

EEO PUBLIC FILE REPORT

FOR

JAWCO INCORPORATED  
WMOA / WJAW / WJAW-FM

This EEO Public File Report  
Covers the One-Year Period  
Ending on June 1, 2008

May 31, 2008

### EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Stations WMOA, WJAW and WJAW-FM's public inspection file pursuant to Section 73.2080 (c) (6) of the Federal Communication's ("FCC") rules.

During the one-year period ending on June 1, 2009, the station filled the following full time vacancy:

**NONE**

The station interviewed no one for all 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 (Job Fair)	1
The NAACP	0
The Welfare League	0
Marietta College	0
Washington State Community College	0
Ohio University in Athens	0
Ohio Valley College	0
Ohio Association of Broadcasters Website	0

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 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.

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.

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**ATTACHMENT A**  
**EO INFORMATION FOR FULL-TIME VACANCIES**  
**FOR THE TIME PERIOD COVERED IN THIS REPORT ONLY ON E FULL TIME POSITION BECAME AVAILABLE.**  
**THIS POSITION WAS AN ACCOUNT EXECUTIVE POSITION**

**Recruitment Sources used to fill Account Executive Position:**

<b><u>Source</u></b>	<b><u>Address</u></b>	<b><u>Contact Person</u></b>	<b><u>Telephone Number</u></b>
Department of Job and Family Services (Job Fair)			
The NAACP			
The Welfare League			
Marietta College			
Washington State Community College			
Ohio University in Athens			
Ohio Valley College			

**Referring Recruitment Source for Account Executive Position:**

**Number of Interviewees Referred by Each Recruitment Source:**

Department of Job and Family Services (Job Fair)	1
The NAACP	0
The Welfare League	0
Marietta College	0
Washington State Community College	0
Ohio University in Athens	0
Ohio Valley College	0

**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:

<u>Activity Classification</u>	<u>Type of Activity</u>	<u>Breif Description</u>
3	Co-Sponsored Job Fair	Co-Sponsored and Participated in a Job Fair by the Washington County Department of Job and Family Services. Gave 2000 dollars in advertising, a live remote and participated in the Job Fair.
7	Participation in Scholarship Program	Evaluated in scholarship applicants for the Ohio Broadcasters Scholarship 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 repsonsibility in making hiring decesions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one one fair with organizations in the business and professional communityh 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 designeed 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 scolarship 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 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. 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.