

EEO PUBLIC FILE REPORT

FOR

STATION

WKJA

Brunswick, Ohio

This EEO Public File Report

Covers the One-Year Period

06/01/2021 - 05/31/2022

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station **WKJA**'s online public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

In accordance with the FCC's *Second Report and Order and Third Notice of Proposed Rule Making*, FCC 02-303, MM Docket No. 98-204 (released Nov. 20, 2002) ("*Second R&O*"), **WKJA** is a religious broadcaster and applies religious belief or affiliation as a job qualification for all station employees. When recruiting for job vacancies in its operation, **WKJA** makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based on their religious belief or affiliation.

During the one-year period ending on 05/31/2022, the station filled the following full-time vacancies:

- NONE

If applicable, Attachment A contains the following information for each full-time vacancy filled during this period:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number; and
- The recruitment source that referred the hiree for each full-time vacancy.

NOTE: Pursuant to the *Second R&O*, as a religious broadcaster with hires subject to a religious qualification, **WKJA** is not required to report data reflecting the total number of persons interviewed for full-time vacancies during the preceding year or the total number of interviewees referred by each recruitment source used in connection with any such vacancies. In addition, **WKJA** is not required to comply with the broad outreach recruitment requirement or the menu options. Nonetheless, **WKJA** has engaged in certain activities described in Attachment B that may satisfy the FCC's menu option requirements (Section 73.2080(c)(2)).

* * * * *

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

No full-time hires during this reporting period.

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WKJA has engaged in the following outreach activities during the year covered by this report:

Activity Classification*	Type of Activity	Brief Description
8	Training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	<p>The station routinely seeks to provide its employees with training through which they can gain skills that increases their competencies.</p> <p>For example, the station provided one of its employees with a comprehensive training path that was designed to and did in fact equip said employee to acquire the skills and competencies needed to add substantial responsibilities to her role (i.e., the employee added entirely new proficiencies; consequently, in addition to the employee's prior role as Business Coordinator, the employee also became the station's Program Manager).</p>
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.	In May 2022, the station's General Manager and its Morning Drive Host spent several hours with two members of the community who had expressed an interest in possibly starting/acquiring/operating a radio station. The station personnel shared their knowledge on a wide range of issues, including but not limited to: FCC licensing, music licensing, equipment, software, and station buildout.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

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 websites 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. Provision 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.