

## **WCBE-FM (4325) Columbus, Ohio**

**Licensee: Columbus Board of Education**

**EEO Annual Public File Report: June 1, 2022 - May 31, 2023**

### **I. FULL-TIME HIRES**

The following positions were filled:

- WCBE Underwriter
- WCBE Radio Station Operator

### **II. RECRUITMENT SOURCES FOR FULL-TIME POSITIONS**

- Columbus City Schools Human Resources Division: Website job listings: [www.ccsbh.us/employment.aspx](http://www.ccsbh.us/employment.aspx)
- WCBE: Website: [www.wcbe.org](http://www.wcbe.org)
- Indeed (and mirror job posting websites): [www.indeed.com](http://www.indeed.com)
- LinkedIn: [www.linkedin.com](http://www.linkedin.com)
- Ohio Means Jobs: [www.ohiomeansjobs.com](http://www.ohiomeansjobs.com)
- Employee Referral
- NEOGOV.com

### **III. RECRUITMENT SOURCE CONTACT INFORMATION**

- Columbus City Schools Human Resources Division: Timothy Yanok, HR Generalist/Recruiter/Columbus City Schools, 3700 S. High Street, Columbus, OH 43207/614-365-5705
- WCBE: Greg Moebius, 540 Jack Gibbs Boulevard, Columbus, OH 43215/614-365-5555
- Indeed, Inc.: 6433 Champion Grandview Way, Building 1, Austin, TX 78750
- LinkedIn: 855-655-5653, <https://www.linkedin.com>
- Employee Referral: Paul Brown, Director of Multi-Media Services/Columbus City Schools, 3700 S. High Street, Columbus, OH 43207/614-365-5000
- Ohio Means Jobs: 1111 E. Broad Street, Columbus, OH 43205
- NEOGOV.com: 888-NEOGOV1

#### **IV. RECRUITMENT SOURCE THAT REFERRED THE HIREE FOR THE FULL-TIME POSITIONS**

WCBE Underwriter: NEOGOV.com  
WCBE Radio Station Operator: NEOGOV.com

#### **V. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME POSITIONS**

WCBE Underwriter: 1  
WCBE Radio Station Operator: 1

#### **VI. OUTREACH INITIATIVES**

The WCBE Station Employment Unit has 10 full-time employees. Station management typically complies with the EEO Rule requirement for larger stations to engage in at least four (4) outreach initiatives or (two activities for every two-year period.)

WCBE has participated in two (2) Columbus City School Career Fairs – one on February 14, 2023 at The Ohio State University in Columbus, OH, and one on April 13, 2023 at Crowne Plaza Columbus North in Worthington, OH.

During this reporting period, WCBE management began to again host student interns to the station following the loosening of pandemic restrictions. Interns from Columbus City Schools, Dublin City Schools and Music Columbus' "Earn As You Learn" program received instruction and guidance in audio production, writing, office practices and studio protocol from WCBE full time staff members.

Because WCBE is licensed to a school district, educating youth is the core of the station's mission. Thus, the station's high school and college internship programs are part of the fulfillment of that mission. Student programs are designed to give each intern or work/study student a broad overview of station operations.

WCBE continues to provide a voice for student interns of all nationalities by encouraging them to contribute creative writing and ideas to WCBE's online presence and the production of station promotional, fundraising and public service announcements.

**Ongoing Outreach Activities:** Following the loosening of pandemic restrictions, WCBE has begun to re-establish contact with accredited institutions to reactivate its normal outreach programs. The following are examples of programs sustained by WCBE outside of the pandemic:

**1. A. Internship program (high school students):** WCBE-FM partners with Columbus City Schools (the Columbus Board of Education, WCBE's licensee). This has been an ongoing, developing program since 2000. This program includes students from Fort Hayes Metropolitan Education Center and Cristo Rey High School, a downtown Columbus parochial charter school serving at risk teens and coordinated by WCBE upper management.

**B. Internship Program (college students):** WCBE's college-level internship program draws students from The Ohio State University, Otterbein University, Bowling Green State University and Ohio University. Student engagement is coordinated by WCBE upper management.

**2. Content-Oriented Internships.** Because WCBE is a public radio station and a member of National Public Radio, it draws upon diverse content for its programs, including history, literature, political science, sociology, etc. Thus, it looks at careers in broadcasting through a wider lens encompassing content providers and potential future producers of programs for radio broadcasting and podcasting. WCBE interns, therefore, include students majoring in fields other than communications or journalism, to include those majoring in English and History, for instance.

**3. Career Outreach Programs Partnering with Educational Institutions:** <sup>L</sup><sub>SEP</sub>

**A. High School Career Days.** In partnership with its licensee, the Columbus, Ohio Board of Education, WCBE typically participates in Career Days at high schools within the Columbus City School District.

**Station Tour Programs:**

**General Tours:** Post-pandemic, WCBE has begun to re-introduce The WCBE Station Tour Program, which is available to all members of the public, including school classes, college classes, adults interested in radio careers, "shadow" students, etc. The tours, conducted by WCBE personnel, are designed to give a general overview of the radio industry, the different types of careers in the business of radio (audio production, engineering, writing, deejay/host, sales and management), and "behind the scenes" radio operations. Responsible staff: Greg Moebius, General Manager.

**History Tours:** WCBE's studio is located on the grounds of an old Civil War Army fort with many of the original buildings still standing and renovated. Past activities on campus included a partnership with Columbus City Adventures and Fort Hayes instructors to conduct an annual “Fort Hayes Haunted Tours,” with proceeds benefitting WCBE.

WCBE’s program diversity continues to reflect the make-up of its multi-cultural audience. Its locally produced programs (Ante Meridiem, Global Village, Toss The Feathers, Trip The Groove Fantastic, Shakin’ It, All Mixed Up, Roots and Offshoots, Jazz Sunday and new offerings such as 40x83 – a local-only music show, Post Meridiem and Saturday Sojourn) and national music programs (Jazz Night in America, World Café, Echoes, Afropop Worldwide) feature elements in a variety of languages and musical styles.

WCBE’s locally produced “Live From Studio A” interview/performance segments feature artists with varied backgrounds regularly performing and discussing their musical directions, techniques and influences.

WCBE continued to provide special on-air and online observances during Black History Month (February) and Women’s History Month (March) and International Women’s Day (March 8, 2023) during its local and national programs such as Jazz Sunday, Shakin’ It, World Café, Afropop Worldwide and Echoes.