

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1st, 2017 through May 31st, 2018. This EEO Public File Report is filed in the Public Files of WJER and is simultaneously placed on the station’s internet website (www.WJER.com), pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (FCC) Rules.

WJER Radio, LLC is an Equal Opportunity Employer and has an “open application” policy. We welcome anyone at anytime during our normal business hours to fill out an application for employment. Applications are available during regular business hours 8:30 AM to 5:00 PM, Monday through Friday, except holidays. Our office is located at 646 Boulevard, Dover, OH 44622.

- 1) **Licensee:** WJER Radio, LLC
- 2) **Stations in Market Area:** WJER (AM/FM), Dover-New Philadelphia, OH
- 3) **EEO Contact Information for Licensee:**

Mailing Address:	Telephone Number:	Contact Person:	Email Address:
646 Boulevard Dover, OH 44622	330-343-7755	Gary Petricola	wjer@wjer.com

4) **List all Full-time Job Vacancies Filled by Station in the Market Area:**

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. N/A	
2. N/A	
3. N/A	

5) **Job Title:** **Referral Source(s) of Hiree:**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

6) **Job Title:** **Referral Source(s) of Hiree:**

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

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7) Job Title:

Referral Source(s) of Hiree:

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

8) Total # of Interviewees Referred by Each Source: For the period from June 1st, 2017 through May 31st, 2018, the Licensees interviewed **NO** interviewees for full-time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) On-Air Radio Advertisements	0
(2) Referrals	0
(3) Internal Promotions	0
(4) Internal Bulletin Board Posting	0
(5) Stations Website	0
(6) Walk-ins	0

9) Supplemental Recruitment Measures:

(a) Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Friday, May 11 th , 2018 WJER co-sponsored a job fair with OhioMeansJobs Tuscarawas County, Goodwill Industries, the Tuscarawas County Chamber of Commerce, and U.S. Congressman Bob Gibbs. The job fair featured 60 employers and many job seekers. WJER Radio promoted the job fair for three weeks prior to the event. We also broadcasted live from the job fair with comments from the other sponsors as well as various employers. Our pre-promotion took the form of radio, print, and website announcements. It was also a featured story on WJER’s news throughout the day as well as WJER.com. Following the job fair, WJER News again did a feature story talking about the number of attendees and the reaction of the participating employers.	Friday, May 11 th , 2018	Mandy Garver – Sales Manager Bill Morgan – Announcer
Tuesday, February 20, 2018, WJER participated in the Garaway Local Schools Job Fair. The event was held from 12pm-7:30pm at Dutch Valley conference center. WJER did pre-promotion of the event on the air and online at wjer.com, as well as hosting a booth at the event with applications and staff available to speak with interested candidates about radio career opportunities.	Tuesday, February 20 th , 2018	Todd Cooper – Market Manager

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>WJER Radio maintains a close working relationship with OhioMeansJobs to give area employers and educational institutions the opportunity to recruit potential job applicants and provide answers to questions regarding specific available job opportunities. Amy Miller of OhioMeansJobs visits the WJER studio every Monday at 3:15 p.m. to discuss the “Hot Job of the Week,” which highlights an available job opportunity in our area and promotes general employment opportunities and services available to area residents. The “Hot Job” is also posted on the homepage of our website, www.WJER.com, where it remains available for easy public reference for a full week until it is updated with the next “Hot Job of the Week.” WJER is an Equal Opportunity Employer and coordinates this regular feature as part of our ongoing Equal Opportunity program to reach as wide and diverse populations of our market service area as possible.</p>	<p>(Weekly)</p>	<p>Amy Smith – General Manager Mandy Garver – Sales Manager Kelly Kyle – Announcer</p>
<p>WJER Radio is committed to promoting awareness of career opportunities in radio broadcasting and the recruitment of candidates for job opportunities when positions become available at our station. We communicate with area students who are interested in radio broadcasting during Career Day programs held by area high schools. We continue to participate in mentoring programs when educational institutions ask us to host a student who is interested in radio broadcasting. We do our best to accommodate as many of those individuals as possible from various area educational institutions. Additionally, we maintain close relationships with Kent State University Tuscarawas, Kent State Main, the University of Akron, and Mount Union College by either hosting or presenting programs to students interested in broadcasting careers. When we have job opportunities, we notify those schools along with other institutions of higher education within our region of the state.</p>	<p>(Ongoing)</p>	
<p>Anita Edwards, a staff member of WJER, is also a professor at Kent State University Tuscarawas. Anita teaches the Mass Media course, and this often leads to discussions of employment opportunities for students. WJER owner Gary Petricola gives a presentation discussing employment opportunities in radio and what employers are looking for in job applicants.</p>	<p>(Ongoing)</p>	<p>Anita Edwards – Announcer Gary Petricola – Owner</p>

<p>Amy Smith, WJER's first female General Manager, spent a day at the University of Akron speaking with all of the broadcast journalism classes as well as the student-run radio station participants about her career in radio and how to prepare themselves for their future careers. Amy was part of a 5-part lecture series organized by department chair Chris Keppler featuring female broadcasters. Amy invited the students to apply for internships with WJER.</p> <p>WJER works closely with community groups and organizations to promote their equal opportunity initiatives within our community, and they assist us with forwarding our efforts as an Equal Opportunity Employer. We maintain regular contact with the American Association of University Women and the Minority Employment Readiness Committee (MERC), which keeps us aware of issues of concern to women and minorities as well as helping us maintain an avenue for potential job applicants.</p> <p>When job opportunities become available at our station, we contact area high schools, institutions of higher education, and community groups to advertise those opportunities using regional daily and weekly newspaper classifieds. We also promote the openings on our station and list them on our website. The job opening is also listed with the Ohio Association of Broadcasters and the Ohio Associated Press.</p>	<p>September 28, 2017</p>	<p>Amy Smith – General Manager</p>
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(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>WJER partners with area high schools and colleges to host students during their internship programs. They are students who are interested in pursuing careers in radio journalism and audio production. The programs vary in length, during which time the students have opportunities to shadow news reporters and other staff as well as complete hands-on, supervised tasks. Some schools mandate students complete specific guidelines as part of graduation requirements.</p>	<p>Various dates</p>	<p>Amy Smith – General Manager Hannah Hubbard – Community Relations & Special Events Director</p>

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>None</p>		

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