

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1st, 2011 through May 31st, 2012. 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				

WJER is an Equal Opportunity Employer

7) 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				

8) Total # of Interviewees Referred by Each Source: For the period from June 1st, 2011 through May 31st, 2012, 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 participated in or co-sponsored two job fairs during this period. Friday, June 10 th , 2011 WJER participated in a free community job fair sponsored by Goodwill Industries and Mature Services. This event took place in a community center in downtown New Philadelphia. We promoted the event to our audience using radio, print, and website announcements. We also broadcast live from the job fair.	June 10 th , 2011	Bob Scanlon – General Manager Mandy Garver – Sales Representative Kelly Kyle – Announcer
Wednesday, April 11 th , 2012 WJER co-sponsored a second job fair with The Employment Source, Goodwill Industries, and U.S. Congressman Bob Gibbs. The job fair featured 60 employers and nearly 1,200 job seekers. WJER Radio promoted the job fair for three weeks prior to the actual event. We also broadcast live from the job fair with comments from the three other sponsors as well as various employers. Our pre-promotion took the form of radio, print, and website announcements. It was also a featured story on WJER Radio’s News throughout the day as well as wjer.com. Following the job fair, WJER News again did a feature story talking about the number of attendees and the reaction of the participating employers.	April 11 th , 2012	Bob Scanlon – General Manager Mandy Garver – Sales Representative Bill Morgan – Announcer

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>WJER Radio maintains a close working relationship with The Employment Source to give area employers and educational institutions the opportunity to recruit potential job applicants and provide answers to questions regarding specific available job opportunities. Amy Miller of The Employment Source visits the WJER studio every Monday at 3:15 PM to discuss The Employment Source’s “Hot Job of the Week,” which highlights an available job opportunity in our area, as well as promote general employment opportunities and services available to area residents. The “Hot Job” is also posted on the homepage of our website, www.wjer.com, where it remains available for easy public reference for a full week until it is 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.</p>	(Weekly)	<p>Bob Scanlon – General Manager Mandy Garver – Sales Representative Kelly Kyle – Announcer</p>
<p>WJER Radio is committed 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 do our best to accommodate as many of those individuals as possible from various area educational institutions. Additionally, we maintain close relationships 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 notify those schools along with other institutions of higher education within our region of the state.</p>	(Ongoing)	
<p>WJER morning show host and Sports Director Bill Morgan spoke to the Careers class at Dover High School on February 29th, 2012.</p>	February 29 th , 2012	<p>Bill Morgan – Announcer/Sports Director</p>
<p>Anita Edwards, a female staff member of WJER, is also a professor at Kent State University Tuscarawas. Anita teaches the Mass Media course, and this often leads to discussions of employment opportunities for students.</p>	(Ongoing)	<p>Anita Edwards – Announcer</p>

<p>WJER Radio also established a scholarship with the local Italian-American Festival Foundation. This scholarship is awarded yearly to a high school senior (selected by the foundation committee) who is going on to study Mass Media at an institution of higher learning.</p> <p>WJER works closely with community groups and organizations to 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 keeps us 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 to advertise those opportunities using regional daily and weekly newspaper classifieds. We also promote the openings on our station and list them on our website. The job opening is also listed with the Ohio Association of Broadcasters and the Ohio Associated Press.</p>		
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(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>For the fourth year, WJER Radio partnered with Leadership Tuscarawas to participate in a Media Day program for students enrolled in the 2011-2012 class. For part of the program, WJER's General Manager Bob Scanlon spoke with the class about jobs, necessary skills, and opportunities at WJER Radio.</p>	<p>January 10th, 2012</p>	<p>Gary Petricola – President Bob Scanlon – General Manager</p>
<p>WJER partnered with three different area high schools to host seniors during their internship programs. They included students from Dover, Tuscarawas Valley, and Claymont High Schools who were interested in pursuing careers in radio journalism and production. The programs varied in length from one to four weeks, during which the students had opportunities to shadow our news reporters and other staff as well as complete hands-on, supervised tasks. Two of the schools mandated students complete specific guidelines as part of graduation requirements.</p>	<p>June, 2011 May, 2012 May, 2012</p>	<p>Bob Scanlon – General Manager Jennifer Clark – News Director</p>

(d) Training Management Personnel

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
None		