

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1st, 2022 through May 31st, 2023. 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, 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	Amy Smith	Amy@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, 2022 through May 31st, 2023, the Licensees interviewed **NO** interviewees for full-time job vacancies. These Interviewees were referred by the following sources:

Recruitment Source

Total Number of Interviewees Referred

(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)
None Held		

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)

<p>WJER Radio maintains a close relationship with OhioMeansJobs to give area employers and educational institutions the opportunity to recruit potential job applicants/place students in jobs and provide answers to questions regarding available job opportunities. Amy Miller of OhioMeansJobs called 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. 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. During the segment we offer tips for successful resumes and interviews for positions, including a weekly invitation to bring resumes to WJER for any openings that may become available.</p>	<p>Weekly</p>	<p>Mandy Garver – Sales Mgr. Kelly Kyle – On Air</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 maintain close relationships with Kent State University Tuscarawas, Kent State Main, and the University of Akron. When we have full or part time job opportunities, we notify those schools along with other institutions of higher education within our region of the state. This resulted in a new part-time position for a student on the local Kent State campus, recommended by her professor who saw our outreach efforts. Gabby Bricker is now on the air Monday-Friday from 10a-2p as a direct result of this outreach.</p>	<p>(Ongoing)</p>	<p>Amy Smith, GM Mandy Garver, Sales Manager</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. Our AE Hannah Hartman is a member of the Ohio Association of Broadcasters Diversity, Equity and Inclusion Committee, making available internship grants for underserved populations interested in broadcasting as well as webinars for broadcasters to further their education in DE&I when hiring and retaining diverse employees.</p>	<p>(Ongoing)</p>	<p>Amy Smith, GM</p>
<p>WJER partners with area high schools and colleges to host students during their internship programs. They are students who are interested in pursuing</p>	<p>May 10, 2023</p>	<p>Amy Smith, GM Mandy Garver, Sales Mgr.</p>

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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. This year we hired Abbigail Smith as a paid intern from Ohio University. Abbigail is working in our sales department May-August.		

(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Morning Show Hosts Ryan and Michele spent Career Day at Buckeye Career Center (technical and career school) presenting career opportunities in broadcasting. They spent the entire school day meeting with groups of students to answer questions and doing mock-broadcast writing and commercial reading.	2-27-2023	Ryan Pastircak – On Air Michele Spring – On Air
WJER hosted the Connotton Valley High School Radio/TV class for a day at WJER Radio. The class met with management, a news reporter, and on air personalities for Q&A. Then the class got to go live on the air, reading commercial copy and weather forecasts. Instructor Shanna Burky discussed with how students could best prepare for a career in broadcasting and what the management side of the business entails. Smith invited interested students to contact her with questions or for possible shadow/internship opportunities.	May 1, 2023	Amy Smith, GM Bill Hammerstrom, News reporter Gabby Bricker, On Air
On Air talent Michele Spring visited Dover East School to read to students and talk about her job on the radio.	May 12, 2023	Michele Spring, On Air

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
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OAB sponsored management webinars	Monthly	Amy Smith, GM
NAB National Conference Sessions	April 15-18, 2023	Amy Smith, GM
OAB Diversity and Inclusion Committee	Monthly	Hannah Hartman, Dir. Community Affairs and Special Events
OAB DE&I webinar training “Accepting Responsibility to be Part of the Solution	Dec. 8, 2022	Amy Smith, GM
OAB DE&I webinar training “Cultivating an Inclusive Work Environment”	June 23, 2022	Amy Smith, GM
OAB/KAB/IAB Management Roundtable training with Good Karma’s Steve Wexler – topics including recruitment, compensation structure, and DE&I.	April 25, 2022	Amy Smith, GM