

2016 ANNUAL EEO PUBLIC FILE REPORT

WAPS-FM

Station(s):	WAPS-FM
Community(ies) of License:	Akron, Ohio
Reporting Period:	May 22, 2015 to May 21, 2016
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, no 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.*

During the reporting period, the station didn't participate, host, or co-sponsored any job fairs.

*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.*

June 12-13, 2015
Founder's Day Weekend at Stan Hywet
Rock and Recovery was on-site providing music and bookmarks for Stan Hywet's honoring of the 80th anniversary of the founding of Alcoholics Anonymous. Individuals were invited to the historic Stan Hywet building to reflect upon Alcoholics Anonymous and learn about its history.

August 15th, 2015:

6th Annual Summit for Kids

KIDJAM! Radio was on-site providing music and bookmarks at Summit for Kids, an annual family expo. Parents and children are invited to the John S. Knight Center in downtown Akron to enjoy fun and educational activities, free back-to-school items and more.

September 19, 2015

ASAP Rally for Recovery

Rock and Recovery provided positive music and a PA system for the Alliance for Substance Abuse Prevention's Rally for Recovery. The event was open to all ages and featured a 5K race, a one mile fun walk, children's activities, food, information tables, and speakers to raise awareness for substance abuse prevention and recovery.

May 6, 2016

NAMI Summit County Community Luncheon

Rock and Recovery provided music and bookmarks at a community luncheon celebrating the 30th year of service for the National Alliance on Mental Illness Summit County. The event featured a speech by Sheriff Tom Dart, who has pushed against the de facto criminalization of mental illness.

May 16, 2016

Gay Community Endowment Fund Annual Meeting

The Summit provided music, sampler CDs, and bookmarks at the annual meeting of the Akron Gay Community Endowment Fund held in the rotunda of the JS Knight Center. The meeting included a report to the community, speakers, and an unveiling of the Memorial to the Gay Games 9.

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

The internship program continued for area high school and college students. During the reporting period four students from Kent State University, The University of Akron, John Carroll University, and Youngstown State participated. Three high school students Akron Public Schools also participated.

*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).*

Station personnel joined in on a total of sixteen webinars designed to strengthen our community service, fund raising and benchmark best practices with other public radio stations.

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

Station morning show host participated in scholarship award ceremony for Akron Public School students.

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

The management of WAPS continues to support and enable its team members to strengthen their professional skills. During the reporting period, team members participated and excelled in several Leadership Akron programs, and multiple computer programs training sessions including: MUNIUS, AESOP, WEBSYS, and MEMSYS.

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

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

June, 2015: Junior Leadership Akron students participated in hands-on activities at the radio station including editing, programming and production.

February, 2016: Station general manager lectured to both a radio broadcasting writing, and a non-profit leadership class at John Carroll University.

Provided assistance to unaffiliated non-profit entities in maintaining web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting

The station general manager and other key staff members made presentations at Rotary Clubs, Middle Schools, PECHA KUCHA presentations, School Board Meetings, Leadership Akron – all designed to intrigue the audience about the one of a kind community service projects being done at WAPS.

Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

The station hired two key employees during the reporting period. This included station program director and music director; two fundamentals roles within the organization. The positions were thoroughly communicated to a diverse audience of potential candidates.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
Oct 26, 2016	Program Director	Akron Board of Education
March 2, 2016	Music Director	Akron Board of Education

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 13

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
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Greater Public	2
Monster	1
Akron Public Schools	5
PRADO	1
Linked-In	2
Facebook/Twitter	2
