

WUPW

EEO PUBLIC FILE REPORT

June 1st, 2025 through May 31st, 2026

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Media Sales Consultant	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, 51, 52	51
Media Sales Consultant	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, 51, 52	51
Media Sales Consultant	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, 51, 52	51
Success Manager	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, 51, 52	51
Intern	18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44	
Media Sales Consultant	12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 47, 48, 51, 52	

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II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
<u>Letters</u>						
1	Central State University	Career Services Center	P.O. Box 1004 Wilberforce, OH 45384		937-376-6011	
*2	City of Toledo Human Resources Dept.		1 Government Cntr. Suite 1920 Toledo, OH 43604		419-245-1500	
*3	IBEW Local 245	Mr. Larry Tscherne	705 Lime City Road Rossford, OH 43460		419-666-3350	
*4	Jerusalem Baptist Church	Rev. H.M. Crenshaw	445 Dorr Street Toledo, OH 43603		419-248-2139	
*5	Lucas County Department of Planning & Development/The Source	Mr. Lewis Huerta	1 Government Center 8th Floor Toledo, Oh 43604		419-213-3300	
6	Manpower	Ms. Patty Bernal	316 W. Dussel Drive Maumee, OH 43537		419-893-4413	
*7	Pathway	Ms. Tarvis Parks	505 Hamilton St. Toledo, OH 43602		419-242-7304	
*8	Workforce Development Agency	Mr. Michael G. Albig, JR.	1040 S. Winter Street Suite 1014 Adrian, MI 49221		517-266-5600	
*9	St. Paul AME Zion Church	Rev. Claude Christopher	946 Belmont Ave. Toledo, OH 43607		419-243-1065	
10	Terra State Community College	Ms. Joan Gamble	2830 Napoleon Road Fremont, OH 43420		419-334-8400	
11	Tiffin University	Ms. Carol McDannell	155 Miami Street Tiffin, OH 44883		419-447-6442	

Emails						
*12	Bluffton College	Ms. Jacqui Singer	1 University Dr. Bluffton, OH 45817 career@bluffton.edu		419-358-3030	
*13	Defiance College	Ms. Laura Hartpence	701 N. Clinton Defiance, OH 43512 larmey@defiance.edu		419-783-2349	
14	Native American Journalist Assoc.	Rebecca Landsbury	rebeccalandsberry@naia.com	http://naia.org		
15	Northwest State Community College	Ms. Kristan Clady	22600 St. Rt. 34 Archbold, OH 43502 mjacobs@northweststate.edu		419-267-5511	
16	Ohio Media School		5330 East Main St., Columbus, OH 43213 jdixon@beonair.com, manderson@beonair.com		614-655-5250	
17	Specs Howard School of Broadcast	Mr. Kevin Scollin	19900 West Nine Mile Road Southfield, MI 48075 bcarey@specsward.edu		248-358-9000	
Websites						

Websites						
*18	Adrian College	Career Services Center	110 S. Madison St. Adrian, MI 49221	www.joinhandshake.com	517-265-5161	
*19	Bowling Green State University	Andrea Gutierrez gandrea@bgsu.edu	318C Math Sciences Building Bowling Green, OH 43403	www.joinhandshake.com	419-372-2356	
20	Central Michigan University	Career Services Center	240 Ronan Hall Mount Pleasant, MI 48859	www.joinhandshake.com	989-774-3068	
21	University of Detroit Mercy	Career Education Center	McNichols Road Detroit, MI 48221	www.joinhandshake.com	313-993-1017	
22	Eastern Michigan University	Career Services Center	878 W Cross St Ypsilanti, MI 48197	www.joinhandshake.com	734-487-0400	
23	Lourdes University	Ms. Kay Bishop	6832 Convent Blvd. Sylvania, OH 43560	www.joinhandshake.com	419-824-3704	
24	Miami University	Dr. Bruce Drushel	501 W. High Street Oxford, OH 45056	www.joinhandshake.com	513-529-1809	
25	University of Michigan	Career Services Center	515 E Jefferson St Ann Arbor, MI 48109	www.joinhandshake.com	734-764-7560	
26	The Ohio State University	OSU Alumni Consortium	2200 Olentangy River Rd. Columbus, OH 43210	www.joinhandshake.com	614-292-2200	
27	Ohio University	Mr. Thomas Korvas	185 Lindsey Hall Athens, OH 45701	www.joinhandshake.com	740-593-2909	
*28	University of Toledo	Career Services Center	Student Union 1532 MS112 2801 West Bancroft St. Toledo, OH 43606	www.joinhandshake.com	419-530-1327	1
29	Michigan State University	Career Services Center	113 Student Services East Lansing, MI 48823	www.joinhandshake.com	517-355-9510	
30	Ohio Dominican University	Career Services Center	1216 Sunbury Rd Columbus, OH 43219	www.joinhandshake.com	614-253-2741	
31	Kent State University	Career Services Center	215 Merrill Hall Kent, OH 44242	www.joinhandshake.com	330-672-3000	
32	Siena Heights University	Career Services Center	1247 E Seina Heights Dr Adrian, MI 49221	www.joinhandshake.com	517-263-0731	
33	The University of Akron	Career Services Center	302 Buchtel Mall Akron, OH 44325	www.joinhandshake.com	330-972-7111	

46	34	Trine University	Career Services Center	1 University Ave Angola, IN 46703	www.joinhandshake.com	260-665-4100	
47	35	Kennesaw State University	Career Services Center	1000 Chastain Rd NW Kennesaw, GA 30144	www.joinhandshake.com	770-423-6000	
48	36	University of Iowa	Pomerantz Career Center	100 Pomerantz Ctr Ste C310 Iowa City, IA 52242	www.joinhandshake.com	319-335-1023	
49	37	Purdue University Fort Wayne	Career Services Center	2101 E Coliseum Blvd Ste 100 Fort Wayne, IN 46805	www.joinhandshake.com	260-481-6100	
50	38	Wayne State University	Ms. Arlene Pringle	1001 Faculty Adm. Bldg. 656 W. Kirby Street Detroit, MI 48202	www.joinhandshake.com	313-577-4781	
51	39	Wright State University	Career Services	3640 Colonel Glenn Hwy Dayton, OH 45435	www.joinhandshake.com	937-775-2556	
52	40	Washtenaw Community College	Center for Career Success	4800 E Huron River Dr Ann Arbor, MI 48105	www.joinhandshake.com	734-973-3543	
53	41	University of North Texas at Dallas	Office of Career Services	7350 University Hills Blvd Dallas, TX 75241	www.joinhandshake.com	972-338-1775	
54	42	University of Mount Union	Career Development	1972 Clark Ave Alliance, OH 44601	www.joinhandshake.com	800-992-6682	
55	43	University of Kentucky	Stuckert Career Center	408 Rose St Lexington, KY 40506	www.joinhandshake.com	859-257-2746	
56	44	Western Michigan University	Career Services Center	1903 W Michigan Ave Kalamazoo, MI 49008	www.joinhandshake.com	269-387-1000	

ADDITIONAL SOURCES							
45	Ohio Association of Broadcasters	Katie Lovell	post on site	http://oab.org/job-board			
46	fox36.com	Jeff Westfall	post on site	www.fox36.com	419-725-1553	2	
47	tvjobs.com	Mark Holloway	usually pulls from our site - can post	http://www.tvjobs.com			
48	Television Bureau of Advertising		pulls from our site- print posting	http://postjobs.tvb.org			
49	Internship Program						
50	LinkedIn						
51	Indeed					26	
52	Current/Former Employee						
						Total Interviews:	29

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III. SUPPLEMENTAL OUTREACH INITIATIVES

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): On going

Describe Nature of Initiative:

Job postings for open positions are shared with the Native American Journalist Association.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

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

Names of Station Personnel involved in Initiative:

Jeff Westfall – Sales Director
Patrick Donnelly – VP/General Manager of WUPW

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Date(s) of Initiative Event(s): On going

Describe Nature of Initiative:

Participate in other activities other than listed to further the goal of disseminating information about employment opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

During the year we broadcast on-air announcements on WUPW encouraging viewers to apply to our current employment opportunities and information on becoming one of the local companies that would like to post our positions for local, diversified recruitment. Spots aired 2 times a week on WUPW.

Here is the verbiage: WUPW is committed to a broad applicant recruiting outreach program, in our continued efforts to represent our diverse community. We encourage qualified community organizations to contact us to become part of our full-time job opportunity notification mailing list. If your organization distributes job information or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to: WUPW General Manager at this address.

WUPW General Manager, 730 North Summit Street, Toledo, OH 43604

Names of Station Personnel involved in Initiative:

Patrick Donnelly- VP/General Manager of WUPW

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Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): On going

Describe Nature of Initiative:

Marketing/ Producer Internship

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WUPW has a Marketing/Producer internship available year-round and would like to offer a college student the opportunity to take advantage of the program. Outlined below are the learning opportunities that will be available:

Video Production: 1) Shadow station Marketing Manager and Producer through the production process...pre-production meetings, shooting, editing, and producing local content on-air vignettes and What The FOX branded Series 2) organize and schedule video shoots and edits. 3) Writing for broadcast and digital productions.

Marketing/Promotion: 1) How to create and execute effective station on-air and online marketing campaigns. 2) how to create and present marketing and promotional ideas/campaigns using Power Point and Excel.

This will be an unpaid internship -although we are prepared to discuss expenses related to the internship, but the student will leave with a wealth of information. We will also ask the student at the end of the internship to give a presentation on a mutually agreed upon topic. To apply, please email Shana A. Marshall at smarshall@fox36toledo.com with your cover letter and resume.

Intern ALICIANA MARTINEZ completed a 120-hour internship as an independent study for the University of Toledo in Fall of 2025.

Names of Station Personnel involved in Initiative:

Patrick Donnelly- VP/General Manager of WUPW

Shana Marshall- Programming and Research Manager, Internship Coordinator

Fayth Atkins – Marketing Manager

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Date(s) of Initiative Event(s): September 30, 2025

Describe Nature of Initiative:

UT Job Fair

The University of Toledo John B. and Lillian E. Neff College of Business and Innovation will host more than 90 companies from across the country for its Fall 2025 Job Fair on Tuesday, Sept. 30. The job fair is the first of two that the college hosts annually to support students seeking internships and full-time and part-time positions. Approximately 400 graduates and undergraduate students are expected to attend and network with recruiters and company representatives from 10 a.m. to 2 p.m. in Savage Arena.

Rebecca Kahl of Cintas, left, exchanges information with Jimmy Goodyear, an undergraduate student studying professional sales, at the Neff College of Business' Spring 2025 Job Fair.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

UT – Recruiting for MSC Positions

Names of Station Personnel involved in Initiative:

Patrick Donnelly – Vice President and General Manager
Shana Marshall – Research and Programming Manager
Tracey Riley – Digital Sales Manager

Fayth Atkins – Marketing Manager

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Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 10.29.2025

Describe Nature of Initiative:

Good afternoon, Patrick,

Thank you for joining the OAB for our Annual Employment Law Webinar yesterday, Oct. 29, 2025!

Attached is the letter confirming your participation in the webinar. If you or anyone else from your station who participated in the webinar (either live as it was conducted, or by viewing the session recording after-the-fact) are station management, have hiring authority, or have substantial input into hiring, firing, or benefits administration, your employment unit may be able to claim one EEO outreach menu option "credit" for the current FCC EEO reporting period. You may wish to place a copy of this letter in your private EEO file as evidence of your participation in the activity.

The recording of the webinar is now available [HERE](#). Session slides will be available at a later time. Thank you again for your support! Please let us know if you have any questions.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

OAB

Names of Station Personnel involved in Initiative:

Patrick Donnelly from WUPW

Jeff Westfall from WUPW

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Date(s) of Initiative Event(s): 10.31.2025

Describe Nature of Initiative:

OAB Employment Law Webinar

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

OAB

Names of Station Personnel involved in Initiative:

Patrick Donnelly from WUPW
Jeff Westfall from WUPW

WUPW

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Date(s) of Initiative Event(s): September 17, 2025

Describe Nature of Initiative:

BGSU Business & Social Impact EXPO Day:

The Career EXPO aims to help students network with employers from different industries in hopes of learning more about their field of study.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

BGSU – Recruiting for MSC Positions

Names of Station Personnel involved in Initiative:

Patrick Donnelly – Vice President and General Manager
Shana Marshall – Research and Programming Manager
Tracey Riley – Digital Sales Manager
Fayth Atkins – Marketing Manager

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Date(s) of Initiative Event(s): October 9th, 2025

Describe Nature of Initiative:

The Detroit Mercy fair will be held inside the Student Union Ballroom and is open to all current students as well as recent UDM graduates.

Sponsored by Alliance Catholic Credit Union, the fair features more than 60 organizations and is a great opportunity for students to meet with a variety of employers as well as graduate schools to discuss full-time employment, graduate school options, co-op and internship positions as well as volunteering opportunities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Detroit Mercy – Recruiting for MSC Positions

Names of Station Personnel involved in Initiative:

Fayth Atkins – Marketing Manager

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Date(s) of Initiative Event(s): 2.26.26

Describe Nature of Initiative:

On-site campus visit to continue exploring how we can build our partnership, particularly around media and communication, production, sales, marketing, etc.

Welcome and Partnerships Overview

Steve Russell, Chief Partnerships Officer

Lindsey Duvendack, Corporate Engagement Specialist, Office of Industry Partnerships

Exploring Partnership Pathways – Media Production and Journalism

Dr. Jasmine Crighton, Associate Teaching Professor

Class Observation, MDIA 2630: Multi-Camera Television Production

Jasmine Crighton, Associate Teaching Professor

Wrap Up and Next Steps

Lindsey Duvendack, Office of Industry Partnerships

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Bowling Green State University – Recruiting and Building Network Partnership for Internships and Sales Positions

Names of Station Personnel involved in Initiative:

Patrick J. Donnelly — GM/VP
Shana A. Marshall — Programming and Research Manager

Date(s) of Initiative Event(s): 4.15.26

Describe Nature of Initiative:

On-site campus visit where management team from Fox36 presented real world perspectives to the social media advertising students. Topics include day-to-day realities of social strategy, content creation, and audience engagement gave my students a meaningful window into the industry they're preparing to enter.

Class was taught by Kelsey Zook

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Bowling Green State University – Kelsey Zook

Names of Station Personnel involved in Initiative:

Patrick J. Donnelly — GM/VP
Shana A. Marshall — Programming and Research Manager
Tracey Riley – Digital Sales Manager

Date(s) of Initiative Event(s): 2.11.26

Describe Nature of Initiative:

The Falcon Career Showcase, hosted by the Kuhlin Career Hub, is Bowling Green State University's premier spring recruiting event, connecting employers from all industries with **more than 1,400 career-ready students and alumni.**

Hosted by BGSU Kuhlin Career Hub

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Bowling Green State University

Names of Station Personnel involved in Initiative:

Shana A. Marshall — Programming and Research Manager
Fayth Atkins – Marketing Manager