

**WATH, INC. EMPLOYMENT UNIT
EEO NARRATIVE STATEMENT**

Station WATH Inc. is an equal opportunity employer committed to meeting the Stations' EEO obligations. We have established, maintain, and carry out a positive continuing program of specific practices designed to allow for equal opportunity and nondiscrimination in every aspect of station employment policy and practice. The stations achieved broad and inclusive outreach during the two-year period prior to filing this application as shown by the community initiatives in the attached EEO Local Public File Reports. All organizations that express an interest in notification of new hiring opportunities will be provided with notice as soon possible. All of our outreach activities are attended by company personnel with hiring authority as interpreted by the Commission.

In addition, all Employment Unit hiring goes through our assigned EEO Officer, whose responsibility is to ensure the stations are compliant with EEO policies. EEO Memos are posted within our building.

In accordance with 73.2080 (b) each manager knows our EEO policies. We announce openings on our stations.

The EEO Officer is charged with assuring that there is no discrimination based on sex, religion or race in regards to the job assigned and the pay received.

All benefits afforded to our employees are the same for everyone and based entirely on length of service and at the sole discretion of each full time employee as to whether or not they avail themselves to the offered benefits. It is the ongoing policy of our company to ensure that all decisions made concerning employees are made based on job performance and not discriminatory.

Exhibit # II
WATH, Inc.
WATH-AM & WXTQ-FM
Community Outreach

Date	Event	Employees Attended
10/23/2018	Hocking Technical College Career Day	Nic Palmer
4/30/2019	Athens High School Career Day	Nic Palmer & Paul Holden
5/23/2019	Pilot Program: High School Show	Billy O'Reed and Nic Palmer
2/13/2020	Hocking Technical College Career Day	Nic Palmer
2/19/2020	Project RISE Job Shadow	Nic Palmer, Dave Peffer and Jeff Podolski
ongoing	Project RISE Athens Meigs ESC Business Advisory Council	Nic Palmer

Exhibit # 11
WATH, Inc.
WATH-AM & WXTQ-FM
Recruitment Sources
June 1, 2019 - May 31, 2020

Organization	Address	Contact Name	Contact Info
Hocking Technical College	3301 Hocking Parkway, Nelsonville, Ohio	Scott Winland	blackoutbooking@gmail.com
Ohio Sports Broadcasting Club		Lukas Moore	lm169715@ohio.edu
Ohio University Campus Recreation	82 South Green Drive, Athens, Ohio	Wes Bonadio	bonadio@ohio.edu
Personnel Plus	1002 East State Street, Suite 5, Athens, Ohio	Doug Mitchell	dmitchell@athenscbdd.org
Personnel Plus	1002 East State Street, Suite 5, Athens, Ohio	Angela Carter	acarter@athenscbdd.org
Project RISE	21 Birge Drive, Chauncey, Ohio	Hannah Kilbride	hannah.kilbride@athensmeigs.com
Athens High School	1 High School Road, The Plains, Ohio	Allison Ricket	aricket@athenscsd.org
Small Business Development Center	19 Circle Drive, Athens, Ohio	Erin Gibson	gibsone@ohio.edu
Athens Mason Lodge #25	12 West Carpenter, Athens, Ohio	Dennis Robertson	740-591-0089
WATH & WXTQ	300 Columbus Road, Athens, Ohio	David W. Palmer	palmerd@wxtq.com