

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1st, 2012 through May 31st, 2013. 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, 2012 through May 31st, 2013, 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)

(b) General Outreach Efforts

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
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 "Hot Job of the Week," which highlights an available job opportunity in our area and promotes 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.	(Weekly)	Bob Scanlon – General Manager Mandy Garver – Sales Manager Kelly Kyle – Announcer Hannah Hubbard – Community Relations & Special Events Director

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<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>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)	Anita Edwards – Announcer
<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. We also 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>		

(c) Participation in Events

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
<p>By far our largest and most extensive event participation is with The Employment Source and their bi-annual Job Fair. In addition, we do a weekly program with their representative on the radio. At least once a year we do a live broadcast from their employment center encouraging people to avail themselves of the many employment aid services they offer, from résumé writing to job training and retraining opportunities</p>		<p>Bob Scanlon – General Manager Mandy Garver – Sales Manager</p>

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(d) Training Management Personnel

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