

EEO PUBLIC FILE REPORT
FOR
JAWCO INCORPORATED
WMOA/WJAW/WJAW-FM

This EEO Public File Report
Covers the One- Year Period
Ending June 1, 2016

May 30, 2016

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WMOA, WJAW and WJAW-FM's public Inspection files pursuant to Section 73.2080 (c) (6) of the Federal Communication's ("FCC") rules. During the one-year period ending on June 1, 2016, the station filled the following full time vacancy: 1 Morning Producer/News Reporter, 1 Morning Producer, 1 News Director. The station interviewed 10 people for full-time vacancies during the period covered in this report.

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Department of Job and Family Services	0
The NAACP	0
The Welfare League	0
Marietta College	1
Washington State Community College	1
Ohio University in Athens	2
Ohio Valley College	0
Ohio Association of Broadcasters Website	0
Employee Referrals	2
Word of Mouth	1
Walk in/Random	1
Washington County Career Center	1
Ashland University	1

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

The recruitment sources(s) used to fill each vacancy, identified by name, address, contact person, and telephone number;

The recruitment source that referred the hire 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.

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.

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES FOR THE TIME PERIOD COVERED IN THIS REPORT 1 FULL TIME POSITION BECAME AVAILABLE.

Recruitment Sources we utilize are;
Department of Job and Family Services (Job Fair) 1115 Gilman Avenue,
Marietta, Ohio 45750 Candy Nelson (740) 373-5513

Marietta College 215 Fifth Street,
Marietta, Ohio 45750 (740) 376-4600

Washington State Community College 710 Colgate Drive,
Marietta, Ohio 45750 (740) 374-8716

Ohio University in Athens 108 Cutler Hall,
Athens, OH 45751 (740) 593-2572

Ohio Valley College 4501 College Parkway,
Parkersburg, WV 26101 (304) 865-6000

Ohio State Employment Services Bureau (Web Site) 217 Third Street,
Marietta, Ohio 45750 (740) 374-7167

Ohio Association of Broadcasters <http://www.oab.org> (614) 228-4052
Goodwill Industries, Workforce Development
(740) 313-0131
1303 Colegate Dr. Marietta, Ohio 45750
Christina VanOster, Job Developer.

JAWCO Inc. 925
Lancaster St
Ben Marshall (740) 373-1490
Marietta, Ohio 45750

Recruitment source from whom the hiree used:

The three Hirees were referred to us from; 1 from Washington State Community College, 1 from Washington County Career Center, 1 from Ohio University.

Number of Interviewees Referred by Each Recruitment Source:

Department of Job and Family Services	0
The NAACP	0
The Welfare League	0
Marietta College	3
Washington State Community College	3
Ohio University in Athens	3
Ohio Valley College	0
Ohio Association of Broadcasters Website	4
Employee Referrals	2
Word of Mouth	1
Walk in/Random	2
Washington County Career Center	1
Ashland University	1

ATTACHMENT B

MENU OPTIONS ACTIVITIES

Jawco Incorporated, stations WMOA/WJAW/WJAW-FM has engaged in the following outreach activities during the year covered by this report:

Activity Classification Type of Activity Brief Description

3- Co-Sponsoring Job Fair- Jawco Incorporated Co-Sponsored a Job Fair with Building Bridges to Careers. Jawco donated \$700 worth of air-time for the event on October 1st-10th, 2015

5- Internship- Jawco Incorporated has had 1 intern from Marietta College, 1 from Building Bridges to Careers, and 1 from Ashland University for the 2015 EEO Year. Jawco is accepting internship applications year-round.

7-Participated in Scholarship Program- Evaluated in applicants for scholarship -the Ohio Broadcasters Scholarship Program

8- In partnership with the Ohio Association of Broadcasters, Jawco employees are given free webinars to attend that can improve their skills and the individuals can attain new skills through the program.

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

1. Participation in at least four job fair 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 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 education 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 include 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. 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 that station reasonable 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