

**EEO REPORT---WCTE-TV**

**EEO PUBLIC FILE REPORT**

**APRIL 1, 2010 TO MARCH 31, 2011**

**1. FULL-TIME VACANCIES FILLED APRIL 1, 2010 THROUGH MARCH 31, 2011**

A. Chief Broadcast Engineer  
Opened June 13, 2010 and filled July 31, 2010.

Advertising Sources and Applicants from each:

Corporation for Public Broadcasting (CPB) website	5
National Educational Telecommunications Association website Contact: Maryanne Schuessler (803)799-5517	7
Herald Citizen Newspaper Contact: (931) 526-9715	0
Word of Mouth	<u>1</u>
Total Number of Applicants	13
Total Number of Interviews	4

The successful candidate learned of the position by word of mouth.

**2. WCTE'S LONG-TERM EEO OUTREACH/RECRUITMENT INITIATIVES DURING THIS PERIOD:**

(iv) 1. On May 11, 2010, WCTE participated in the Highlands Career Fair on the campus of Tennessee Tech University. Sponsored by the Highlands Workforce Development and Education Committee, the objective of the Career Fair was to motivate younger students to become college and career-ready. WCTE Government Relations Officer Mark Dudney set up a booth and provided information to students interested in broadcasting jobs. 2. On September 2, 2010, Marketing & Development Manager Hal Harder and Government Relations Officer Mark Dudney participated in the Cookeville Business Fair on the Tennessee Tech campus, setting up a booth and providing information. They engaged students and answered questions about employment in broadcasting. 3. On September 17, 2010, WCTE President and CEO Becky Magura participated in Cookeville High School's Career Fair & Expo. She addressed three senior English classes about careers in broadcasting. 4. On October 26, 2010, three seniors from Cookeville High School participated in their school's job shadowing program at WCTE. They sat in on a staff meeting and shadowed various staff members to learn more about careers in production, marketing and communication in the broadcasting field. 5. WCTE participated in the Small Business Tabletop Expo, sponsored by the Cookeville-Putnam County Chamber of Commerce, on September 23, 2010.

(v) WCTE hosts a robust internship program, in partnership with Tennessee Technological University. Currently there are four interns working at WCTE who have come to the station from TTU's Office of International Students, Engineering Department and English/Communications Department. They are: Nathaniel Rich, Jin Young, Dhir Joshi and Canaan Williams. In addition, Hannah Ellis, a junior at Cookeville High School, is presently serving an internship with WCTE.

(viii) This time period saw extensive professional development training opportunities for WCTE staff, enabling them to acquire skills that could qualify them for higher positions. Marketing & Development Manager Hal Harder attended the PBS Annual Meeting at the Hilton in Austin, Texas during May 17-20, 2010. From January 11-13, 2011, most of the WCTE staff attended the National Educational Telecommunications Association (NETA) Conference at the Loews Vanderbilt Plaza in Nashville. WCTE actively participated in the NETA Conference, both attending professional development sessions and conducting presentations in the fields of Production, Engineering, Educational Outreach, Programming and Membership. The personnel that attended the NETA Conference were: President & CEO Becky Magura, Production Manager Rick Wells, Producer/Directors Amanda Collier, Craig Gray and Jamie Trevathan, Master Control Operator Craig Lefevre, Chief Broadcast Engineer Ralph Welch, Live Green Project Manager Erica Duarte, Programming Manager Sue Gibbons, Membership Coordinator Rima Austin and Educational Outreach Associates Cindy Putman and Reggie Brown.