

2020 EEO Report for Radio stations WDJQ-FM and WDPN-AM

DA Peterson, Inc. dba WDJQ-FM and WDPN-AM actively seeks an employee census that represents the community in which we live. Our station(s) studios are located in Alliance, OH and we are part of the Canton, OH broadcast market. The Canton, OH broadcast market is considered a mid-sized market and is #141 in the United States.

I. ALL FULL-TIME POSITIONS POSTED – JUNE 1, 2018 – JUNE 1, 2020

A. N/A

II. RECRUITMENT SOURCES

A. N/A

III. RECRUITMENT SOURCE

A. N/A

IV. TOTAL NUMBER OF PEOPLE INTERVIEWED FOR THE JOB

A. N/A

V. STATION RECRUITMENT ACTIVITIES – JUNE 2018 – JUNE 2020

2019:

October 16, 2019	Stark Jobs dot com Job Fair at Kent State Stark
July 23, 2019	Alliance Chamber of Commerce Job Fair
May 10, 2019	Ohio Means Jobs – Tuscarawas County
April 10, 2019	Stark Jobs dot com Job Fair at Kent State Stark

2018:

October 17, 2018	Stark Jobs dot com Job Fair at Kent State Stark
July 17, 2018	Alliance Chamber of Commerce Job Fair

May 11, 2018

Ohio Means Jobs – Tuscarawas County

NARRATIVE:

FULL-TIME HIRES

WDJQ/WDPN Radio has been very fortunate to have had no full-time turn-over in almost 3 years. In fact, the AVERAGE term of employment at the stations is right around 15 years! Below is a list of our full-time staff, the gender of employee, date hired and management position where applicable.

FULL-TIME STATION CENSUS

Employee:	Gender:	Date Hired:	Management Position:
Aleshire, Christian	M	3/8/2013	
Capo, Lauren	F	4/13/2016	
Coombs, Rex	M	5/8/1998	(WDPN Program Director)
Karovski, Nikolina	F	12/2/2003	(WDJQ Program Director)
Lowe, Drew	M	10/10/2016	
McCrea, Megan	F	2/20/2013	(Promotion Director/AMD Host)
Mears, Geoffrey	M	7/7/2010	
Nixdorf, Donna	F	1/9/2006	
O'Brien, Mark	M	12/31/2001	(Sales Manager)
Peterson, III, Don	M	8/13/1990	(General Manager)
Rogers, Michael	M	7/31/2017	
Scroggs, Jr., Clint	M	11/27/2000	
Zink, Deirdra	F	5/3/1981	

13 Full-Time employees; 8 male, 5 female

STATION EEO POLICY

When recruiting, we make it very clear that the stations do not discriminate for any reason. The specific language used in the stations' employee handbook as such:

It is our Company's policy to provide equal employment opportunities to all employees and applicants for employment without regard to sex, race, color, religion, national origin, age, sexual orientation or identification, marital status, disability, political affiliation, status as a Veteran or any other status protected by local, state, or federal statutes or regulations. Discrimination is prohibited in the terms and conditions of employment and in the conduct, actions, communications and behavior of employees. For example, promotions, demotions, job assignments, pay raises, evaluations, and similar job actions will not be based on any protected status.

PART-TIME EMPLOYEES AND INTERNS

Each year we recruit and hire many part-time/seasonal employees for use in Promotion to help with station events and Sports to help with the broadcast of High School football and basketball games.

These part-time employees usually get first consideration when we look to replace full-time employees.

Likewise, the station uses this pool of talent that comes to us from internships to fill part-time jobs that come available. Over the past three years, our Internship census has been as follows:

2017 - 1 male intern/3 female interns = 4 interns for the year

2018 - 2 male interns/3 female interns = 5 interns for the year

2019 - 3 male interns/5 female interns = 8 interns for the year

LISTING SOURCES WHEN RECRUITING:

Contact Name	Employment Resource	Title	Phone	Contact
Jason Moyer	Malone University	Director of Career Development	330-471-8109	
	Dept. of Job & Family Services in Canton		330-452-4661	
Camille Malfeo	Kent State University – Stark Campus	Assistant Director	330-244-3272	cmalfeo@kent.edu
Beth Johnson	Walsh University	Career Center	(330) 490-7380	ejohnson@walsh.edu
Robin Pijor	Kent State University	Assistant Director	330-672-9953	rpjor@kent.edu
Matthew Ausderan	Bowling Green State University	Director of Student Placement	419-372-7732	matthaa@bgsu.edu
Monica Speights	Life Skills Center in Canton	Director of Career Services	(330) 456-4490	mlspeights001@lshscanton.com
Aaron Sturgill	Ohio University	Director of Employer Relations	(740) 593-2909 ext. 31401	sturgill@ohio.edu
	Ohio State University	University Career Services Office	(614) 292-6024	sfa-jobs@osu.edu
Mandy Hinkel	Stark State College of Technology		(330) 966-5459	mhinkel@starkstate.edu
Riccardo Strickland	Greater Stark County Urban League	Employment Specialist	330-754-1576	
Jennifer Wells	University of Akron	Director of Employer Relations	330-972-6913	jms9@uakron.edu
Will Dent	x	ABCD, Inc. in Canton	(330) 455-6385	wdenti@aol.com
	Ashland University	Director of Career Development	419-289-5064	cdcstaff@ashland.edu
Robin Pijor	Kent State University – Salem Campus	Student Placement	330-672-9953	rpjor@kent.edu
	Stark County Community Action Agency		(330) 454-1676	hr@sccaa.org
	Akron Beacon Journal	Recruitment Representative	(330) 996-3000	helpwanted@thebeaconjournal.com
	Career Services Director	Cleveland State University	(216) 687-2233	careers@csuohio.edu
	Summit County DFJS		(844) 640-6446	
Gary James	Ohio/Illinois Centers for Broadcasting	Director of Placement	(216) 447-9117	gary@theonair.com
Holly Smith	Canton Woman's Club	General Manager	(330) 453-4802	cantonwomansclub@gmail.com
Mark Locke/Christina	Chamber of Commerce in Alliance	office of Multicultural Development	(330) 823-6260	mark@allianceohiochamber.org
Jodi DeStefanis	EEO Department Head in Massillon		(330) 830-1763	
	Goodwill Industries		(216) 906-6453	
	Coleman Outreach Inc.		330-452-3194	EmploymentInfo@colemanservices.org
Sara Fugett	Mount Union College	Mount Union College	(330) 829-8211	fugettsb@mountunion.edu
	College of Wooster Career Services		330-263-2317	career@wooster.edu
	Ohio Means Jobs		(330) 491-2649	info@omjwork.com
Sue Shepard	Project Rebuild Inc.	Employment Specialist	(330) 588-3205	
	Canton Repository		(330) 580-8437	classconnect@cantonrep.com
	All Access			www.allaccess.com
	FMQB			www.fmqb.com

CONTACT INFORMATION:

This information was completed by:

Don Peterson, III
VP Operation/GM
WDJQ/WDPN Radio
330.450.9250 (o)
330.268.9961 (m)
dapeteiii@aol.com