

2013 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, 2012 – May 21, 2013
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, total of (zero) full time positions were filled. 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.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

May 23, 2012 -Mobile Meals 40th Anniversary
Summit general manager, Tommy Bruno was on-site at Mobile Meals Inc. live broadcasting from their nearby warehouse, as part of The Summit's Turning Outward in the community project, in observance of Older Americans Month and the 40th Anniversary of the passage of the Older Americans Act. During the one hour broadcast, he interviewed **Lorie Travaglino**; President/CEO Mobile Meals Inc., **Beth Tenda**; parent of young clients, **Victoria Jackson**; client

and volunteer, and **Thomas Crookes**; Mobile Meals, Inc. Board Member since 2004.

June 6, 2012 – Leadership Akron Graduation

Summit general manager, Tommy Bruno was on-site at the Goodyear Blimp hangar at 841 Wingfoot Lake Rd. Mogadore, OH, live broadcasting to showcase Leadership Akron's Class XXVIII Graduation as part of The Summit's Turning Outward in the community project. During the one hour broadcast, he interviewed **Linda Conrad**; President, Executive Director Stan Hywet Hall & Gardens, **Mona Sarkar**; Vice President Wealth Team, Manager FirstMerit Bank, and **Kelly Pariso**; Financial Advisor/Associate VP Ameriprise Financial.

July 18, 2012 – Wean Foundation New Facility

Summit Director of Creative Content, Garrett Hart was on-site live broadcasting at The Raymond John Wean Foundation's unveiling and dedication of its new offices and community meeting and incubator facilities in the revived Courthouse Square area in the center of Warren, OH, at 147 West Market Street, as part of The Summit's Turning Outward in the community project. During the one hour broadcast, he interviewed **Gordon Wean**; Wean Foundation chairman, **Jeffrey Glebocki**; president of the Wean Foundation, and **Michael Chesler**; president and CEO The Chesler Group Inc.

September 5, 2012 – Margaret Clark Morgan Foundation's Compassion for the Compassionate

Summit Director of Creative Content, Garrett Hart was on-site at Akron's John S. Knight Center live broadcasting for The Margaret Clark Morgan Foundation's *Compassion for the Compassionate: Supporting Those Serving Others*, as part of The Summit's Turning Outward in the community project. During the one hour broadcast, he interviewed **Rick Kellar**; Margaret Clark Morgan president, **Fr. Norm Douglas**; Heart to Heart Communications

co-founder, **Dr. Robert Denton**; Summit County's Victim Assistance Program co-founder and executive director, and **Fr. Lyndon Harris**; event keynote speaker. Fr. Harris was the priest at St. Paul's Episcopal Chapel across from the World Trade Center on September 11, 2001.

October 25, 2012 – Summit of Sustainability Awards

The Summit's Director of Operations & Membership, Andrew James was on-site broadcasting live at The University of Akron Student Union Ballroom for the inaugural [Summit of Sustainability](#) Awards, as part of The Summit's Turning Outward project. Sustainable practices were the focus of the awards luncheon, including the recycled materials used in the awards themselves, as well as the composting of any leftover food. During the one hour broadcast, Andrew interviewed **Paula Davis**; President & CEO Keep Akron Beautiful, keynote speaker **Elaine Gallagher Adams**; senior consultant with the buildings program at Rocky Mountain Institute (RMI), and **Dan Colantone**; President & CEO Greater Akron Chamber.

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

The highly successful WAPS Internship Program continued for area high school and college students. During the reporting period students from: Miller South for The Visual & Performing Arts; University of Akron, Youngstown State University; John Carroll University; Kent State University participated in the program.

*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).*

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

WAPS added a young man with down-syndrome to our team for the reporting period. The former Akron Public School student assisted the entire staff with a variety of tasks around the station.

His mothers, special needs provider, were extremely grateful for the ongoing experience.

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

WAPS-FM volunteer training is conducted by operations manager on an ongoing basis. Volunteers are trained on audio equipment, mixing console, DAT audio recording gear and general station operations.

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

The station created an advisory board made up of community leaders that advise the entire full-time staff about ongoing benchmarks, and strategic planning.

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

Summer 2012: Junior Leadership Akron students participated in hands-on activities at the radio station including editing, programming and production.

October, 2012: Station general manager lectured to a radio and television broadcasting writing class at John Carroll University.

During the reporting period Four (4) Boy Scout Troops toured the station, performance space, and recorded public service announcements.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

Station management presented to Regional Chambers of Commerce, Rotary Clubs, and Young Professional organizations, throughout our broadcast coverage area, about the overall operations, and opportunities within of a public broadcast station.

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

RECRUITING SOURCES USED

Job Title of Position: _____ Date of Hire: _____

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE

[illegible]