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Annual Equal Employment Opportunity (EEO) Report

*******April 1, 2005 – March 31, 2006**

**Radio Stations WCHX(FM), WVNW(FM), WKVA(AM)
Annual EEO Public File Report**

The purpose of this EEO Public File Report is to comply with Sections 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WKVA AM, WCHX FM and WVNW FM and 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 April 1, 2005 to and including March 29, 2006.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

- 1-A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;**
- 2-For each such vacancy, the recruitment sources utilized to fill the vacancy, identified by name, address, contact person, and telephone number;**
- 3- The recruitment source that referred the hiree 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; and.**
- 5- A list and brief description of the initiatives undertaken pursuant to Section 73.208 (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.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

If your organization distributes information about employment opportunities to job seekers, or refers job seekers to employers, and would like to receive job vacancy notices for WCHX, WKVA & WVNW, please provide us with the name, mailing address, e-mail address (if applicable), telephone number, fax number, and contact person, and identify the category or categories of vacancies for which you would like information.

Please send the information specified above to the following address:

P.O. Box 911
Lewistown, PA 17044
Phone: (717) 242-1493
info@chx105.com

It is the policy of WCHX, WKVA & WVNW to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

Appendix 1 Section 1: Vacancy Information

	Positions Filled by Job Title	Recruitment Source of Hiree
1	Air Personality/Production	Staff Member
2	Promotions/Consulting	Staff Member
3	Promotions	Staff Member
4	Intern In Training	Staff Member
5	Account Executive	Staff Member
6	General Sales Manager	Staff Member
7	Board Operator	Staff Member
8	Intern In Training	Unspecified
9	Office/Traffic Manager	Staff/Career Link
10	Account Executive	Radio Ad
11	Board Operator	Radio Ad
12	Account Executive	Radio Ad

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Appendix 2 Section 2: Recruitment Source Information

	Recruitment Source:	Total Number of Interviewees This Source Has Provided During this Period	Full Time Positions for Which This Source Was Utilized
A	Radio On-Line Ad	0	1
B	Discussion With Station Staff	10	12
C	Centre Daily Times	4	2
D	Career Link	1	3
E	Careerbuilder.com	0	1
F	Radio Ads	16	6
G	Lewistown Sentinel	0	1
H	Unspecified	1	1

*Indicates sources that have requested notification of job openings.

April 1, 2005 - March 31, 2006

Appendix 2

(Use separate Attachment for each job opening during period)

Attachment A

Job Title of Vacancy: **Air Personality/Production**

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: March 1, 2005

Total Number of persons interviewed: 1

Date Vacancy Filled: April 4, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Radio On-Line Ad	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	0	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment B

Job Title of Vacancy: Promotions/Consulting
 Recruitment Source that referred the Hiree: Staff Member
 Date Vacancy Opened: April 1, 2005
 Total Number of persons interviewed: 1
 Date Vacancy Filled: April 25, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment C

Job Title of Vacancy: Account Executive
 Recruitment Source that referred the Hiree: Staff Member
 Date Vacancy Opened: December 7, 2004
 Total Number of persons interviewed: 4
 Date Vacancy Filled: May 9, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
Center Daily Times	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	3	In House

**Indicates sources that have requested notification of job openings.

Attachment D

Job Title of Vacancy: Promotions
Recruitment Source that referred the Hiree: Staff Member
Date Vacancy Opened: April 1, 2005
Total Number of persons interviewed: 1
Date Vacancy Filled: May 10, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment E

Job Title of Vacancy: Intern In Training
Recruitment Source that referred the Hiree: Staff Member
Date Vacancy Opened: May 1, 2005
Total Number of persons interviewed: 1
Date Vacancy Filled: May 23, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment F

Job Title of Vacancy: General Sales Manager
Recruitment Source that referred the Hiree: Staff Member
Date Vacancy Opened: July 13, 2004
Total Number of persons interviewed: 4
Date Vacancy Filled: June 6, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Lewistown Career Link	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	2	In House
Careerbuilder.com	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	0	In House
Center Daily Times	State College, PA	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment G

Job Title of Vacancy: Intern In Training
 Recruitment Source that referred the Hiree: Staff Member
 Date Vacancy Opened: July 1, 2005
 Total Number of persons interviewed: 1
 Date Vacancy Filled: July 25, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
On-Air Radio Ads	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	0	In House

**Indicates sources that have requested notification of job openings.

Attachment H

Job Title of Vacancy: Office/Traffic Manager
 Recruitment Source that referred the Hiree: Careerlink
 Date Vacancy Opened: June 22, 2005
 Total Number of persons interviewed: 8
 Date Vacancy Filled: August 1, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Careerlink	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
On-Air Radio Ads	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	6	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment I

Job Title of Vacancy: Board Operator
 Recruitment Source that referred the Hiree: Radio Ad
 Date Vacancy Opened: September 1, 2005
 Total Number of persons interviewed: 1
 Date Vacancy Filled: September 25, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
On-Air Radio Ads	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	0	In House

**Indicates sources that have requested notification of job openings.

Attachment J

Job Title of Vacancy: Account Executive
 Recruitment Source that referred the Hiree: Radio Ad
 Date Vacancy Opened: June 6, 2005
 Total Number of persons interviewed: 4
 Date Vacancy Filled: October 17, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
On-Air Radio Ads	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	4	In House

**Indicates sources that have requested notification of job openings.

Attachment K

Job Title of Vacancy: Account Executive
 Recruitment Source that referred the Hiree: Radio Ad
 Date Vacancy Opened: October 18, 2005
 Total Number of persons interviewed: 5
 Date Vacancy Filled: November 8, 2005

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
On-Air Radio Ads	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	5	In House

**Indicates sources that have requested notification of job openings.

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Appendix 3 Section 3:

Supplemental Recruitment Activities Undertaken to fulfill the requirements of the FCC:(non-Vacancy Specific): Menu Option Items:

Activity Classification	Type of Activity	Brief Description of Activity
Staff Member Orientation	Staff Training	Within our organization, we have had instructional meetings with a staff member who attended the 2005 Pennsylvania Association of Broadcasters EEO meetings to explain new regulations and the stations' duties in connection with them.
Students at Area High Schools and Colleges	Career Training - Student	The Radio Group works with guidance and placement officers at our area High Schools and Colleges; Belleville Mennonite School, South Hills School of Business & Technology, and Penn State University, to inform them about internship opportunities and hands-on training available for those students interested in a career in broadcasting.
Station Tours	School Students	Area schools have been encouraged through PSAs to schedule tours of the radio station facilities throughout the school year. From 2004 to the first quarter of 2006, the station has hosted nearly 20 station tours with elementary school and secondary school students in our coverage area.

Guest Speaking	School Students	Staff members have been asked to serve as guest instructors and guest teachers at Indian Valley and Lewistown Area High School at their student-run radio station facilities.
Job Shadowing	School Students	WCHX, WVNW & WKVA take great pride in providing exciting opportunities for students in our area. A board operator position has been filled by a Belleville Mennonite student that was part of a job shadowing day. The Radio Group will continue to aggressively promote career opportunities within our organization through education programs at all levels.
Internship Program	College Student	We have worked with an intern from Penn State University for the past two summers.

Appendix 1 Section 1: Vacancy Information

	Positions Filled by Job Title	Recruitment Source of Hiree
1	PM Air Personality/Production	Staff Member
2	General Manager	Newspaper Ad (Newspaper Not Specified)
3	Air Personality	Staff Member
4	Account Executive/Production	Careerlink
5	Air Personality/Production	Staff Member
6	News Director/Air-Personality	Centre Daily Times

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Appendix 2 Section 2: Recruitment Source Information

	Recruitment Source:	Total Number of Interviewees This Source Has Provided During this Period	Full Time Positions for Which This Source Was Utilized
A	Harrisburg Patriot News	0	1
B	Discussion With Station Staff	5	5
C	Centre Daily Times	1	2
D	Careerlink	2	2
E	Newspaper Ad (Newspaper Not Specified)	1	?
F	Radio Air Spot	0	1
G	Lewistown Sentinel	0	4
H	Unspecified	1	1

*Indicates sources that have requested notification of job openings.

April 1, 2004- March 31, 2005

Appendix 2

(Use separate Attachment for each job opening during period)

Attachment A

Job Title of Vacancy: PM Personality/Production
Recruitment Source that referred the Hiree: Staff Member
Date Vacancy Opened: April 1, 2004
Total Number of persons interviewed: 1
Date Vacancy Filled: May 10, 2004

Recruitment Sources Used to fill the Vacancy

Name of Recruitment Source:	Address	Contact Person	Telephone Number:	Number of Interviewees referred by the Source	Request for Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment B

Job Title of Vacancy: General Manager
Recruitment Source that referred the Hiree: Harrisburg Patriot News
Date Vacancy Opened: June 16, 2004
Total Number of persons interviewed: 1
Date Vacancy Filled: August 16, 2004

Recruitment Sources Used to fill the Vacancy

Source:	Address	Contact Person	Number:	the Source	Notification?
Harrisburg Patriot News	WCHX, WKVA, WVNW Radio	Owner	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment C

Job Title of Vacancy: Air Personality
Recruitment Source that referred the Hiree: Staff Member
Date Vacancy Opened: July 11, 2004
Total Number of persons interviewed: 1
Date Vacancy Filled: August 30, 2004

Recruitment Sources Used to fill the Vacancy

Source:	Address	Contact Person	Number:	the Source	Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment D

Job Title of Vacancy: Account Executive/Production

Recruitment Source that referred the Hiree: Lewistown Careerlink

Date Vacancy Opened: July 13, 2004

Total Number of persons interviewed: 3

Date Vacancy Filled: September 20, 2004

Recruitment Sources Used to fill the Vacancy

Source:	Address	Contact Person	Number:	the Source	Notification?
Lewistown Careerlink	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	2	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment E

Job Title of Vacancy: Air Personality/Production

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: October 1, 2004

Total Number of persons interviewed: 1

Date Vacancy Filled: November 9, 2004

Recruitment Sources Used to fill the Vacancy

Source:	Address	Contact Person	Number:	the Source	Notification?
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

**Indicates sources that have requested notification of job openings.

Attachment F

Job Title of Vacancy: News Director/Air Personality

Recruitment Source that referred the Hiree: Centre Daily Times

Date Vacancy Opened: January 15, 2005

Total Number of persons interviewed: 1

Date Vacancy Filled: February 1, 2005

Recruitment Sources Used to fill the Vacancy

Source:	Address	Contact Person	Number:	the Source	Notification?
Centre Daily Times	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House
Staff Member	WCHX, WKVA, WVNW Radio	General Manager	717-242-1493	1	In House

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April 1, 2004- March 31, 2005

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Activity Classification	Type of Activity	Brief Description of Activity
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Guest Speaking	School Students	Staff members have been asked to serve as guest instructors and guest teachers at Indian Valley and Lewistown Area High School at their student-run radio station facilities.
Job Shadowing	School Students	WCHX, WVNW & WKVA take great pride in providing exciting opportunities for students in our area. A board operator position has been filled by a Belleville Mennonite student that was part of a job shadowing day. The Radio Group will continue to aggressively promote career opportunities within our organization through education programs at all levels.

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