

# ANNUAL EEO PUBLIC FILE REPORT

April 1, 2022 – March 31, 2023

FACILITY ID NUMBER 55251 WOKW – FM Licensed to Curwensville, PA

Employer: RayMark Broadcasting Company Inc./ DBA “WOKW”

Employment Unit Contact Information: PO Box 589 Clearfield, Pa. 16830

ATTN: Yvonne Lehman – Sales Manager 814-765-4955 sales@wokw.com or [wokwremote@gmail.com](mailto:wokwremote@gmail.com)

wOK!w is an equal opportunity employer and does not discriminate in the hiring, training, or promotion of employees by reason of race, color, sex, religion, or national origin. We engage in a continuing effort to educate area youth on employment opportunities in the broadcast industry as well as seeking prospective applicants for employment.

Our employment unit remains under 5 full time employees, but we continue to do community outreach and education towards increasing employment in the broadcast field in our area. We have had no fulltime vacancies in the past year.

**Advertising Contracts** – RayMark Broadcasting Company Inc. and its station, WOKW has not and will not discriminate in any way towards an advertiser or potential advertiser based on factors such as race, religion, gender, political affiliation, age, or national origin therefore respecting our advertising practices.

**Recruitment & Outreach**– To ensure non-discrimination when filling job vacancies, we implement the following recruitment practices throughout the year:

1. Our management and staff members are in touch with a variety of organizations, both in person and online, to encourage the referral of qualified applicants, regardless of whether we have a current open position or not. Those organizations include but are not limited to the Clearfield Rotary Club, Greater Clearfield Chamber of Commerce, Clearfield and Mo Valley YMCA, Life Fast Forward, Curwensville Merchants Association, DuBois Chamber of Commerce, Clearly Ahead, and the Curwensville BPW.
2. RayMark Broadcasting Company Inc. believes that our future starts with our youth. That is why we have always had at least one high school student on staff. We work with guidance counselors at CCCTC, West Branch, Clearfield, and Curwensville High Schools, to offer a paid on-air position to a student interested in Broadcasting.
3. We regularly attend career fairs, job fairs, internship outreach events and training days at our local secondary schools and colleges, including Commonwealth University Clearfield Campus, Penn State DuBois Campus, & Penn State University Park Campus. We have established and offered internship programs in conjunction with educational institutions to individuals seeking to acquire the skills necessary for a career in broadcasting.

4. A list of available openings at the station is listed on our website, [www.wokw.com](http://www.wokw.com).
5. We not only participate in but are also a founder of our local Chamber's student outreach program, Life Fast Forward. This program reaches Eighth Grade students in 6 local schools. It is designed to give them an insight into careers that they could choose and how to get into that field of life. Yvonne Lehman, station owner, is a board member of the Chamber of Commerce and has been since 2016.
6. We are open to Job Shadowing, Classroom, Home Schooled, Youth or Church Groups, Summer Camp or Scout Troop field trips to the studio or our staff doing classroom education regarding all the careers available at a radio station.
7. Yearly award a scholarship to a high school senior at the Curwensville High School. Students must be enrolled in post-secondary education for any of the following disciplines: Accounting or Business, Communications or Secretarial fields.
8. WOKW hosted a "Day in the Life of Radio" for Clearfield County Career and Technology students in the Digital Media Arts Program. Juniors and Seniors spent time with us learning about radio, WOKW, and basics on doing a radio commercial.

**Record Keeping** – We maintain all resumes on file for a period of two years from the date of submission. Information regarding all applicants for internships are also kept on file for the period of our current license. Being that we currently, and for a long time, have had less than five full time employees on staff, we do not keep records of where applicant's applications for specific jobs have come from. If our employment unit changes, we will have a more in-depth log of who and where applicants were obtained from.

**Reporting** – An annual report will be placed in our public file and on our website containing the above information of record.