

WKKY-FM, Geneva, OH

ANNUAL  
EEO PUBLIC FILE REPORT  
COVERS THE ONE YEAR PERIOD OF  
JUNE 1ST 2018      MAY 31ST 2019

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. It has been prepared on behalf of WKKY-FM, Geneva, OH and is required to be placed in the station's public inspection file and posted on its web site.

It is the policy of WKKY-FM to provide equal employment opportunity to all qualified individuals without regard to race, color, sex, religion, age or national origin in all employment actions including recruitment, evaluation, hiring, training, compensation, promotion, discipline and termination.

As an equal employment opportunity employer, WKKY-FM is dedicated to providing broad outreach regarding job vacancies, and it solicits the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the General Manager at (440) 466-9559 and/or write to WKKY-FM, 95 West Main Street, Geneva, OH 44041-1225.

The management of WKKY-FM asks the public's cooperation and assistance in its efforts to recruit, hire and promote qualified individuals. Individuals who might be interested in and qualified to work at WKKY-FM should be referred to the General Manager.

All applicants and employees are entitled to equal employment opportunity. Anyone who believes he/she has been discriminated against has the right to notify the Federal Communications Commission, 445 12<sup>th</sup> Street, SW, Washington, DC 20554.

The following comprises the information required for the EEO Public File Report. Please note that for purposes of this Report, a vacancy was deemed "filled" on the hiree's start date. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

ATTACHMENT A  
EEO INFORMATION FOR FULL-TIME VACANCIES

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WKKY's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on \_\_\_\_\_ the station filled the following full-time vacancies:

**MAY 31ST 2019**

**NONE**

[List the job titles of all full-time vacancies that were filled during the relevant year]

**NONE**

The station interviewed a total of \_\_\_\_\_ person for all full-time vacancies during the period covered in this report.

**0**

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source

Total Number of Interviewees Referred

**NONE**

[List all recruitment sources used and the total number of interviewees referred by each]

Employee Referral WKKY

Attachment A contains the following information for each full-time vacancy:

The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;

In house referral

The recruitment source that referred the hiree for each full-time vacancy;

Employee referral

The total number of persons interviewed for each full-time vacancy; and

The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station WKKY has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
[*] JOB FAIR	GENEVA BUSINESS EXPO	#2
JOB FAIR	GENEVA BUSINESS WOMEN	#3
INTERN PROGRAM	INTERNSHIP	#5
MENTORING PROGRAM	ON AIR TRAINING ASHTABULA MENTORSHIP PROGRAM	#9

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.