

2019 ANNUAL EEO PUBLIC FILE REPORT

WAPS-FM - WKTL-FM

Station(s):	WAPS-FM WKTL-FM
Community(ies) of License:	Akron, Ohio Struthers, Ohio
Reporting Period:	May 22, 2018 to May 21, 2019
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

There were no full-time employees hired during the reporting period.

During the Reporting Period, The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The internship program continued for area high school and college students. During the reporting period four students from Kent State University, The University of Akron, and Youngstown State participated. Four high school students from Akron Public Schools also participated.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Station personnel joined in on a total of sixteen webinars designed to strengthen our community service, fund raising and benchmark best practices with other public radio stations.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

The management of WAPS continues to support and enable its team members to strengthen their professional skills. During the reporting period, team members participated and excelled in several Leadership Akron programs, and multiple computer programs training sessions including: MUNIUS, AESOP, WEBSYS, and MEMSYS.

*Established a **mentoring** program for station personnel.*

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting*

The station general manager and other key staff members made presentations at Rotary Clubs, Middle Schools, PECHA KUCHA presentations, School Board Meetings, Leadership Akron – all designed to intrigue the audience about the one of a kind community service projects being done at WAPS.

*Participated in **other** activities designed by the station employment unit 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.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
