

EEO PUBLIC FILE REPORT

FOR

STATION'S

WNKO

NEW ALBANY, OHIO

AND

WHTH

HEATH, OHIO

This EEO Public File Report

Covers the One-Year Period

Ending on May 31, 2024

**EEO PUBLIC FILE REPORT
FOR STATIONS:
WNKO – NEW ALBANY, OHIO AND WTHH - HEATH, OHIO**

This EEO Public File Report covers the period beginning **June 1, 2023** and ending on **May 31, 2024**.

EEO Public File Report

This EEO Public File Report is filed in Station's WNKO-WTHH's Public Inspection File pursuant to Section 73.2080(c)(6) of the Federal Communication Commission's (FCC) rules.

During the period from June 1, 2023 and ending May 31, 2024, the stations had One (1) full-time vacancies.

1- Sales Representative

A total of **8** people were interviewed for full-time vacancies during the period covered in this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

WNKO / WTHH Web Page		2 interviewee referred
WNKO / WTHH Inter- Office		0 interviewee referred
WNKO / WTHH Internship		1 interviewee referred
WNKO / WTHH On- Air		6 interviewee referred
LinkedIn		1 interviewee referred
OAB.org		0 interviewee referred
AllAccess.com		1 interviewee referred
	Total Interviewees Referred:	8

Attachment A contains the following information for each full-time vacancy.

- The requirement source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
- The recruitment source that referred the hiree for each full-time vacancy
- The total number of persons interviewed for each full-time vacancy: and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

1. Sales Representative

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

"Stations WTHH-WNKO, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Tom Medors at stations WTHH-WNKO by calling 740-522-8171."

The following is contact information for the recruitment sources used in the hiring process at
WNKO / WHTH Radio:

- **AllAccess.com** - contacted via the website: www.allaccess.com
- **OAB** - contacted via the website: <https://oab.org/job-board/>
- **WNKO / WHTH websites** – wnko.com / whth.wnko.com
- **WNKO / WHTH Inter-Office**

FULL-TIME VACANCY EEO INFORMATION - Form BP-03

Job Title of Vacancy	Recruitment Sourced That Referred the Hiree:
Sales Executive	On- Air/All Access
Vacancy Opened:	Date Vacancy Filled:
6/22/23	10/31/23

Total Number of Persons Interviewed for the Vacancy:	8
---	---

Name of Recruitment Source	Address	Contact Person	Telephone #	Total number of interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Allaccess	2895 Pacific Coast Hwy Suite 210-5 Mailbu, CA 90265	www.allaccess.com		1	No
Internship	1000 N 40 th St, Newark, OH 43055	sales@wnko.com	740-522-8171	1	No
Linkedin	1000 W. Maude Ave, Sunnyvale, California 94085	Tom Medors	740-522-8171	1	No
OAB	17 South High Street, Suite 1010 Columbus, Ohio 43215	Mariah West mwest@oab.org	614-228-4052	0	No
WNKO/WHTH ON- AIR	1000 N 40 th St, Newark, OH 43055	sales@wnko.com	(740) 522-8171	6	No
WNKO / WHTH Web Site	PO Box 1057 Newark, Ohio 43058-1057	John Franks	(740) 522-8171	2	No

The following is contact information for the recruitment sources used in the hiring process at WNKO / WHTH Radio:

- **Otterbein College** – Center for Career & Professional Development
Ashley Strausser e-mail: astrausser@otterbein.edu
1 Otterbein College, Westerville OH 43081
(614) 823-1456
- **Ohio University** – Career and Leadership Development Center
e-mail: careerandleadership@ohio.edu
9 South College Street, Athens OH 45701
(740) 593-1000 Sarah Parker
- **Ohio State University** - School of Communications
e-mail: schofcomm@osu.edu
Dr. Carroll Glynn, Derby Hall, 154 N. Oval Mall, Room 3016, Columbus, OH
43210-1330
(614) 292-6291
- **COTC** – Career Development
Derek Thatcher e-mail: dthatche@cotc.edu
1179 University Drive, Newark OH
(740) 366-9453
- **OSU Newark** – Career Development
Derek Thatcher e-mail: dthatche@cotc.edu
1179 University Drive, Newark OH
(740) 366-9453
- **C-TEC** – Career Development
Beth Bronkar e-mail: bbronkar@c-tec.edu
150 Price Road, Newark OH
(740) 366-3351
- **Ohio University Zanesville** - Career Services
Jarod Anderson e-mail: andersj6@ohio.edu
1425 Newark Road, Zanesville OH 43701
(740) 453-0762
- **Ohio Center For Broadcasting**
Gary James e-mail: gjames@beonair.com
9000 Sweet Valley Drive, Valley View OH 44125- 4220
(216) 447-9117

- **Specs Howard**
Mary Harms e-mail: mharms@specshoward.com
19900 W. Nine Mile Road, Southfield MI 48075
- **OAB.org** – contacted via the internet: oab@oab.org
- **NAB.org** - contacted via the internet: nab@nab.org
- **AllAccess.com** - contacted via the internet: nderosa@allaccess.com
- **Radio-Online.com** - contacted via the internet
- **Opportunity Links / Licking County Ohio Means Jobs**
Jennifer Denney e-mail: Jennifer.Denney@jfs.ohio.gov
998 East Main Street, Newark, OH 43055
(740) 927-3993
- **Referrals**
- **WNKO / WHTH** radio commercials “Help Wanted” advertising
- **Inter-Office Job Posting**
- **wnko.com**

EEO MENU OPTION ACTIVITIES

WNKO-WHTH RADIO STATIONS

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

WNKO/WHTH employ eight (8) full-time employees.

Covered by this report: **June 1, 2023 - May 31, 2024**

Activity Classification	Type of Activity	Brief Description
5	Internship	Savanna Kaminsky; six week term, ending July 20th, 2023
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	Listing on OAB Employment Website, wnko.com AllAccess.com, and LinkedIn June 22 nd , 2023 – October 31 st , 2023
14	Management Training	Ohio Association of Broadcasters “OAB Nuts & Bolts of Political Broadcasting” October 10 th , 2023 10am Participant: Tom Medors- GM
14	Management Training	Ohio Association of Broadcasters “OAB Annual Employment Law Webinar” October 24 th , 2023 10am Participant: Tom Medors- GM
1	Job Fair	Ohio State University Newark and Central Ohio Technical College October 25 th , 2023 2pm- 4pm Participants: John Franks- President, Tom Medors- GM
14	Management Training	Ten-Minute Trainer Network/Gen Media Partners “Maximizing Your Political Advertising Budget for Small & Medium Markets” Webinar April 24 th , 2024 12pm-12:45pm Participant: Tom Medors- GM
8	Staff Training	Local Broadcast Sales “The Daily Habits of Successful Broadcast Sellers” Webinar May 14 th , 2024. 12pm-1:15pm Participants: Tom Medors- GM, & Kenny Morgan- Account Representative
8	Staff Training	I-Media Strategies “Election Coverage Down the Backstretch: Get Off the Track” Webinar May 16 th , 2024 1pm-2pm Participants: Tom Medors- GM, Dave Doney- News Director

*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.