



EEO Public File Report

Period Covered

(April 1, 2025 to March 31, 2026)

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WCTE Upper Cumberland PBS
 Vacancies Filled
 April 1, 2025 to March 31, 2026

Job Title	Date Posted/ Date filled	No. of Applicants	No. of Interviewees	Recruitment Sources for Interviewees	Recruitment Source for Hired Applicant	Recruitment Sources (See enclosed list for corresponding sources/numbers)
Director of Development	12/10/2025 / 03/02/2026	16	4	#6 = 2, #1 = 2	#6 (tnnonprofits.org)	
Fundraising Events Coordinator	12/10/2025 / 03/09/2026	12	5	#5 = 1, #1 = 2, #2 = 2	#5 (Indeed)	

WCTE Upper Cumberland PBS
Recruitment Sources

Recruitment Resource	Website	Address
1. Facebook	Facebook.com/WCTETV	
2. WCTE Upper Cumberland PBS Website	https://www.wcte.org/	229 East Broad Street Cookeville, TN 38501
3. Local, informal word-of-mouth conversation		
4. Internal job posts		
5. Indeed	Indeed.com	
6. Tennessee Non-Profit Network	https://tnnonprofits.org/	Kate Moss, CAO (kmoss@tnnonprofits.org) 901-726-5725 66 S. Cooper St, 5th Floor, Memphis, TN 38104

WCTE Upper Cumberland PBS

Outreach Activities (11+ Employee SEU, Smaller Market [non-metro, <80K population])

WCTE's LONG-TERM EEO OUTREACH/RECRUITMENT INITIATIVES DURING THIS PERIOD:

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

Director of Education and Engagement Cephias Ablakwa is a dual employee of WCTE and the Putnam County School System. His team spends a significant amount of time in the county's classrooms, engaging students, often promoting careers in broadcasting.

Dr. Ablakwa and the station's technical and production staff have regularly supported Audio/Visual programs in four local schools (Algood Middle, Prescott Middle, Upperman High and Cookeville High) with visits and training for teachers.

Career Fairs and Events

WCTE opened up its Mobile Production Unit to participants and visitors during the station's Middle School Academic Bowl. Students from regional middle schools were encouraged to tour the truck and get hands-on demonstrations of production equipment between matches. The event, which was streamed live and later edited for air, took place on May 10, 2025.

Baxter Primary School and Cornerstone Middle School in Baxter held a combined Career Day on Oct. 3, 2025. Representatives from WCTE's Production, Engineering and Education departments were on hand to demonstrate production equipment and engage students about diverse careers in broadcasting.

On June 21, 2025, WCTE participated in Putnam County's "Touch A Truck" event, held for the third year at the Putnam County Fairgrounds. Children of all ages were invited to tour the station's Mobile Production Unit, operate cameras, mics, switcher and audio mixer as WCTE staff from Production, Engineering and Education departments engaged with participants. More than a thousand school-aged children participated.

The Highlands Economic Partnership Eighth-Grade Career Fair took place at the Hyder-Burks Agricultural Pavilion of Tennessee Tech on September 16-18, 2025, and more than 3,000 students from more than 20 public and private middle schools across the region were able to tour the station's Mobile Production Vehicle, which had been set up identically to a live production, with station production staff explaining the jobs and equipment. Representatives from the station's Education and Engagement Department engaged students, answered questions, handed out swag, etc.

WCTE annually opens up its Mobile Production Unit for tours during WCTE's Stations of Imagination event, held annually on the public square in Cookeville. In 2025, after a rainy morning on Sept. 6, dozens of school-aged children and many adults learned about video and audio production and got to handle actual broadcast gear during the event.

Students from 16 regional high schools were invited to tour the station's Mobile Production Unit in conjunction with WCTE's Upper Cumberland High School Academic Bowl, which took place at Algood City Hall on November 6-8, 2025. Students, many of whom live in economically depressed and underserved communities, got to experience all aspects of remote production, with hands-on demonstrations. A number of students regularly take advantage of the opportunity to hang out inside the production truck during the taping of the games.

(ii) WCTE employed three unpaid student interns during the reporting period, all from Tennessee Technological University. Through the university's Talent Enhancement Program, students helped out with live productions, with marketing and fundraising events and with education. The interns each worked a predetermined number of hours over the course of their semesters and worked directly with WCTE leadership and staff, gaining knowledge and hands-on experience in their chosen career paths. One of the station's TTU interns hired in 2023 was originally tasked with several engagement marketing functions and was later hired as a part-time marketing associate in the Development department and is still employed in that capacity.

WCTE also used a number of volunteers during the production of live events in 2025-26. Mostly high school aged students, volunteers ran cameras during six Tennessee Tech basketball games, worked in the station's mobile production truck during the Great TV Auction in June, and assisted with the administration, set-up and production of WCTE's inaugural Let's Dance competition in February 2026.