

2021 ANNUAL EEO PUBLIC FILE REPORT

WAPS-FM Akron, Ohio
WKTL-FM Struthers, Ohio
W211BT – Athens, Ohio

Station(s) WAPS-FM WKTL-FM W211BT

Community(ies) of License: Akron, OH - Struthers, OH

Reporting Period May 25, 2021, - May 24, 2022

Number of Full-time Employees: Between 5 - 10

Small Market Exemption: No

This Report covers full-time vacancy recruitment data for the period: May 21, 2021 – May 26 22, 2022.

Employment Unit: Akron Board of Education

Unit Members (Stations and Communities of License): WAPS(FM), Akron, OH, WKTL(FM), Struthers, OH, and W211BT, Athens OH.

Contact Information for Employment: Thomas Bruno/Executive Director, General Manager
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Mailing Address: 309 Woolf Avenue, Akron, OH 44312

(1) Full-Time Job Vacancies Filled during the reporting period

(a) Digital Media Producer – WAPS FTE

Reporting Period Chief Engineer Retirement

During the reporting period, the WAPS-FM full-time chief engineer retired after 35 years of service. After many deliberations, our leadership team decided to develop the full-time WAPS-FM Chief Engineer into a contracted position, which is done in both our WKTL-FM Struthers and the translator in Athens, Ohio.

Terms

After agreeing to the terms of the engineering services for the fiscal year, we engaged in benchmarking the best practices of a brand-new position, called Digital Media Producer. This was a rigorous process taking six months to full completion. We sought the advice of our station's advisory board and were approved by the Akron Board of Education Human Relations Department, then ultimately approved by Akron Board of Education.

The Digital Media Producer Position posted during the period of November 1, 2022, through December 2, 2022. The job opportunity was posted to the following outlets for recruitment:

Recruitment

The Akron Public Schools district website www.akronschools.com
Through district-wide internal and external communications channels
Corporation for Public Broadcasting website
Greater Public website
The Current Online Publication
WAPS-FM On-Air Announcements
www.the330.net
www.ohio.com

Supplemental Information

Greater Public, 401 N. 3rd Street, Suite 370, Minneapolis, MN. Greater Public <https://greaterpublic.org/> is a national leader that enables local communities to sustain high-quality public media initiatives by fostering integrated and innovative business practices. The organization's website provides information related to marketing, individual giving and other sources of support, events, and training to member stations, in addition to providing a job website. During the reporting period, WAPS submitted one full time job opening for Digital Media Producer.

Current www.current.org is the newspaper and website about public and nonprofit media. The publications are read by those involved in public television and public radio, independent producers, policy makers and others. Current's institutional subscriptions allow "universal" subscribers' employees unlimited digital access which may also be offered to station board members. The website includes features and social media attributes that allow readers to interact with each other about the news and issues reshaping the field of public media. The Development webpage features articles about innovations made in donor giving, tips for soliciting grant proposals, and announcements for training seminars. Current is the leading site for employment and recruitment opportunities in public media.

Interviewees

Total # of Interviewees Referred: For the period that the job was posted this Employment Unit interviewed 3 interviewees for full-time job vacancies. In addition, we did another round of virtual interviews which further clarified the skillset, and video production component.

A representative from Akron Public Schools Human Resources department along with two WAPS employees were present for the interviews. A second interview session happened online through video conference with two representatives from Akron Public Schools Human Resources Department and general manager were present. After deliberation, the candidate was chosen and offered the position of Digital Media Producer.

Internship Program Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The WAPS Internship Program is ongoing during regular business hours. During this reporting period, interns worked both remotely and on-site with WAPS supervisors. Development Director Nancy Sinning and Director of Operations, Andrew James worked with our Akron Public Schools interns. In total, 25 students from three schools participated in the program. The areas of concentration included Rock and Recovery, Recovery Talks, KIDJAM! Radio, The 300, and The Summit public radio station programming.

WAPS-FM is located on the campus of Ellet Community Learning Center. The Ellet Community Learning Center is part of the Akron Public Schools College to Career Academies. WAPS-FM is fortunate to have access to high school students already interested in studying a wide variety of media. Students studying media, production, engineering, journalism, marketing, public relations, photography, design, business, non-profit leadership and related fields apply for internship positions. A practical extension and enrichment of student coursework are provided through this program. In addition to Ellet Community Learning Center, we worked with students from Miller South for the Visual & Performing Arts, Hyre Middle School, and Boys and Girls Clubs of The Western Reserve.

The Intern Application Form and a description of WAPS Internship position can be found online in the WAPS About section.

(c) Initiative #6.

Job banks and internet programs and other programs designed to promote outreach (i.e., that are not primarily directed to providing notification of specific job vacancies).

(1) Internship program, volunteer program, online job sites and access to music streaming and community information. WAPS-FM 309 Woolf Ave, Akron OH 44312

The WAPS website is a place to find information about music and related news and events in the community. To see what is happening inside WAPS, visitors to the website are invited to view complete descriptions of staff and internship positions available. Internship positions are posted along with the corresponding downloadable applications which must be completed prior to job placement at www.thesummit.fm

Station members, listeners and other visitors can link directly to WAPS staff job opportunities at the station's website www.thesummit.fm

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

Initiative

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

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

Online NAVEX Global Harassment Prevention Training. October 2020. WAPS Staff participated. WAPS staff participated in 2020 Workplace Harassment / the online NAVEX Global harassment prevention training module made available by CPB free of charge to all its Community Service Grant recipients. As required, all WAPS full and part-time staff and station management participated in the annual training during the month of October 2020. This training program offers valuable information about bias and inclusion and is designed to increase awareness and knowledge of applicable laws surrounding harassment prevention and how they impact job responsibilities for all staff and includes scenarios and exercises to help develop each person's knowledge of acceptable and unacceptable conduct. The certification process that records an individual's completion of the training module was fulfilled.