

EEO REPORT—WCTE-TV

EEO PUBLIC FILE REPORT

APRIL 1, 2019 TO MARCH 31, 2020 *Originally read, "April 1, 2018 TO MARCH 31, 2019"*

1. FULL-TIME VACANCIES FILLED APRIL 1, 2019 TO MARCH 31, 2020

Two (2) full-time vacancies were filled during this period.

Both were promotions of individuals who were already working part-time at WCTE and, as such, no recruitment took place.

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

(x) WCTE projects a strong presence in events and programs aimed at educating people about careers in public broadcasting.

In 2016, WCTE's leadership instituted a formalized initiative to be certain that a team from the station would visit on a quarterly basis either a high school or middle school within the station's 14-county service area. Most of these Upper Cumberland counties are extremely rural, and the student populations are under-served not only by technology but by a lack of opportunities to experience a wide range of career fields. It is WCTE's expressed intention to take a cross-functional team from Education, Engineering, Production and Sales or Administrative departments to at least one school every quarter. The team will give in-depth, hands-on presentations using our Mobile Production Unit, complete with cameras and microphones, as well as speak to students and provide literature about opportunities in all areas of broadcasting.

These day-long (or multi-day) events represent a significant financial investment for WCTE, as they require staff members from multiple departments, the hire of a driver to pull the MPU, prior coordination and planning, educational materials and other swag. WCTE has secured funding from Sunbelt Equipment for generator rental for these quarterly education events, but most of the expenses are still paid out of the general fund.

(v) WCTE hosts an active internship program in conjunction with Tennessee Tech University, with students earning college credit while doing hands-on work in all areas of public broadcasting. TTU's Department of English and Communications has been a

particularly vital resource for WCTE, yielding several interns that went on to become full-time employees (and even one Director). During this reporting period TTU students from several disciplines have interned at WCTE. These are all unpaid positions, and interns must work a minimum of 10 hours per week.

(viii) This time period saw extensive professional training and development opportunities for WCTE staff, enabling them to acquire skills that could qualify them for higher positions and to network with decision makers and peers. Every employee at WCTE was encouraged to participate in webinars, workshops and conference calls in his or her area of responsibility and interest, and almost everyone did, most on several occasions.

Within the station's budget constraints, WCTE also seeks to send employees to conferences where they can learn from and network with peers and mentors from around the country, particularly within the public media domain. Several employees availed themselves of these opportunities during this reporting period, although budget cuts curtailed most travel.

All WCTE employees are always encouraged to attend as many teleconferences and webinars as possible, including those from PBS, the National Educational Telecommunications Association, the Society of Broadcast Engineers, and the Corporation for Public Broadcasting.

(xiv) WCTE's upper management regularly participates in training to develop practices that ensure that discrimination and lack of inclusion will not be tolerated in any form.