

Annual Equal Employment Opportunity (EEO) Report

April 1, 2006 - March 31, 2007

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 Section 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 above-specified stations and is required to be placed in the Public Inspection files of these stations and posted on their websites.

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

A list of all full-time vacancies filled during the applicable period

For each such vacancy, the recruitment source used, identified by name, address, contact person, and telephone number

The recruitment source for each hiree

Data reflecting the total number of interviewees for each vacancy and the total number of interviewees referred by each recruitment source

Initiatives undertaken pursuant to Section 73.208(c)(2) of the FCC Rules.

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.

WCHX 105.5 FM, WVNW 96.7 FM, AND WKVA 920 AM
EEO and Community Outreach Initiative Overview
April 1, 2006 - March 31, 2007

Equal Employment Opportunity (EEO):

Over the past calendar year, WCHX, WVNW, and WKVA, continued to focus on attracting a diverse demographic within our organization by reaching out to the community and business sector through a variety of sources. To enhance this process, Vice President/General Manager, Jed Donahue, attended various workshops focusing on Human Resources and the laws governing sound implementation within the workplace environment.

1. Vice President/General Manager, Jed Donahue, attended an all day seminar on Monday, August 21, 2006, focusing on the Essentials of Human Resources and the Law. Topics covered included, "What is Sexual Harassment", "Effective Recruiting", "Safe Interviewing Practices", "Drug Testing", "Termination Guidelines", and "Fair Labor Standard Act". A copy of the Human Resources Handbook used at the workshop can be accessed in the Radio Group's Public Inspection File.
2. WCHX hired Mr. Scott Shaw on February 19, 2007, as the Radio Group's Director of Programming. The Radio Group used the station's website to promote the position to the public.
3. In September 2006, The Radio Group's News Director, Erik Lane, attended the Mifflin County College and Career Fair at Indian Valley High School. Mr. Lane used the opportunity to promote the communications field as a viable career choice.
4. WKVA airs "Stop Gap", a public affairs program that puts a focus on women's issues. Host Sherron Sparks-Hain, has featured topics ranging from health to cultural diversity. There is a link to Stop Gap on the Radio Group's Website that lists all of the guests and topics covered over the past year.
5. Area schools are taking advantage of the Radio Group's Public Service Campaign to schedule tours of the facility and to meet staff who discuss their career and job duties with students throughout the community. Belleville Mennonite High School used WCHX to place three interested students in the school's "Job For a Day" program. The Radio Group will continue to encourage elementary school and secondary school students to participate in its program.
6. The Radio Group continues to offer internship opportunities for college credit. Mr. Tim Leister, a Junior at Lock haven University, will complete a Sports Internship with WCHX/WKVA on September 1, 2007. Penn State Junior, Whitney Bright, completed her second year as an intern with the Radio Stations Group, focusing on Marketing/Promotions on August 15, 2006.
7. The Radio Group continues to serve the public interest through Public Service

Announcements and live interviews covering topics such as, “Head Start Recruitment”, “Gun Registration Legislation”, “Sexual Assault Awareness Month”, and “Underage Drinking/Prom Awareness Campaign”. A list of all topics/issues is available in the Radio Group’s Public Inspection File.

8. Vice President/General Manager, Jed Donahue, will continue to attend EEO workshops conducted annually by the Pennsylvania Association of Broadcasters and the National Association of Broadcasters.
9. WCHX, WVNW, and WKVA, take great pride in providing opportunities and information on career possibilities within the communications industry. The Radio Group continues to provide career opportunities within our organization through education programs at all grade levels.
10. The Radio Station Group works with area charities on community outreach events to raise money for worthwhile causes and endeavors. Among the highlights were a \$1200 donation to the Salvation Army raised during WVNW’s Annual Carriage Rides in December of 2006. WCHX, WKVA, and WVNW, also worked with Big Brothers Big Sisters in March 2007 for their annual “Bowl For Kid’s Sake” and on March 31, 2007 at a live broadcast at Aaron’s Furniture of Lewistown to raise additional money for that organization. Letters of appreciation from numerous organizations are available upon request in the Radio Group’s Public Inspection File.
11. Vice President/General Manager, Jed Donahue, served as a moderator for the Juniata Valley Chamber of Commerce’s “Meet the Candidates” public forum in Juniata County on October 19, 2006 and in Mifflin County on October 26, 2006. The Radio Station Group also featured a “Get Out the Vote” campaign on WCHX, WVNW, and WKVA from October 15, 2006 - November 7, 2006 focusing on salient issues facing area residents in the Pennsylvania General Election on Tuesday, November 7, 2006.
12. All residents are encouraged to inquire about employment opportunities through the Radio Group’s websites or by writing to our organization.

April 1, 2006 - March 31, 2007

Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree
1	Intern In-Training	Staff Member
2	Account Executive	N/A
3	AM Air Personality and Group Production Director	Stations Web Sites
4		
5		
6		

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	Discussion With Stations Staff	3	1
B	Career Link	5	0
C	Stations Web Sites	1	1
D	Unspecified	1	0
E			
F			
G			
H			

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Job Title of Vacancy: Account Executive

Recruitment Source that referred the Hiree: None

Date Vacancy Opened: 11/01/06

Total Number of Persons Interviewed: 2

Date Vacancy Filled: Position Not Filled

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?
Career Link	WCHX, WVNW, WKVA Radio	General Manager	717-242-1493	2	In House
Staff Members	WCHX, WVNW, WKVA Radio	General Manager	717-242-1493	0	In House

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Job Title of Vacancy: AM On Air Personality & Group Program Director

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: 02/05/07

Total Number of Persons Interviewed: 1

Date Vacancy Filled: 02/19/07

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 Members	WCHX, WVNW, WKVA Radio	General Manager	717-242-1493	1	In House

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Job Title of Vacancy: Intern In Training

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: 05/01/06

Total Number of Persons Interviewed: 1

Date Vacancy Filled: 05/09/06

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 Members	WCHX, WVNW, WKVA Radio	General Manager	717-242-1493	1	In House

EEO JOB VACANCY FORM

To be used for position with more than 30 or more hours weekly

Station: WCHX, WVNW, WKVA Date: 11/01/06
 Name of Position: Account Executive

WIDE DISSEMINATION: List of all "Sources" Contacted; Notified:

Career Link
Discussion with Staff Members

(Include on-air anncts, website notices, staff members, etc. if applicable)

LIST OF ALL APPLICATIONS RECEIVED: (Use additional sheet, if necessary)

EEO 4 digit #	Name and Source from which Applicant heard of opening	Application Form Sent?	For EEO: Race, Sex	Inter - viewed?
	Pamela Curry - Career Link	No	Unknown, Female	Left msg
	Joseph Lodanosky - Career Link	Yes	White, Male	Yes
	Kent Stimely - Career Link	Yes	White, Male	Yes
	Kathryn Limes - Career Link	Yes	Unknown, Female	Changed Mind
	Christiana Kepner - Career Link	Yes	Unknown, Female	Changed Mind

Name of Person Hired: Position on Hold

Date of Hire: None

EEO JOB VACANCY FORM

To be used for position with more than 30 or more hours weekly

Station: WCHX, WVNW, WKVA Date: 02/05/07

Name of Position: AM On Air Personality & Group Program Director

WIDE DISSEMINATION: List of all "Sources" Contacted; Notified:

Discussion with Station Staff Members
Stations Web Sites

(Include on-air anncts, website notices, staff members, etc. if applicable)

LIST OF ALL APPLICATIONS RECEIVED: (Use additional sheet, if necessary)

EEO 4 digit #	Name and Source from which Applicant heard of opening	Application Form Sent?	For EEO: Race, Sex	Inter - viewed?
	Scott Shaw - Station Staff Member	Yes	White, Male	Yes

Name of Person Hired: Scott Shaw

Date of Hire: 02/19/07

EEO JOB VACANCY FORM

To be used for position with more than 30 or more hours weekly

Station: WCHX, WVNW, WKVA Date: 05/01/06

Name of Position: Intern InTraining

WIDE DISSEMINATION: List of all "Sources" Contacted; Notified:

Discussion with Staff Members

(Include on-air anncts, website notices, staff members, etc. if applicable)

LIST OF ALL APPLICATIONS RECEIVED: (Use additional sheet, if necessary)

EEO 4 digit #	Name and Source from which Applicant heard of opening	Application Form Sent?	For EEO: Race, Sex	Inter - viewed?
	Whitney Bright - Discussion with Staff Member	Yes	White, Female	Yes

Name of Person Hired: Whitney Bright

Date of Hire: 05/09/06