

EEO PUBLIC FILE REPORT

for

AVC COMMUNICATIONS, INC.

Radio Stations

WILE – Cambridge, Ohio

WCMJ – Cambridge, Ohio

WILE-FM – Byesville, Ohio

WBNV – Barnesville, Ohio

WWKC – Caldwell, Ohio

WBIK – Pleasant City, Ohio

This EEO Public File Report
Covers the Period of June 1, 2022 to May 31, 2023

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Public Inspection Files of AVC Communications, Inc. – operated Radio Stations WCMJ, WILE-AM/FM, WWKC, WBNV and WBIK pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (FCC) rules.

During the one-year period ending May 31, 2023, this broadcast unit filled 2 full-time vacancies.

Production/On Air/News

The station interviewed a total of 2 people for the above full-time vacancy.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
YourRadioPlace.com (Station Website)	1
Indeed.com	0
Handshake	0
OAB Job Board	0
Ohio means Jobs	0
Ohio University/ Zanesville Campus	0
Zane State College	0
Muskingum University	1
Facebook	0
Linked-In	0
Hocking College Job Board	0

IT Technician

The station interviewed a total of 3 people for the above full-time vacancy.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
YourRadioPlace.com (Station Website)	1
Indeed.com	2
Handshake	0
OAB Job Board	0
Ohio means Jobs	0

Ohio University/ Zanesville Campus	0
Zane State College	0
Muskingum University	0
Facebook	0
Linked-In	0
Hocking College Job Board	0

STATION INITIATIVES

The following is a list and brief description of initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

- President & General Manager Joel Losego accepted an invitation to speak to members of Youth and separately the Adult Leadership Guernsey classes on November 10th and November 17th, 2022 respectively. These groups consist of 1) high school juniors representing each school district within Guernsey County or 2) Adults in positions of leadership in local businesses. The Leadership Program is managed by the Cambridge Area Chamber of Commerce. Typical topics covered include career opportunities at our radio stations and in media/marketing in general.
- President & General Manager Joel Losego spoke to 4 classes of high school students on Colts Expo Career Day at Meadowbrook HS in September, 2022 about employment opportunities in marketing and broadcasting, both locally and nationally.
- President & General Manager Joel Losego spoke to 3 classes of high school students on Career Day at Cambridge HS employment opportunities in marketing and broadcasting, both locally and nationally.
- President & General Manager Joel Losego serves on the Advisory Board for the Digital Media program of the Mid-East Ohio Career and Technology Center in Zanesville, Ohio. The Digital Media program is considered preparatory to a career in broadcast performance and related skills.
- President & General Manager Joel Losego serves on the Graphic Art Advisory Board for the Digital Media program of the Mid-East Ohio Career and Technology Center in Zanesville, Ohio. The Graphic, Arts and Design program is considered preparatory to a career in marketing and promotions and related skills.
- AVC Communications, Inc. has maintained an internship program to prepare area students for a marketing or broadcasting career. One student participated this reporting period.
- AVC Communications partners with the teachers and students of the Digital Media program of the Mid-East Ohio Career and Technology Center in Zanesville, Ohio to live stream HS football and basketball games. The games are staffed by the students in order to learn valuable skills for employment opportunities outside of school hours and post-graduation.

- AVC Communications provided a tour of its facilities and an opportunity to meet and talk to staff in all areas of our operation about career opportunities to area HS students in October, 2022.
- AVC Communications, Inc. has maintained an open-door policy for area high school and college students who wish to “job shadow” as they consider a possible career in broadcasting. Students typically sit-in on our various morning shows as well as observe, and ask questions of members of our news, programming, traffic and sales departments. Job shadowing during the past twelve months included students from Cambridge High School in Cambridge, Meadowbrook High School in Byesville and John Glenn High School in New Concord, Ohio.
- AVC Communications participated in the Mid-East Technology Center Career Fair.
- AVC Communications Tech Justin Ames participated in the “Real Money. Real World. Simulation” at East Guernsey Schools on May 15, 2023. This program teaches middle schoolers about making and managing money, including employment options and expenses related to everyday life.
- We air announcements on each of our radio stations, on a regular basis and in all day parts, encouraging area groups and organizations to contact us for inclusion in our outreach efforts, supplying all necessary contact information.
- Opportunities are posted on a dedicated employment page on our website at <https://yourradioplace.com/employment-opportunities/> and posted on numerous job sites including but not limited to OAB, Ohio means Jobs, Indeed and others.

AVC Communications, Inc. remains committed to expanding its recruitment sources to allow for greater input from local and viable community, minority, and female sources.