**WCDK-FM & WEIR-AM**

**Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WCDK-FM licensed to Cadiz, OH and WEIR-AM licensed to Weirton, WV and WEIR-AM’s translators on 94.9 FM and 100.9 FM. This report is required to be placed in the public inspection files of these stations and posted on their websites. The information contained in this report covers the time period beginning June 1, 2019 up to and including May 31, 2020. The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by WCDK and WEIR comprising the Station Employment Unit during the Applicable Period.

2. For each such vacancy, the requirement source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified by name, address, contact person and telephone number.;

3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period.

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 (under the column entitled "Full-time Positions for Which This Source Was Utilized") refer to the number of the full-time positions listed on Appendix 1.

**Appendix 1.**

There was one (1) full-time vacancy during the above EEO time period. One (1) Marketing Consultant.

**Appendix 2.**

The following recruitment sources were used in reference to the full-time vacancies filled during the above EEO time period:

Herald Star/Weirton Daily/Intelligencer Newspaper

401 Herald Square

Steubenville, OH 43952

Contact: Ross Gallabrese

Ohio Association of Broadcasters

88 East Broad St. #1180

Columbus, OH 43215

(614) 228-4052

Contact person: Patti Geary

OhioMeansJobs.com (Ohio Job Service)

Phone: (888) 296-7541

Contact Person: self-administered

Indeed.com
Online entry

106.3 The River (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

WEIR 1430 (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

West Virginia Broadcaster’s Association

140 7th Avenue

South Charleston, WV 25309-1452

(304) 744-2143

Contact person: Michele Crist

Workforce West Virginia Career Center

(www.workforcewv.org)

100 Municipal Plaza

Suite 350

Weirton, WV 26062

Phone: (304) 794-2000

Contact person: self-administered

West Liberty University

101 Faculty Drive

West Liberty, WV 26074-0295

Phone: (304) 336-5000

Emailed and dispersed to all Ohio Midland Newsgroup employees

WEIR Facebook Page – Self Administered

WCDK Facebook Page – Self Administered

**Appendix 3.**

The following is documentation of positions, recruitment sources used, and the number of candidates interviewed for the one (1) full time vacancy for the period of June 1, 2019 through May 31, 2020.

**Marketing Consultant**

WEIR 1430 (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

# of interviewees referred: 0

106.3 The River (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

# of interviewees referred: 1

OhioMeansJobs.com (Ohio Job Service)

Phone: (888) 296-7541

Contact Person: self-administered

# of interviewees referred: 0

West Virginia Broadcaster’s Association

140 7th Avenue

South Charleston, WV 25309-1452

(304) 744-2143

Contact person: Michele Crist

# of interviewees referred: 0

Emailed and dispersed to all Ohio Midland Newsgroup employees

WEIR Facebook Page – Self Administered

WCDK Facebook Page – Self Administered

**Appendix 4.**

Total interviewees:

Marketing Consultant (1) Hired: Total Interviewees – 2

**Appendix 5.**

EEO Initiatives:

Ohio Midland Newsgroup has been involved with the following EEO initiatives:

On Thursdays and Fridays starting May 23 through August 17 2019, 106.3 The River broadcasts from the Weirton Events Center and the Historic Fort Steuben for their Thursday and Friday live concerts. Applications were available as well as answers to any questions about employment in the broadcast industry.

Thursday and Friday October 3rd and 4th 2019, Joe Klepack and Cindy Taylor attended and broadcasted from the Homer Laughlin Tent Sale from 12 -2 both days. This was on WCDK. Applications are always in sight and questions answered about working in the broadcast industry.

Saturday June 22 2019, The River sponsored the Blues For A Cure, a blues concert, for Harrison Community Hospital. We broadcasted live on WCDK from the event prior to the show from 4-5. We always make applications available and accept any resumes.

On Saturday July 27 2019 Tim Ohalek broadcast live from the Italian Festival from 11-1 in downtown Whelling WV. Making applications available to the public.

On Friday July 26 2019 from 12-2 in Moundsville WV, August 2 from 4-6 in Triadelphia WV, Friday August 9 from 4p-6p in Weirton WV, and Saturday August 17 from 12-2 in Triadelphia WV, WCDK Broadcast from Cricket Wireless. Applications are always made available to the public.

On July 18th, Softite Community Credit Union held a live broadcast and 106.3 The River’s Joe Klepack was there to broadcast from 11:30 -1:30 and answer any questions about the broadcast industry and hand out applications.

Saturday, September 29 2018 106.3 The River broadcasted from the Barnesville Pumpkin Festival. Joey did the broadcast from 11-1. Applications are always on our remote table for those interested.

On Thursday August 15 2019 from 1 -4 Nate Hursch and Austin Ritchea broadcasted for the Urban Mission Back to School event. This event is geared towards all children k-12. We emceed the event as well as provide information about working in the radio business. This took place in Steubenville. Applications were made available.

On Tuesday November 26, 2019 Tim Ohalek broadcast from The Historic Fort Steuben from 5p-7p. Applications were made available.

Saturday November 30, 2019 from 11-1 Joe Klepack and Cindy Taylor broadcast from the Huddle House. Applications were made available.

Joe Klepack and Emily Stackhouse attended at job fair with Ohio Means Jobs on Wednesday, September 18 2019 from 12-2 at the St. Florian Hall in Wintersville, Ohio. Joe addressed the programming side of radio while Emily discussed the marketing with attendees. Applications were handed out and collected.

Cindy Taylor attended a Jefferson County (OH) Chamber event. This was a networking event. Notice of an opening was made available. Applications were made available. This was 2/12/20.