



*WNWV/Cleveland
WAKR • WONE • WQMX/Akron
The Rubber City Radio Group*

**RUBBER CITY RADIO GROUP, INC.
WAKR/Akron, WONE-FM/Akron, WNWV/Elyria & WQMX/Medina
EEO Program Outreach Efforts Narrative Statement for 2012**

It is our policy to provide employment opportunities to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

As indicated in our public file reports, available here, we routinely use a broad assortment of sources to widely disseminate notice of our full time job vacancies to qualified applicants. For example, we reach out to many local and regional educational institutions, including The University of Akron, Kent State University, Cleveland State University, Cuyahoga Community College, BaldwinWallace College, John Carroll University and area trade schools such as the Ohio Center for Broadcasting. We also reach out to community organizations who reach minorities such as the various local branches of the NAACP, and Urban League. We reach Women's networks and service groups.

We publish our vacancies to internet sites such as allaccess.com, careerbuilder.com and monster.com. We post to online job boards in the industry such as the Ohio Association of Broadcasters. An annual review of our employment roles indicates a good representation of the character of our community on our staff. Therefore, we believe our outreach efforts have been adequate to insure continued access to qualified candidates representing all dimensions of our regional population. More specific information regarding our EEO practices may be reviewed in the Annual Reports, which are available on the FCC Hosted Online Public Inspection Files.

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