



ANNUAL EEO PUBLIC FILE REPORT April 1, 2025 – March 31, 2026

Full-time Employment positions filled during the period and source of interviews:

Coordinator of Educational Services (Full-Time)

Filled 12/16/2025 - 39 Applicants, 5 Interviews

The successful candidate learned of the position through Indeed.com.

WTCI Website, Social Media, Board of Directors and CAB, Networking, LinkedIn Account, Indeed.com

Producer Full-Time)

Filled 02/09/2026 – 20 Applicants, 5 Interviews

WTCI Website, Social Media, Board of Directors and CAB, Networking, LinkedIn Account, Indeed.com

Job Posting Websites:

Indeed.com

Social Media – Facebook, Twitter, LinkedIn

WTCI Board of Directors

WTCI Community Advisory Board

WTCI Website – wtcitv.org

Outreach Initiatives

WTCI offers high school and college students the opportunity to volunteer at various community events, giving them the opportunity to become familiar with various aspects of the work of the station. We offer educational workshops, station tours, and other community outreach events as a means of exposing the participants to the broadcast industry and the various ways television can be used as an educational tool. WTCI leadership encourages staff to engage in professional development activities that help build the capacity for the station. Those activities are detailed below. WTCI participated in local outreach events, which are also detailed here:

- WTCI had ten interns during this period working in the content, operations, development, and education departments.
- Shaun Townley continued his duties on the Executive Content Managers Advisory Council. The group's mission is to provide education and direction for public media content managers in order to effectively lead staff, promote the curation, production, and distribution of high-quality content on all platforms to elevate local voices regionally and nationally.
- WTCI PBS's Manager of Content & Engagement, Emily Compton, continued her work as a member at large on the Content Executive Committee for NETA's Peer Learning Community. The NETA Peer Learning Communities (PLC) help members' staff increase skills, collegiality, and long-term commitment to public media's education mission.
- Bo Wheeler, WTCI's Senior Producer, began a three-year term on the PBS Digital Media Advisory Council in October. Members of the council build connections among member stations and PBS in the area of digital initiatives across all departments.
- WTCI's Manager of Broadcast Operations, Scott Gemeinhardt, began his three-year term on the PBS Traffic Advisory Committee in October. TAC acts as a liaison between PBS, national content distributors, and traffic and operations personnel at member stations.

- President Bob Culkeen, Manager of Broadcast Operations, Scott Gemeinhardt, Manager of Content & Engagement, Emily Compton, Chief Content & Engagement Officer, Shaun Townley, and Senior Producer, Bo Wheeler, attended the PBS Annual Meeting in Atlanta, Georgia.
- President Bob Culkeen was elected to serve as a Professional Director on the PBS Board of Directors in June. The board plays a crucial role in helping PBS achieve its mission to educate, engage, and inspire audiences nationwide.
- WTCI completed work on our fourth season of *Chattanooga: Stronger Together* in December 2025. The series profiled 24 different nonprofit organizations in its fourth season.
- WTCI PBS hosted a Gratitude Gathering event at the Tennessee Valley Railroad Museum in December, which recognized the individuals, organizations, businesses, and foundations that were instrumental to our success in the previous year.
- We hosted a sneak preview of the PBS series, *All Creatures Great & Small*, at the WTCI PBS studios in December. We held five different preview screenings for *The American Revolution* in October and November 2025, some in partnership with libraries in our region. We welcomed viewers to the studio in March 2026 for a sneak preview of the new “Masterpiece” series, *The Forsytes*.

Educational Activities 2025-2026

April 2025:

- Staff attended Career Day at Dug Gap Elementary in Dalton, GA.
- Senior Producer Bo Wheeler met & talked with students at Chattanooga State.
- Our team worked with students from CGLA on their media projects.
- *The Be My Neighbor Day* event brought families from across the region to our station.

May 2025:

- We engaged with attendees around civics & community building at the *Our Voices* event at Chattanooga Public Library.
- Our team attended Tyner Middle Academy’s Career Fair.
- Our education team provided education activities & outreach at Creative Discovery Museum’s anniversary celebration block party
- Our education team attended STEM night at Brown Academy
- Our education team visited Brown Middle School’s exceptional education class
- Dalton students premiered their films at the 1 Minute Film Festival celebration at WTCI
- Our education team held Ready to Learn Workshops at East Chattanooga & Carver Community Centers

June 2025:

- Our team filmed Larvae Collection efforts by the Chattanooga Zoo. The footage will be used in PBS Learning Media educational content about Hellbender salamander conservation efforts
- Our team created a media experience in the studio for attendees of GPS Summer Camp

July 2025:

- Pre-production began on our grant-funded “American Revolution” PBS Learning Media videos w/ Cherokee Film Commission
- Our team worked with students on studio activities for the City of Chattanooga “Teen Camp”
- We participated in *Partners in Education* teacher training at UTC
- Our final two Ready to Learn workshops were held at Chattanooga community centers

August 2025:

- We traveled to Fort Loudon for production of our PBS Learning Media videos
- WTCI partnered with other TN stations to produce the DOE’s Educator of the Year Awards in Nashville

September 2025:

- Production continues on our American Revolution PBS Learning Media project
- We filmed water collection efforts by the zoo for the Hellbender conservation project

October 2025:

- Our production team provided technical assistance for a broadcasting class at Brown Middle School
- *Carl the Collector* screening & outreach at the Turquoise Trail event at Creative Discovery Museum

November 2025:

- Tabling at North Chattanooga Community Center Fall Festival & Family Resource Expo
- Hellbender Salamanders filming at Lee University & Chattanooga Zoo
- Tabling with family resources at Creative Discovery Museum's XOXO event
- Filming in N. Carolina for PBS Learning Media (American Revolution / Cherokee history)
- Our team attended the Woodmore Elementary Career Fair for students

December 2025:

- Filming in N. Carolina for PBS Learning Media (American Revolution / Cherokee history)

January 2026:

- Production continues on PBS Learning Media (American Revolution / Cherokee history)

February 2026:

- Staff visited Battlefield Elementary to talk to STEM club about careers in technology
- *Phoebe & Jay* screening event at Chattanooga Public Library
- Holmberg Arts Leadership group toured the station

March 2026:

- Exhibitor at Chattanooga's "Lit Brunch" family event at Coolidge Park
- Worked with Arts-Based Collaborative to support East Ridge Elementary students in the Creative Pathways for Conservation project.

Current Employees

As of March 31, 2026, WTCI has 13 full-time employees, 1 part-time employees, and 2 part-time unpaid college interns. All Employees receive annual training regarding discriminating and sexual harassment behavior in the workplace. All employees are encouraged to attend public media and non-profit training events.

Long-Term Recruitment Initiatives

WTCI develops complete job descriptions for each position, which are continually revised and posted on the station website in the event of openings. Job announcements are prepared for placement with appropriate sources within the community and public media network as well as internet job sites and social media platforms. In the event of job openings, we invite the general public to make an application to the station on an on-going basis through the "Careers & Internships" page of our WTCI website. We avoid discriminatory practices by use of various staff Selection Committees to select, interview and recommend qualified candidates for hiring. The station posted two full-time positions within the last year. There were two full-time hires. One full time position became a part-time position in July 2025.