

# 2007 ANNUAL EEO PUBLIC FILE REPORT

## WAPS-FM

Station:	WAPS-FM
Community of License:	Akron, OH
Reporting Period:	May 22, 2006 to May 21, 2007
No. of Full-time Employees:	Between 5 – 10
Small Market Exemption:	No

During the Reporting Period, a total of one full time position was 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) (2):

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

The internship program continues for area high school and college students. Also established engineering internship program for high school students involved in tech-training classes. The high school and college internship program is offered to area students.

During the reporting period students from Firestone High School, East High School, Copley High School, Walsh Jesuit, Ohio University, and The University of Akron held internships. The program is 15 weeks long and exposes students to all facets of radio. During the reporting period, four college students, and four high school students completed the program. Each intern is trained in all areas of operation, including production, promotion and research.

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

August 2 – 5, 2006: The Program Director attended the Radio & Records AAA Summit in Boulder, CO.

WAPS-FM Volunteer Training is conducted by operations manager on an on going basis throughout the year. Volunteers are trained on

how to operate equipment including: audio mixing console, DAT audio recording gear, and general station operations.

WAPS-FM Volunteers are trained by station program & music director in researching music on a variety of industry websites. Volunteers are also instructed on writing broadcast public service announcements for local non-profit organizations.

In addition, WAPS Volunteers are trained to operate broadcast equipment, and a variety of marketing tools for station-sponsored events.

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

March 23, 2007: WAPS' general manager lectured to a radio broadcast writing class at John Carroll University.

*Participated in events sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

April 2007: WAPS' program & music director attended a Distributive Education Club of America DECA competition, and spoke to students about radio marketing and music programming.

May 2007: Local Cub Scouts of America were taught by the operations manager how to create an on-air public service announcement using equipment at WAPS.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
March 13, 2007	Relationship Manager	Internal Posting & Website

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year: 9

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Internal Posting	3
Website Posting	6

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**RECRUITING SOURCES USED**

Job Title of Position: Relationship Manager

Date of Hire: March 13, 2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal posting to nearly 3000 Akron Public Schools Employees	N	70 N. Broadway Akron, OH 44308-1911	Rene Garrett	330-761-2927
Akron Public Schools Website posting	N	www.akronschools.com	Rene Garrett	330-761-2927
Akron Beacon Journal	N	44 East Exchange Street Akron OH. 44328	Classified Advertising	330-996-3333 salescenter@thebeac honjournal.com

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