August 1, 2023 to July 31, 2024 FCC EEO Program Outreach Initiatives State of Wisconsin – Educational Communications Board (ECB) Station Employment Unit WERN (ECB Headquarters)

I. First Initiative: Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting

ECB is an active participant in, and supporter of, the Wisconsin Broadcasters Association (WBA) Foundation Broadcast Scholarship programs, including *Student Award for Excellence*, and *Student Leadership Award*. Executive Director, Marta Bechtol registered with the WBA's annual scholarship program on behalf of the agency on October 31, 2023. Marta Bechtol, Adam Hargrove, (Director of Engineering), and Jeff Ohnstad (Compliance Officer, Engineering Division) assisted WBA in reviewing scholarship applications in November 2023.

II. Second Initiative: Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Marta Bechtol participated in EEO Session: Looking Beyond the Right Places on June 19, 2023. All ECB supervisors participated in training on Employee Health and Wellbeing issues on May 7, 2024 and another training on Employee Relations on April 29, 2024. ECB also offered a training on Workplace Neurodiversity to all staff on September 13, 2024. Many managers attended that training.

III. Third Initiative: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

ECB hired an intern through the State of Wisconsin Student Diversity Internship Program for the summer of 2024. Jennifer Dargan is the internship administrator and Ed Snow is the supervisor. The intern is currently working in our Broadcast I.T. unit on a variety of projects related to our broadcast networks.

IV. Fourth Initiative: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

ECB recruited a Deputy Director of the Engineering Division during November and December of 2023. We listed the job in Hispanic Today, Black Perspective, Urban League and Women in Business and Industry.

ECB recruited a Chief Information Security Officer during November and December of 2023. We listed the job in Society of Hispanic Professional Engineers, Blacks in Technology, Urban League and Society of Women Engineers.

Recruitments Filled August 1, 2023, through July 31, 2024 and Recruitment Sources

Position		Date open	Date filled	Recru	uitment Source
MTT (Media Telecommunications Technician) - Broadcast Engineer		6/30/2023	9/25/2023	Indee Staff	ed/Word of Mouth ECB
Recruitment Resource	Contact			1	Interviewed 8
Wisc.Jobs		ngbecker, HR S ration (608) 26	pecialist WI Dept. c 6-9792	f	3
Handshake		ngbecker, HR S ration (608) 26	pecialist WI Dept. o 66-9792	of	
Indeed		ngbecker, HR S ration (608) 26	pecialist WI Dept. o 66-9792	of	3
LinkedIn		ngbecker, HR S ration (608) 26	pecialist WI Dept. o 66-9792	of	
Facebook		ngbecker, HR S ration (608) 26	pecialist WI Dept. o 66-9792	of	
Twitter		ngbecker, HR S ration (608) 26	pecialist WI Dept. o 66-9792	of	
Wisconsin Broadcasters Association	https://v	ssler, WBA (608 www.wi-broadc st-jobs-available	asters.org/member	rs-only/job-	
Society of Broadcast Engineers	Russ Awe	e russ.awe@pb	swisconsin.org		
DWD Office of Veterans Employment Services	David Wa (608) 242		llters@dwd.wiscon	sin.gov	
PBS Wisconsin		k, Wisconsin Pu k@wisc.edu (60			
ECB.org	Megan B		e Staff Assistant, E0	СВ	1
WPR.org		k, Wisconsin Pu k@wisc.edu 2-5221	blic Media		1
Personal contacts by ECB/WPR/PBSW staff	1	WPR & PBS W	l email lists		
Corporation for Public Broadcasting					
Ourlives.org	Patrick F	arabaugh, <mark>patr</mark>	<u>ick@ourliveswiscor</u>	isin.com	

TVjobs.com	tvjobs.com	
Black Perspective	https://blackperspective.com/	
Hispanic Today	https://hispanic-today.com/	
NETA	https://www.netaonline.org/careers-public-media	
National Labor	https://usnlx.com	
Exchange		
PMBA	https://pmbaonline.mcjobboard.net/jobs	
Urban League	Emailed jobs@ulgm.org	
Women in Business	https://wib-i.com/	
and Industry		

Position		Date open	Date filled	Recru	itment Source
Engineering Deputy Administrator	Division	11/21/2023	2/11/2024		nal contacts by VPR/PBSW staff
Recruitment Resource	Contact			•	Interviewed 5
Wisc.Jobs		ngbecker, HR S ration (608) 26	pecialist WI Dept. of 6-9792		1
Indeed.com		ngbecker, HR S ration (608) 26	pecialist WI Dept. of 6-9792		
Handshake		ngbecker, HR S ration (608) 26	pecialist WI Dept. of 66-9792		
LinkedIn		Paula Langbecker, HR Specialist WI Dept. of Administration (608) 266-9792			
Facebook	Paula Langbecker, HR Specialist WI Dept. of Administration (608) 266-9792				
Twitter	Paula Langbecker, HR Specialist WI Dept. of Administration (608) 266-9792				
Wisconsin Broadcasters Association	https://w	sler, WBA (608 www.wi-broadc	asters.org/members-only	<u>/job-</u>	
Society of Broadcast Engineers		-	eswisconsin.org		1
DWD Office of Veterans Employment Services	David Walters <u>david.walters@dwd.wisconsin.gov</u> (608) 242-4906				
ECB.org	Megan Bellini, Executive Staff Assistant, ECB megan.bellini@ecb.org				
WPR.org and PBSWisconsin.org	Erin Cool (608) 262		ıblic Media erin.cook@w	isc.edu	

Personal contacts by ECB/WPR/PBSW staff	Emailed WPR & PBS WI email lists	3
Corporation for Public Broadcasting	cpb.org	
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	
Tvjobs.com	tvjobs.com	
Black Perspective	https://blackperspective.com	
Hispanic Today	https://hispanic-today.com/	
NETA	https://www.netaonline.org/careers-public-media	
National Labor Exchange	https://usnlx.com/	
PMBA	https://pmbaonline.mcjobboard.net/jobs	
Urban League	emailed jobs@ulgm.org	
Women in Business and Industry	https://wib-i.com	

Position		Date open	Date filled	Recruitment Source	2
Chief Information Se Officer (CISO)	curity	12/12/23	2/11/2024	WiscJobs	
Recruitment Resource	Contact				Interviewed 5
Wisc.Jobs	Paula Langbecker, HR Specialist WI Dept. of Administration (608) 266-9792			ept. of	3
Constant Contact (Diversity List – DPM BMRS)		ngbecker, HR ration (608) 1	Specialist WI D 266-9792	ept. of	
Indeed.com		ngbecker, HR ration (608) 2	Specialist WI D 266-9792	ept. of	2
Handshake		ngbecker, HR ration (608) :	Specialist WI D 266-9792	ept. of	
LinkedIn		ngbecker, HR ration (608)	Specialist WI D 266-9792	ept. of	
Facebook		ngbecker, HR ration (608) :	Specialist WI D 266-9792	ept. of	

Twitter	Paula Langbecker, HR Specialist WI Dept. of Administration (608) 266-9792	
Wisconsin	Kyle Geissler, WBA (608) 255-2600	
Broadcasters	https://www.wi-broadcasters.org/members-only/job-	
Association	bank/post-jobs-available/	
Society of	Russ Awe russ.awe@pbswisconsin.org	
Broadcast		
Engineers		
DWD Office of	David Walters <u>david.walters@dwd.wisconsin.gov</u>	
Veterans	(608) 242-4906	
Employment		
Services		
ECB.org	Megan Bellini, Executive Staff Assistant, ECB	
	megan.bellini@ecb.org	
WPR.org and	Erin Cook, Wisconsin Public Media	
PBSWisconsin.org	erin.cook@wisc.edu	
	(608) 262-5221	
Personal contacts	Emailed WPR & PBS WI email lists	
by		
ECB/WPR/PBSW staff		
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	
Blacks In	https://blacksintechnology.net/jobs-board/	
Technology		
NETA	https://netaonline.org/careers-public-media	
National Labor	NLX.org	
Exchange		
SHPE	https://shpe.org/	
Society of Women Engineers	swe.org	
Urban League	jobs@ulgm.org	

Position		Date open	Date filled	Recrui	tment Source	
Media Telecommunications Tech (MTT) – Broadcast Engineer		2/15/24	7/24 4/22/24 Reco		mmended by State oyee	
Recruitment Resource	Contact				Interviewed 5	
Wisc.Jobs		ngbecker, HR ration (608) 2	Specialist WI Dept. o 266-9792	f	2	
Indeed.com		ngbecker, HR ration (608)	Specialist WI Dept. o 266-9792	f	1	
Handshake		ngbecker, HR ration (608) 2	Specialist WI Dept. o 266-9792	f		
LinkedIn		ngbecker, HR ration (608) 2	Specialist WI Dept. o 266-9792	f	1	
Facebook		ngbecker, HR ration (608) 2	Specialist WI Dept. o 266-9792	of		
Twitter		ngbecker, HR ration (608) 2	Specialist WI Dept. o 266-9792	rf		
Wisconsin Broadcasters		· · · · · · · ·	08) 255-2600 dcasters.org/member	s-only/job-		
Association		st-jobs-availal				
Society of		ies, kjones@s				
Broadcast Engineers			/sections/jl_submit.p	hp		
Society of Broadcast Engineers chapter 24	Leonard	Charles Ichar	les@sbe.org			
Society of Broadcast Engineers 80	sbe80.or	g/contact-us				
Society of Broadcast Engineers 112	toddz@v	veau.com				
DWD Office of Veterans Employment Services	David Wa (608) 242	· · · · · · · · · · · · · · · · · · ·	valters@dwd.wiscon	sin.gov		
MyPBS Member Workplace	MyPBS.o	rg				
ECB.org	_	ellini, Execut ellini@ecb.oı	ive Staff Assistant, EC rg	CB	1	
WPR.org and PBSWisconsin.org		k, Wisconsin I k <u>@wisc.edu</u> 2-5221	Public Media			

Personal contacts by ECB/WPR/PBSW staff	Emailed WPR & PBS WI email lists	
Corporation for	cpb.org	
Public Broadcasting		
Ourlives.org	Patrick Farabaugh, patrick@ourliveswisconsin.com	
Urban League	ULGM Job opportunities database Trista Whitehourse	
Greater Madison	608-729-1233	
National Labor	usnlx.com	
Exchange		
National Educational	netaonline.org	
Television		
Association		

Position		Date open	Date filled	Recruitment	Source
IT Director (Media P Supervisor)	rogram	3/8/24	7/29/24	Indeed/Goo	gle
Recruitment Resource	Contact				Interviewed 6
Wisc.Jobs		ngbecker, HR ration (608) :	Specialist WI Dept. 266-9792	of	5
Indeed.com		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	1
Handshake / BadgerBridge		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	
LinkedIn		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	
Facebook		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	
Twitter		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	
Constant Contact List (BMRS)		ngbecker, HR ration (608) 2	Specialist WI Dept. 266-9792	of	
Wisconsin Broadcasters Association	https://w	· · · · · · · · · · · · · · · · · · ·	08) 255-2600 dcasters.org/membe ble/	ers-only/job-	
WPR.org and PBSWisconsin.org		k, Wisconsin I <u>@wisc.edu</u> 2-5221	Public Media		
Personal contacts By ECB/WPR/PBSW staff	Emailed '	WPR & PBS V	VI email lists		
Corporation for	cpb.org/j	obline			

Public Broadcasting		
Society of Broadcast	Scott Jones, kjones@sbe.org	
Engineers	https://www.sbe.org/sections/jl_submit.php	
DWD Office of	David Walters David.walters@dwd.wisconsin.gov	
Veterans	(608) 242-4906	
Employment		
Services		
MyPBS Member	MyPBS.org	
Workplace		
ECB.org	Megan Bellini, Executive Staff Assistant, ECB	
	megan.bellini@ecb.org	
OurLives.org	Patrick Farabaugh patrick@ourliveswisconsin.com	