

2022 ANNUAL EEO PUBLIC FILE REPORT

Station(s): WAPS-FM, WKTL-FM, W211BT

Community(ies) of License: Akron, Ohio; Struthers, Ohio; Athens, Ohio

Reporting Period: May 25, 2022 – May 24, 2023

Employment Unit: Akron Board of Education

Contact Information for Employment: Thomas Bruno/Executive Director, 330-761-3095,
tommy@thesummit.fm

Mailing Address: WAPS-FM 309 Woolf Ave Akron, Ohio 44301

No. of Full-time Employees: 7

Small Market Exemption: No

During the Reporting Period, a total of ONE full-time position was filled. The information required by FCC Rule 73.2080(c)(6) is provided in the following charts.

Reporting Period Vacancy Title – WAPS-FM Development Director – Full-Time Position.

The WAPS general manager worked closely with the Akron Public Schools Human Resource Department on updating the existing job description and position recruitment process. WAPS follows the hiring procedures outlined by the Akron Board of Education and Human Resources Department leadership team.

The Akron Board of Education is the governing body, along with the district Superintendent. For the radio station, even though financially independent from the school district, WAPS still follows the posting guidelines and experience of the Akron Public School HR Department. The WAPS Development Director position was posted on our station's website, Akron Public Schools website, and Greater Public. The posting was emailed to over 10,000 potential applicants across several social media platforms both by the school district and radio station. The station received 11 applicants. From that list we interview three of the top candidates; three females, two Caucasian and one African American. Along with the guidance of Akron Public Schools, HR specialist, we hired our new Development Director during the reporting period.

The employment unit engaged in the following broad outreach initiatives by various elements of FCC Rule 73.2080(c)

Participated in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

WAPS-FM – is a proud Pathway Partner with Akron Public Schools

Our Pathway Partnership is a formalized agreement between WAPS-FM and Ellet Community Learning Center. The WAPS-FM partnership activities vary, depending on the needs of the pathway and a partner's interests and resources.

Our partnership aims to improve student confidence, build relationships between students and positive professional adult role models, and support positive outcomes after graduation, including further education and entry into high-wage, high-demand careers.

During the reporting period, WAPS-FM committed and engaged in the following:

- Committed to two engagements per school year
- Identify a partnership coordinator (Tommy Bruno) the chief contact for the school
- Participating in a planning session with the school's Academy Advisory Board
- Support the goals of the academy in at least one activity
- Report the time your organization gives to supporting the partnership

WAPS-FM offers Students a wide variety of on-site experiences including :

- Business contacts
- Career exploration fair participant
- Career mentor
- Classroom and learning materials donations
- College planning assistance
- Employability skills training
- Field trip destination
- Guest speaker
- Incentives for student performance
- Industry Partnership Council member
- Job search skills (resumes, interviewing)
- Job shadowing
- Life skills training
- Marketing assistance
- Meeting/training rooms at your facility
- Part-time jobs for students
- Scholarships
- Student internships
- Technical training

During the reporting period, WAPS-FM provided students hands-on experience in video production, editing, and programming distribution to PBS Western Reserve. Throughout the reporting period station leadership worked closely with its Advisory Board to restructure the job descriptions, strategic plan, workflow, and outcome measures.

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

The WAPS-FM team participated in several on-site educational institutions “career exploration” opportunities including at Hyre Middle Schools, Ellett Community Learning Center, Kent State University, John Carroll University, and Ohio University.

All station full-time employees completed the mandated HR training as assigned by its broadcast license owner, Akron Public Schools, in addition to all CPB online workshops.