

## 2021 ANNUAL EEO PUBLIC FILE REPORT

Station(s): WAPS-FM, WKTL-FM  
Community(ies) of License: Akron, Ohio, Struthers, Ohio  
Reporting Period:  
No. of Full-time Employees: 7  
Small Market Exemption: No

During the Reporting Period, a 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)

*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.*

The Global Pandemic had a major impact on all broadcast employment events during the reporting period. All face-to-face station, community and – literally every local, regional or national event during the reporting period was postponed or canceled.

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

The WAPS-FM internship program was shuttered during the reporting period due to COVID 19 as well. The students from Akron Public Schools, University of Akron, Kent State University, and Struthers City Schools were all told to “pause” their internship, and then reapply once it is safe to return to the radio station. Currently only full-time employees are allowed in the station, with interns, and volunteers still staying away for the foreseeable future.

*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).*

The WAPS-FM full-time staff participated in nearly 50 ZOOM video professional development conference sessions ranging on topics such as surviving the pandemic, selling during a pandemic, keeping donors engaged during the pandemic, addiction recovery, mental health disruptions, traumatic events, grief, health care, career readiness, thought

leadership, race relations, data entry, audience analysis, programming impact, employee recruitment, music programming, and general board governance

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

The Jim Chenot Rock and Recovery Scholarship” – is an opportunity for seniors attending Akron Public Schools that focuses on raising awareness for substance abuse and recovery challenges faced by area teenagers. During the reporting period the scholarship program funds were deposited into an interest bearing “donor advised fund” within Akron Community Foundation, allowing for streamlined distribution and complete transparency.

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

Throughout the reporting period station leadership worked closely with its Advisory Board to restructure the job descriptions, strategic plan, workflow, and outcome measures. In addition, the station created a robust succession planning initiative with upcoming retirements looming in 2022.

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

The station took a leadership roll in partnering with students NEOMED. Northeast Ohio Medical University - a public medical school in Rootstown, Ohio. The university specializes in graduate education in medicine and pharmacy but also has a College of Graduate Studies. Its medical school has partnerships with four public universities and one private college. The station, through its Rock and Recovery programming work with students and faculty on a comprehensive study and needs-assessment within the region for mental health programming.

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

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.