

**EEO Public File Report
WNEO Alliance/WEAO Akron
June 1, 2009-May 31, 2010**

(i) Full-time vacancies filled during the reporting period:

One position filled- Production Assistant (March 2010)

(ii) Recordkeeping for Full-Time Jobs

Job Title: Production Assistant

Full-Time or Part-Time Full-Time

Date Position Was Filled: 3/15/10

Referral Source of Applicant Hired: Staff recommendation

A temporary employee from the WNEO/WEAO "Flex-Team" (and former Kent State University intern) that had been working at the stations and possessed the necessary experience and background was hired as an emergency replacement due to exigent circumstances which precluded a typical recruitment. Following circumstances which required an employee's involuntary termination, and given the nature of the position (master control) and the small size of the station's staff (just 22 full-time and 3 part-time employees), it was necessary to immediately fill this position to ensure on-going completion of its critical responsibilities, which other staff members were unavailable or unable to fulfill, even temporarily.

Under normal circumstances many of the following sources are used for recruitment:

A. Recruitment Sources Used to Fill Vacancy (list those that are entitled to notification under Section B)

1. Name of organization: Akron Beacon Journal/CareerBuilder.Com
Address of organization: 44 East Exchange St. Akron 44309
Name of contact person: Crystal Tucker
Telephone number: 330.996.3339

2. Name of organization: The Reporter
Address of organization: PO Box 2042 Akron 44309

- Name of contact person: Bill Ellis
Telephone number: 330.535.7061
3. Name of organization: Youngstown Vindicator
Address of organization: PO Box 780 Youngstown 44501
Name of contact person: Melissa M.
Telephone number: 330.746.6565
4. Name of organization: Canton Repository
Address of organization: 500 Market Ave. Canton 44702
Name of contact person: Gail Valli
Telephone number: 330.580.8400
5. Name of organization: Cleveland Plain Dealer
Address of organization: 1801 Superior Avenue
Name of contact person: Nicholas Inzano
Telephone number: 216.999.3748
6. Name of organization: Record Courier
Address of organization: 126 N Chestnut St Ravenna OH 44266
Name of contact person: Kelly Contini
Telephone number: 330.296.9657
7. Name of organization: WNEO/WEAO Website
Address of organization: 1750 Campus Center Dr Kent OH 44240
Name of contact person: William O'Neil
Telephone number: 330.677.4549
8. Name of organization: Call & Post
Address of organization: 11800 Shaker Blvd. Cleveland OH 44120
Name of contact person: Ms. Black
Telephone number: 216.791.7600
9. Name of organization: AACP, Akron
Address of organization: 1419 Copley Rd. Akron 44320
Name of contact person: Ophelia Everitt
Telephone number: 330.869.8955
10. Name of organization: Association for Fund-Raising Professionals
NE Ohio Chapter
Address of organization: 703 South Main St #211
Name of contact person: Larry Becker, CFRE.
Telephone number: 330.315.0402

11. Name of organization: Portage Workforce Connection
Address of organization: 1081 W. Main St. Ravenna 44266
Name of contact person: Michael Nahod.
Telephone number: 330.296.2841
12. Name of organization: Kent State University
Address of organization: 261 MSC, KSU Kent 44242
Name of contact person: Jan Watson
Telephone number: 330.672.2360
13. Name of organization: YSU College Fine & Perf. Arts
Address of organization: One University Plaza Youngstown 44555
Name of contact person: Jodi Clowes
Telephone number: 330.941.3625
14. Name of organization: Franklin Cty Board MR/DD
Address of organization: 2879 Johnstown Rd Columbus
Name of contact person: John Fleming
Telephone number: 614.475.6440
15. Name of organization: UCP- Central Ohio
Address of organization: 440 Industrial Mile Rd Columbus 43228
Name of contact person: Colleen Kelly
Telephone number: 614.279.0109
16. Name of organization: Womens Resource Center- Comm. Kitchen Inc.
Address of organization: 640 S. Ohio Ave. Columbus 43205
Name of contact person: Marilyn Oberting
Telephone number: 614.252.6428
17. Name of organization: Workplace Staffing
Address of organization: 650 Graham Rd. Cuyahoga Falls 44221
Name of contact person: Jen Ferrell
Telephone number: 330.926.1880
18. Name of organization: Mahoning Job & Family Services
Address of organization: 709 N Garland Av Youngstown OH 44506
Name of contact person: George Bentfield
Telephone number: 330.740.2600

19. Name of organization: Akron Urban League
Address of organization: 250 E Market St Akron OH 44308
Name of contact person: Stephanie Sheeler
Telephone number: 330.434.3101
20. Name of organization: United Disabilities Services
Address of organization: 701 S Main St Akron OH 44311
Name of contact person: Rich Willse
Telephone number: 330.762.9755
21. Name of organization: Kent State University Media
Address of organization: C-105 MSP Kent OH 44242
Name of contact person: Dave McCoy
Telephone number: 330.672.1871
22. Name of organization: University of Akron Human Resources
Address of organization: University of Akron Akron OH 44325-4731
Name of contact person: Penny Carpenter
Telephone number: 330.972.7090
23. Name of organization: University of Akron Career Services
Address of organization: 153 Shrank N Akron OH 44325-4306
Name of contact person: Kim Beyer
Telephone number: 330.972.7747
24. Name of organization: YSU Human Resources
Address of organization: Jones Hall One University Plaza Youngstown 44555
Name of contact person: Jean Wainio
Telephone number: 330.941.3122
25. Name of organization: NAACP Columbus
Address of organization: 233 S High St Columbus OH 43215
Name of contact person: Tracey Hale
Telephone number: 614.221.5187
26. Name of organization: Access To Independence
Address of organization: 4960 S Prospect St Ravenna OH 44266
Name of contact person: Kathy Schaffer
Telephone number: 330.296.8111
27. Name of organization: Canton Urban League
Address of organization: 1400 Sherrick Rd Canton OH 44704
Name of contact person: Ricc Strickland
Telephone number: 330.456.3479

28. Name of organization: NAACP Ravenna
Address of organization: 3168 Jay St Ravenna OH 44266
Name of contact person: President
Telephone number: 330.296.4344
29. Name of organization: Portage County MR/DD
Address of organization: 2606 Brady Lake Rd Ravenna OH 44266
Name of contact person: Bev Puleo
Telephone number: 330.297.4100
30. Name of organization: Community Action Partnership
Address of organization: 101 Federal Plaza E Youngstown OH 44503
Name of contact person: Frances Terry-Pettis
Telephone number: 330.746.9227
31. Name of organization: Goodwill Rehabilitation
Address of organization: 1331 Edgemoor Rd Columbus OH 43212
Name of contact person: Marilyn Clark
Telephone number: 614.583.0320
32. Name of organization: Youngstown Regional Chamber
Address of organization: 11 Federal Plaza #1600, Youngstown OH 44503
Name of contact person: Dorothy Boggio
Telephone number: 330.744.2131
33. Name of organization: Cuyahoga Valley Career Center
Address of organization: 8001 Brecksville Rd., Brecksville OH 44141
Name of contact person: C. B. VanTilburg
Telephone number: 440.746.8230
34. Name of organization: Mount Union College
Address of organization: 1972 Clark Av., Alliance OH 44601
Name of contact person: Rebecca Doak
Telephone number: 800.992.6682
35. Name of organization: Trumbull Business College
Address of organization: 3200 Ridge Rd., Warren OH 44484
Name of contact person: Naomi Sheehan
Telephone number: 330.369.3200

36. Name of organization: Advt Federation of Gr. Akron
 Address of organization: PO Box 2472, Akron OH 44309
 Name of contact person: Jen Snider
 Telephone number: 330.414.4830
37. Name of organization: Univ of Akron College of Fine Arts
 Address of organization: 261 Guzzetta Hall
 Name of contact person: Gerri McElliott
 Telephone number: 330.972.7564
38. Name of organization: Corporation for Public Broadcasting
 Address of organization: Website
 Name of contact person: Automated
 Telephone number: www.cpb.org/jobline
39. Name of organization: Natl Educational Telecommunications Assoc.
 Address of organization: Website
 Name of contact person: Maryanne Schuessler
 Telephone number: 803.799.5517

B. Recruitment Sources Used to Fill Vacancy That Are Entitled to Notification

1. Name of organization: Ohio Center for Broadcasting
 Address of organization: 9000 Sweet Valley Dr Valley View 44125
 Name of contact person: Gary James
 Telephone number: 216.447.9117

The following *Prong 3* initiatives were implemented during the previous year:

Participation in Job Fairs

Stark County Collegiate Job Fair was attended by Amanda Donatelli for Western Reserve Public Media (WNEO/WEAO), on Tuesday March 23, 2010 at the Professional Education Conference Center on the Kent State Stark Campus in North Canton.

The Youngstown State University Spring Job Expo was held Wednesday April 7, 2010 at the Kilcawley Center. It was attended by Amanda Donatelli for Western Reserve Public Media (WNEO/WEAO)

Establishment of Internship program

Established on-going internships to provide students with the skills needed for broadcast employment. Internships were provided this year in production.

Multiple Kent State University and Youngstown State University students assisted in the production of two weekly programs NewsNight Akron and NEOtropolis, weekly local news and business programs. These are ongoing year-round opportunities and in the past we have drawn from these interns for hiring.

Participation in other activities to further goal of disseminating employment opportunity information

We participate in ongoing general outreach efforts via our internet website. We state: "We are an Affirmative Action/Equal Opportunity Employer. We value diversity and encourage applications from women, minorities and persons with disabling conditions." We make the following announcement daily on-the-air: "Western Reserve Public Media is dedicated to providing broad outreach regarding job vacancies at the station. We seek help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Bill O'Neil by calling 330-821-6413 or 330-677-4549." A similar notice is on our website.

Training programs to enable station personnel to acquire skills that could qualify them for higher level positions

WNEO/WEAO encourages and finances training programs (college class work, seminars) designed to enable station personnel to acquire skills that would qualify them for higher positions. Engineer Anthony Dennis attended technical training for transmitter repair and operation at Thomson in Massachusetts. Engineers Rick Patterson and Anthony Dennis attended seminars at the PBS Technology Conference and the National Association of Broadcasters Convention. Jeff Good attended the National Educational Telecommunications Association's annual conference.

Participation in at least four programs sponsored by educational institutions relating to careers in broadcasting

WNEO/WEAO has participated in providing information about broadcasting careers to students at Youngstown State, Kent State Stark Campus, and University of Akron. Staff members participating were Duilio Mariola, Amanda Donatelli and Jeff Good.

Sponsorship of at least two events in the community designed to inform and educate members of the public as to opportunities in broadcasting

Western Reserve Public Media does a video production class called You Be the Producer covering video and television fundamentals and careers. We have offered that class nine times this year for teachers in Windham, Twinsburg, Hubbard, Green Local and Newcomerstown. Duilio Mariola presented information about broadcasting as part of the course he teaches at the University of Akron. College students also crew tapings/live-air of local

WNEO/WEAO programming. Jeff Good held a careers in broadcasting seminar for students from Rootstown High School in February.