WCBE-FM (4325) Columbus, Ohio
Licensee: Columbus Board of Education
EEO Annual Public File Report: June 1, 2023 - May 31, 2024

I. FULL-TIME HIRES - There were no full-time positions filled during this reporting period.

II. RECRUITMENT SOURCES FOR FULL-TIME POSITIONS - When full-time positions become available, WCBE works with its licensee's Human Resources Department (HR) for all job recruitments and utilizes the following recruitment sources and job referral organizations:

- Columbus City Schools Human Resources Division: Website job listings: www.ccsoh.us/employment.aspx
- WCBE: Website: www.wcbe.org
- Indeed (and mirror job posting websites): www.indeed.com
- LinkedIn: www.linkedin.com
- Ohio Means Jobs: 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
- 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

N/A

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

N/A

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.)

**Outreach Summary 2023-2024:** WCBE has participated in five (5) Columbus City School Career Days at the Fort Hayes Metropolitan Education Center in Columbus, OH: January 5, 2024, February 2, 2024, March 8, 2024, April 12, 2024 and May 10, 2024. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

During this reporting period, WCBE management hosted sixteen (16) student interns from Columbus City Schools, Ohio State University, Dublin Coffman High School, London High School and Music Columbus’ “Earn As You Learn” program. Student interns received instruction and guidance in audio production, writing, office practices and studio protocol from WCBE full time staff members. Three (3) internships occurred June – August, 2023 and thirteen internships occurred September, 2023 – May, 2024. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

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. Underwriting and Community Relations Director Johnny DiLoretto.
WCBE continues to provide a voice for student interns of all nationalities by encouraging them to contribute produced audio and video pieces for the Student Media section of the station website and the production of station promotional, fundraising and public service announcements. Staff coordinators: Underwriting and Community Relations Director Johnny DiLoretto and Membership Director Tristan Demaria.

**Ongoing Outreach Activities:** WCBE maintains contact with accredited institutions to continue its outreach programs. The following are examples of programs sustained by WCBE:

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 primarily from the Audio Production program at the Fort Hayes Metropolitan Education Center. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

   **B. Internship Program (college students):** WCBE’s college-level internship program draws students from The Ohio State University, Otterbein University, Ohio University and Music Columbus’ “Earn As You Learn” program. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

2. **Content-Oriented Internships.** To train the next generation of media professionals, WCBE encourages its student interns to develop audio and video content with subject matter which they are personally passionate about. Thus, these student-produced pieces represent a wide array of content, interests and opinions. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

3. **Career Outreach Programs Partnering with Educational Institutions**

   **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. Staff coordinator: Underwriting and Community Relations Director Johnny DiLoretto.

   **B. Education Advisory Role.** WCBE management participates on an ongoing basis in the Fort Hayes Advisory Committee, which provides assistance, ideas and direction to the Audio Production program at Fort Hayes. Participating staff: Greg Moebius
Station Tour Programs:

**General Tours:** WCBE continues its long-standing 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. Staff Coordinator: 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. Staff Coordinator: Greg Moebius, General Manager.

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, Inside Blues, 40x83, Post Meridiem and Saturday Sojourn) in addition to national music programs (Acoustic Café, Jazz Night in America, World Café, Echoes, Afropop Worldwide) feature elements in a variety of languages and musical styles. Staff Coordinator: Greg Moebius, General Manager.

“We Amplify Voices” is a program featuring students from the Columbus City School district and other area schools which connects WCBE listeners with students who partner with local musicians for a songwriting/performance presentation. “We Amplify Voices” airs twice weekly on WCBE: Tuesdays at 4:01pm and 8:01 p.m. WCBE’s General Manager, Greg Moebius, is the station contact for the “We Amplify Voices” staff.

WCBE’s locally produced “Live From Studio A” interview/performance segments feature local, national and international artists with varied backgrounds regularly performing and discussing their musical directions, techniques and influences. Staff coordinators: Radio Broadcast Specialists Mike Taylor, Maggie Brennan and Mike Foley.

WCBE provided special on-air observances during Hispanic Heritage Month (September), Black History Month (February), Women’s History Month (March) and International Women’s Day (March 8, 2024) during its local and national programs such as Jazz Sunday, Shakin’ It, World Café, Afropop Worldwide and Echoes. Staff Coordinator: Greg Moebius, General Manager.