	1	n
6	Dice.com	Urbandale, IA	T Mackey	866/894-2251	1	n
7	craigslist.com	Cincinnati, Oh area list		craigslist.com	1	n

**FULL-TIME VACANCY EEO INFORMATION -- FORM BP-03**

Producer/Director, Voices  
 Job Title of Vacancy: Project Recruitment Source that referred the Hiree: 2  
 Date Vacancy Opened: 7/1/2008 Total Number of Persons Interviewed for the vacancy: 3  
 Date Vacancy Filled: 11/10/2008

	Recruitment Sources	Address	Contact	Phone	# interviewees referred	request notification?
1	Internal Contact	Cincinnati, Oh	Staff	513/381-4033	2	n
2	Public Allies	Cincinnati, Ohio	D Riggs	513/864-8785	1	n

**Attachment B  
EEO Public File Report  
WCET, Cincinnati, Ohio  
Long Term Initiatives**

Activity Classification: 5

Type of Activity: Internships

Description: A non-minority female student from the University of Cincinnati interned with the New Media/Content department from May – December, 2008, applying skills learned in class on web design and maintenance. She was assigned duties to prepare items for posting on the organization's web page, CETConnect.org

A non-minority female student from Oberlin College interned June-July, 2008, with the producer of the *Sacred Spaces* documentary, broadcast by CET in February, 2009. She gained first-hand knowledge of how a program is produced.

A non-minority male student who is a senior with University of Cincinnati's Electronic Media program began serving an internship with CET's Voices project on March 30, 2009. The intern has been involved in all aspects of producing short interviews with citizens of Cincinnati whose lives have impacted our community.

A minority male student from Great Oaks Institute of Technology and Career Development program for Digital Television Production began an internship with CET's Production Department in April, 2009. The internship has given him hands on experience at an early stage in his career development.

Three students from Xavier University's Electronic Media Department volunteered with CET's Production Department as floor camera staff during CET's 4-day televised Auction, April 15-18, 2009. One of those students will return as a Production Department Intern in June, 2009.

Activity Classification: 6  
Type of Activity: Job banks, internet programs, other programs, general outreach  
Description: Groups from the Easter Seals Work Resource Center visited CET studios on June 16 and July 24, 2008. Students made a short video about their summer program experience with Easter Seals WRC, and had a discussion with Producer/Director, Andy Dahmann, Production Specialists, Nate Byrum and Paul Verhagen and Human Resources Manager, Betty Brockhoff, about careers in broadcasting and the role of the internet in new media production.

On May 20, 2009, Human Resources Manager, Betty Brockhoff, participated in a Cincinnati Job Corps community panel that reviewed and provided input on ways to improve both soft skills and technical skills for participants in the administrative and clerical program provided by CJC.

Activity Classification: 8  
Type of Activity: Station Personnel Training Program  
Description: Traffic and Operations Manager is training with Director of MIS on the maintenance and operation of CET communications and computer systems.

Activity Classification: 10  
Type of Activity: Events, programs sponsored by educational institutions  
Description: CEO, Susan Howarth and COO, Jack Dominic, hosted a class of students from University of Cincinnati's Electronic Media summer program on August 14, 2008. Students were given a tour of the facilities and discussed digital television operations.

Transmitter Engineer, Ed Frisa, was guest speaker at Xavier University studio production class on September 3, 2008. Mr. Frisa discussed digital video and processes, DTV, HD and HDV.

The Digital TV Production class of Scarlet Oaks, Cincinnati, held classes in CET studios on September 10, 2008. The students were given the opportunity to experience using audio and video equipment on a working studio set.

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Sr. Producer/Director, Kim Mlinek, was guest speaker at University of Cincinnati Raymond Walter's Documentary Production class on November 20, 2008. Ms. Mlinek presented examples of CET documentary projects, discussed production techniques and career options, and reviewed student projects.

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New Media Producer, Joanne Grueter, and Voices Producer, Don Hancock, were guest speakers at the University of Cincinnati's Electronic Media division class, Writing for the Web. They discussed the history of CET, the addition of CET's online presence, production techniques for programs for web distribution, how digital TV has affected CET and the public, and asked students to consider internship opportunities with CET.

Production Specialist, Nate Byrum, serves as a member of the Radio and Television Advisory Board for the Scarlet Oaks Vocational School program, assisting with setting curriculum and incorporating industry standards into the curriculum.

Activity Classification: 13

Type of Activity: Assist unaffiliated non-profit entities in maintaining websites that provide counseling on job searching and/or career development

Description: CET is hosting the Ohio Ready to Work program in Greater Cincinnati. The initiative is based on a partnership between the Ohio Educational Television Stations (OETS) and agencies involved in the training for today's workforce. The program is designed to help area workforce development agencies strengthen communities across the state by helping to provide the unemployed and under employed with additional training and skill development to be successful in the workplace and education to complete GED certification. CET is offering a combination of broadcast, cablecast and/or streaming of episodes of the series *Workplace Essential Skills* and *GED Connections*. More information and resources are available online via CET's public media website, [CETconnect.org](http://CETconnect.org).

Activity Classification: 14  
Type of Activity: Training for Management Level employees for EEO methods  
Description: Human Resources Manager, Betty Brockhoff, attended an EEO teleseminar on October 14, 2008, hosted by the Ohio Association of Broadcasters. The teleseminar included a review of EEO rules and ways in which EEO outreach can be improved.