

# 2009 ANNUAL EEO PUBLIC FILE REPORT

## WAPS-FM

Station(s): WAPS-FM  
Community(ies) of License: Akron, OH

Reporting Period: May 22 2008 to May 21, 2009

No. of Full-time Employees: 5 – 10  
Small Market Exemption:

During the Reporting Period, a total of 1 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):

*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.*

Sept 2008 – WAPS general manager spoke to a journalism class at John Carroll University about writing techniques, and real-world experiences.

Nov 2008 – Boy Scout Troop radio station visit and production demonstrations.

March 2009 – WAPS program director attended a Distributive Education Club of America DECA – competition, and spoke to students are marketing and music programming.

May 2009: Networking in the Middle: The Akron Edition - a networking event for Young Professionals from throughout Northeast Ohio

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

The programming on The Summit is partially possible with the help of student-interns. The Summit is a remarkable work environment for motivated and independent individuals. The Summit welcomes students, particularly from the Akron Public Schools. Most internship positions require a minimum commitment of 10 hours per week. The internship program continued a relationship

with Firestone High School and its nationally recognized marketing program, DECA. The high schools students also have the opportunity to participate in the Engineer Internship Program. The radio station also continued its Internship program with area colleges and universities.

During the reporting period students from: Firestone High School, Walsh Jesuit and The University of Akron – One from Firestone, and Two from Walsh Jesuit. Each intern is trained in all areas of operation, including productions, promotion, research and public service.

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

The station general manager, along with community leaders, created an advisory council. The Friends of 91.3 is an independent, nonprofit organization created to conduct fund raising activities for the radio station. Their mission is to guarantee the future of WAPS as a premier public media organization by enhancing financial support, promoting community interest, and providing advice and recommendations to station management and its license holder.

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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
August 28, 2008	Music Director	DEI Worksite

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:   11  

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
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Radio & Records Publication	2
DEI Worksite	1
Akron City Schools Posting	5
Akron City Schools Website	2

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**RECRUITING SOURCES USED**

Job Title of Position: Music Director      Date of Hire: August 28, 2008

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Posting to nearly 3000 Akron Public School Employees	n	70 North Broadway Akron, OH 44308-1911	Rene Garrett	330-761-2927
Akron Public Schools Website	n	<a href="http://www.akronschools.com">www.akronschools.com</a>	Rene Garrett	330-761-2927
Development Exchange	n	<a href="http://www.deiworksite.com">www.deiworksite.com</a>	June Fox	junefox@deiworksite.com
Radio & Records	n	<a href="http://www.radioandrecords.com">www.radioandrecords.com</a>	n/a	n/a

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