

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1st, 2010 through May 31st, 2011. This EEO Public File Report is filed in the Public Files of WJER and is simultaneously placed on the station’s internet website (www.wjer.com), pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (FCC) Rules.

WJER Radio, LLC is an Equal Opportunity Employer and has an “open application” policy. We welcome anyone at anytime during our normal business hours to fill out an application for employment. Applications are available during regular business hours 8:00 AM to 5:00 PM, Monday through Friday, except holidays. Our office is located at 646 Boulevard, Dover, OH 44622.

- 1) **Licensee:** WJER Radio, LLC
- 2) **Stations in Market Area:** WJER (AM), Dover-New Philadelphia, OH
- 3) **EEO Contact Information for Licensee:**

Mailing Address:	Telephone Number:	Contact Person:	Email Address:
646 Boulevard Dover, OH 44622	330-343-7755	Gary Petricola	wjer@wjer.com

4) **List all Full-time Job Vacancies Filled by Station in the Market Area:**

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. N/A	
2. N/A	
3. N/A	

5) **Job Title:** _____ **Referral Source(s) of Hiree:** _____

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

6) **Job Title:** _____ **Referral Source(s) of Hiree:** _____

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

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7) Job Title:

Referral Source(s) of Hire: _____

Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
N/A				

8) Total # of Interviewees Referred by Each Source: For the period from June 1st, 2010 through May 31st, 2011, the Licensees interviewed 0 Interviewees for full-time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) On-Air Radio Advertisements	0
(2) Referrals	0
(3) Internal Promotions	0
(4) Internal Bulletin Board Posting	0
(5) Stations Website	0
(6) Walk-ins	0

9) Supplemental Recruitment Measures:

(a) Job Fairs

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WJER Radio continues a close working relationship with The Employment Source to provide area employers and educational institutions an opportunity to recruit potential job applicants and provide answers to questions regarding specific available job opportunities. A representative of The Employment Source visits the WJER studio each week at 3:15pm on Monday afternoons to discuss the Employment Source "Hot Job of The Week," highlighting an available job opportunity in our area, as well as promoting the general employment opportunities and services available to area residents. This "Hot Job" opportunity is also posted on the front page of our website, www.wjer.com, where it remains available for easy public reference for a full week until it is then updated with the next "Hot Job of The Week." WJER is an Equal Opportunity Employer and coordinates this regular feature as part of our ongoing Equal Opportunity program to reach as wide and diverse populations of our market service area as possible.	(Weekly)	Bob Scanlon – General Manager Mandy Garver – Sales Representative Kelly Kyle - Announcer

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(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>WJER Radio maintains an ongoing commitment to promoting awareness of career opportunities in radio broadcasting and the recruitment of candidates for job opportunities when positions become available at our station. We communicate with area students who are interested in radio broadcasting during Career Day programs held by area high schools. We continue to participate in mentoring programs when educational institutions ask us to host a student who is interested in radio broadcasting. We try to accommodate as many of those individuals as possible from a variety of area educational institutions. Additionally, we maintain close associations with Kent State University Tuscarawas, Kent State Main, the University of Akron, and Mount Union College by either hosting or presenting programs to students interested in broadcasting careers. When we have job opportunities, we always notify those schools along with other institutions of high education within our region of the state.</p> <p>WJER works closely with community groups and organizations to help promote their equal opportunity initiatives within our community, and they assist us with forwarding our efforts as an Equal Opportunity Employer. We maintain regular contact with the American Association of University Women and the Minority Employment Readiness Committee (MERC), which helps us remain aware of issues of concern to women and minorities as well as helping us maintain an avenue for potential job applicants.</p> <p>When job opportunities become available at our station, we contact area high schools, institutions of higher education, and community groups and advertise those opportunities using regional daily and weekly newspaper classifieds. We also promote the open positions on our station along with listing the job on our website. We also list the job opening with the Ohio Association of Broadcasters and the Ohio Associated Press.</p>	<p>(ongoing)</p>	<p>Gary Petricola – President Jennifer Clark - News Director Bill Morgan - Sports Director</p>

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(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>For a third year, WJER Radio partnered with Leadership Tuscarawas to participate in a Media Day program for the students enrolled in the 2010-2011 class. For part of the program, WJER's General Manager spoke with the class about the various jobs, skills necessary to perform those jobs, and opportunities in radio broadcasting.</p>	<p>March, 2011</p>	<p>Gary Petricola – President Bob Scanlon – General Manager</p>
<p>WJER also participated in an internship program with a senior from Garaway High School who was interested in pursuing a career in radio journalism. This program, which was a necessary requirement for graduation, allowed the student an opportunity to shadow our news staff, experience broadcast work in the field, and required the student to follow a specific set of guidelines to complete the internship.</p>	<p>May 9th – May 20th, 2011</p>	<p>Bob Scanlon – General Manager Jennifer Clark – News Director</p>

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>None</p>		