

# Equal Employment Opportunity

## General Policy

### I. General Policy

RCK 1 Group L.L.C., The Watchdog Network WKKX AM 1600 and WVLY AM 1370, has a policy to afford equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin or sex, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### II. Policy Dissemination

John Blackmore, General Manager, will be responsible for implementing The Watchdog WKKX AM 1600 and WVLY AM 1370 EEO program. It will also be the responsibility of all persons making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to insure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### III. Policy Dissemination

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following efforts will be made:

The station's employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited.

Appropriate notices will be posted informing applicants and employees that the stations are equal opportunity employers and of their right to notify an appropriate local, State or, Federal agency if they believe they have been the victims of discrimination.

In any advertising for job openings the stations will include a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited, and that RCK 1 Group L.L.C., The Watchdog Network WKKX AM 1600 and WVLY AM 1370 is an Equal Opportunity Employers.

## **Public File Report**

June 1, 2016

Annual EEO Public File Report for RCK 1 Group L.L.C., The Watchdog Network WKKX AM 1600 and WVLY AM 1370

### **RECRUITMENT FOR FULL-TIME VACANCIES**

During the period from June 1, 2015, to June 1, 2016, RCK 1 Group L.L.C., there were no vacancies at The Watchdog Network WKKX AM 1600 and WVLY AM 1370.

### **Narrative Statement**

#### **Non-Vacancy Specific Recruitment Efforts**

June 16, 2016 the General Manager, John Blackmore, gave a guided tour of The Watchdog AM 1600 WKKX and AM 1370 WVLY studios to Wheeling Park High School television and radio class. During the tour they demonstrated and explained the duties and responsibilities of employees in broadcasting, while fielding questions. They spoke to students about careers in broadcasting.

May 2016-August 2016 Spring/Summer Internship Program. A student from Wheeling Central Catholic High School, is currently participating in a spring/summer internship. Interns are exposed to all aspects of broadcasting and trained in the basics of radio.

Throughout the Fall and Winter 2015 and Winter and Spring 2016, Wheeling Central Catholic High School students worked alongside our sport broadcasters to learn the basic operations of sport broadcasting. The students operated cameras, ran sound boards, and streamed all audio and video to the National Federation of State High School Associations website under the supervision of sports broadcasters from The Watchdog AM 1600 WKKX and AM 1370 WVLY.

Throughout the Fall and Winter of 2015, West Liberty University Broadcasting students broadcasted West Liberty football games on AM 1600 WKKX under the supervision of our Assistant General Manager.

April 2016 AM 1600 WKKX hosted a mayoral debate on air where surrounding High School students participated in asking candidates questions.

In November 2015 and January 2016 the General Manager of The Watchdog AM 1600 WKKX and AM 1370 WVLY administered a sports broadcasting class at Wheeling Central Catholic High School.

## **Recruitment Sources**

The Intelligencer Wheeling News-Register  
1500 Main Street  
Wheeling, WV 26003  
304-233-0100

Times Leader  
200 S Fourth St.  
Martins Ferry, OH 43935  
740-633-1131

Weirton Daily Times  
114 Lee Ave.  
Weirton, WV 26062  
304-748-0606

Observer-Reporter  
122 South Main Street  
Washington, PA 15301  
724-222-2200

On-air announcements on the stations

Bethany College  
Bethany House 1st Floor Bethany, WV 26032  
Phone (304) 829-7854

West Liberty University  
P.O. Box 295 West Liberty, WV 26074  
Phone (304) 336-8018

West Virginia Broadcasters Association Job Bank  
120 Seventh Avenue  
South Charleston, WV 25309-1452  
Phone (304) 744-2143  
[www.wvba.com](http://www.wvba.com)

West Virginia Business College  
1052 Main Street  
Wheeling, WV 26003  
Phone (304) 232-0361

West Virginia Northern Community College  
Room 316 B&O Building Wheeling, WV 26003  
Phone (304) 233-5900

Wheeling Jesuit University Career Services  
316 Washington Avenue Wheeling, WV 26003  
Phone (304) 243-2464  
careers@wju.edu

West Virginia University  
Career Services Center  
PO Box 6008  
Morgantown, WV 26506-6008  
304-293-221

Point Park University Career Development Center  
201 Wood St.  
Pittsburgh, PA 15222  
412-392-3950  
careerdev@pointpark.edu