

EEO MENU OPTION ACTIVITIES

WNKO-WHTH RADIO STATIONS

Stations WNKO-WHTH has engaged in the following outreach activities during the year.

WNKO/WHTH employ nine full-time employees.

Covered by this report: **June 1, 2018 - May 31, 2019**

Activity Classification	Type of Activity	Brief Description
1	Career Fair	Ohio Means Jobs/Licking County 18 th Annual Employment Expo October 17, 2018. 1:00 p.m. to 5:00 p.m. Participants: John Franks, President. Tom Swank, GM
1	Career Fair	Ohio State University Newark and Central Ohio Technical College April 2, 2019. 11:00 a.m. to 2:00 p.m. Participants: John Franks, President. Tom Medors, GM
8	Staff Training	Ohio Association of Broadcaster Legal Webinar: "FCC Deregulation and Desirable Regulation" June 6, 2018. 10:00 a.m. – 11:00 a.m. Participants: Tom Swank, GM, John Franks, President, Tom Medors, Account Rep
8	Staff Training	Ohio Association of Broadcaster: "Ohio Association of Broadcasters Webinar Series – Compensation & Onboarding" July 11, 2018. 10:00 a.m. to 11:00 a.m. Participant: Tom Swank, GM
8	Staff Training	Ohio Association of Broadcaster: "Q3 Legal Webinar: FCC EEO Rules" August 28, 2018. 10:00 a.m. to 11:00 a.m. Participant: Tom Swank, GM
8	Staff Training	Ohio Association of Broadcaster Seminar "How to Double your local direct business...and Continue to grow it year after year" September 12, 2018. 9:00 a.m.- 4:00 p.m. Participants: Tom Swank, GM, Tom Medors, Account Rep
8	Staff Training	Ohio Association of Broadcaster: "2018 Employment Law Webinar" September 19, 2018. 10:00 a.m.- 11:00 a.m. Participants: Tom Swank, GM, John Franks, President.
8	Staff Training	Ohio Association of Broadcaster Webinar: "The Nine Facts You Need From Every Local Direct Client" April 9, 2019. 12:00 p.m. – 1:00 p.m. Participants: Tom Medors, GM, Noelle Merryman and John Christian, Account Rep's.

8	Staff Training	Ohio Association of Broadcaster Webinar: “Leadership Impact RX: Maximum Strength 13 Skills That Everyone at your Station Should Master” May 14, 2019. 12:00 p.m. – 1:00 p.m. Participants: Tom Medors, GM, Noelle Merryman and John Christian, Account Rep's.
9	Mentoring Program	Tom Medors; 1 year 6 months June 1 st , 2018 – December 31 st , 2019 Tom Swank, GM, a 50 yr employee of Runnymede Inc., was mentoring Tom Medors, a 10 yr employee in the sales department, to take over as GM on January 1 st , 2020

*Activity Classification

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provisions of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.