

2020 ANNUAL EEO PUBLIC FILE REPORT

WAPS-FM

Station(s):	WAPS-FM
Community(ies) of License:	Akron, OH
Reporting Period:	May 22, 2019 to May 21, 2020
No. of Full-time Employees:	Between 5 - 10
Small Market Exemption:	No

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 at least 4 **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 8 & 9 2019

Founder's Day Weekend at Stan Hywet

Rock and Recovery participated on-site providing music and information to honor the 83rd anniversary of the founding of Alcoholics Anonymous. Guests were invited to participate in Founder's Day activities and learn more about the history of AA and its founders. We provided music, give-a-ways, and promotions.

June 13, 2019

CHC Break the Cycle of Addiction Luncheon

Rock and Recovery was present to support this event with a presentation by Tonier Cain discussing her personal story of trauma, addiction and recovery.

June 14 ADM Board Opioid Symposium

Community Leaders from around the region held discussions on the opioid epidemic. We served as program hosts and onsite support.

June 15, 2019

3rd Annual F.A.T.H.E.R.S. Motorcycle Poker

Run Rock and Recovery was on site to provide music and information for Families Against the Heroin Epidemic Rally in Stark. A community event to raise awareness of the heroin crisis and its effects on the community

July 13, 2019 Andrea Rose 5K - Onsite

Promotions and pre-promotional support.

July 20 Glenbeigh Picnic

The Summit and Rock and Recovery were on hand to provide music and information as the Glenbeigh celebration

Downtown at 2019 June 27-August 1 2019

Collaborative partnership with Akron Art Museum - The Summit assisted in securing talent, on-site intros, and live/remote broadcasts.

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

The Summit internship program is currently active with students from Akron Public Schools, Struthers City Schools, University of Akron, Kent State University and Youngstown State university participating in this year's session.

*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.*

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

*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.*

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

*Listed each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

The Friends of The Summit administered the 3rd Rock and Recovery scholarship program to three Akron Public Schools students. The students were asked to answer the question, “do you know someone, love someone, or are you someone going through addiction recovery? A total of \$2,500 was distributed to three APS students.

“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 Rotary, Foundation, and Recovery workshop programs, and multiple computer programs training sessions, including: MUNIUS, AESOP, WEBSYS AND MEMSYS”

Throughout the reporting period, the full-time staff of WAPS made public appearances at a variety of regional high schools, colleges, and universities sharing knowledge, and strategies about the evolving broadcasting

*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*

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*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.*

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: _____

Recruitment Sources Referring Interviewees during Reporting Period	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

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.