



THE ALTERNATIVE STATION

EEO Public File Report

For the period: June 1, 2018 to May 31, 2019

Report for:
(WWCD)

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of Broker for WWCD (FM) – Baltimore, Ohio, and is required to be placed in the public inspection files of WWCD-CD102.5, and posted on CD1025.com.

The information contained in this report covers the time period beginning June 1, 2018 and ending May 31, 2019.

The FCC's 2002 EEO Rule requires that this report contain the following information:

- 1) A list of all full-time vacancies filled by the WWCD during the applicable period.
- 2) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 c (1) (ii) of the new EEO rule, which should be separately identified), identified by name, address, contact person and telephone number.
- 3) The recruitment source that referred the employee for each full-time vacancy during the applicable period.
- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- 5) A list and brief description of the initiatives undertaken pursuant to section 73.2080 c (2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed in Appendix 2 under the column entitled "Full-time positions for which this source was utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this report, a vacancy was deemed "filled", not when the offer was extended, but when the employee began employment. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 6/1/18-5/31/19

Section 1: Vacancy Information

Station comprising report: WWCD

Full Time positions filled by job title (name)	Date Open	Date Filled	Sources (See Appendix 2)	Source	for position
Ryan Tipps	8/01/18	2/1/19	3a, 4a, 6a, 7a, 9a	6a	Sales Account Manager
Rikki Barton	4/01/19	5/13/19	3a, 4a, 6a, 7a, 9a	9a	Sales Account Manager

Total number of persons interviewed during this applicable period: 21

Appendix 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM 6/1/18-5/31/19
Station comprising the report is WWCD

Section 2: Recruitment Source Information

	<u>Title</u>	<u>Company</u>	<u>Address</u>	<u>Interviews referred by source</u>
1.	Internship Department	Columbus State Community College	550 E. Spring Street, Nestor Hall, Room 119 Columbus, OH 43215	
2.	Human Resources / On-Air Commercials	WWCD FM	1036 South Front St, Columbus, Ohio 43206	
3.	Dean of Students	Columbus College of Art & Design	107 North Ninth Street Columbus, Ohio 43215	
4.	Arts and Sciences Career Services Office	The Ohio State University	48 Townshend Hall 1885 Neil Avenue Columbus, Ohio 43210	
5.	Internship Department	Ohio Center for Broadcasting	5330 East Main Street #200 Columbus, Ohio 43213	
6.	Student Involvement Department	Capital University	1 College Avenue Columbus, Ohio 43209	

Appendix 3
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM 6/1/18-5/31/19
Station comprising the report: WWCD

Sections 3: Supplemental (Non-Vacancy Specific) Recruitment Activities undertaken by WWCD

Classification	Type of Activity	Description
4	Station Tours 9/29/19 and 9/30/19	Columbus Open Studio & Stage Tours: Patrons came to the station for a tour and to be educated about the radio station, including our history and what goes into every department.
4	Mentorship Liaison 10/3/18-4/17/19	Mentored student from Columbus Alternative High School (CAHS) Alexa Riddel, spoke to student about radio, advice for the future, and promotions and marketing while assisting in a variety of tasks around the office. Alexa completed the program on great terms.
4	Mentorship Liaison 10/3/18-4/17/19	Mentored student from Columbus Alternative High School (CAHS) Bailee Garrison, spoke to student about radio, advice for the future, and promotions and marketing while assisting in a variety of tasks around the office. Bailee completed the program on great terms, and continued to join the radio station's Promotions and Marketing Internship Program.
1	Ohio State Summer Internship & Opportunity Fair 2/27/2019	Summer Internship recruitment event that provided students to gain insight on internship opportunities with a variety of departments within CD102.5.
5	CD102.5 Promotions Internship 6/1/17-5/31/18	Our ongoing internship program teaches students about how to succeed in radio, promotions, and marketing. They are exposed to all aspects of radio broadcasting and responsible for various duties throughout the program. Overtime they acquire skills needed for broadcast employment.
4	Junior Achievement BizTown Volunteer Day 2/6/18	CD102.5 adopted a Junior Achievement Day on February 6th during which we interacted with students and helped them learn about JA's three pillars: financial literacy, career readiness and entrepreneurship.

Section 2a: Online/Internet Recruitment Sources		
Organization	e-mail/Website	Interviews referred by source
1a Ohio Association of Broadcasters	http://www.oab.org	
2a The Ohio State University	https://ascareerservices.osu.edu/handshake/employer	
3a WWCD Ltd.	http://cd1025.com/about/jobs-internships	5
4a Monster	http://www.monster.com/	1
5a CD102.5 - Social Media	Facebook, Twitter, and Instagram	2
6a Indeed	https://www.indeed.com/	3
7a Ohio Means Jobs	https://jobseeker.ohiommeansjobs.monster.com/	
8a Craigslist	https://columbus.craigslist.org/	
9a CD102.5 - On-Air Commercials	102.5FM	10

5	CD102.5 Programming Internship 1/30/19-4/22/19	A DJ-focused internship program designed to assist our Programming department in research, organization, and production projects. With additional training on air, including live broadcast operation and voicetrack programs.
---	---	--

ANNUAL EEO PUBLIC FILE REPORT

Station comprising the report is WWCD

Report filed by:

Josh May

Promotions Director

WWCD LTD

1036 South Front Street.

Columbus, OH 43206

614-221-9923 x 139

www.CD1025.com