

Annual Equal Employment Opportunity (EEO) Report

April 1, 2007 - March 31, 2008

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 following stations: WCHX FM, WVNW FM, and WKVA AM 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, 2007 to and including March 31, 2008.

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

- A list of all full-time vacancies filled by the Stations Employment Unit during the Applicable Period, identified by job title;
- For each such vacancy, the recruitment source(s) utilized to fill the full-time vacancy, each being separately identified by name, address, contact person, and telephone number;
- The recruitment source that referred the hire e for each full-time vacancy during the Applicable Period;
- 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 each such vacancy;
- A list and brief description of the company initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC Rules during the Applicable Period.

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

April 1, 2007 – March 31, 2008

Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree
1	Account Executive	Staff Member
2	Promotions Director	CareerLink
3	General Sales Manager	Staff Member
4	Account Executive	South Hills Business School

Recruitment Source Information

	Recruitment Source	Interviewees This Source Has Provided During This Period	Full Time Positions for Which This Source Was Utilized
A	Discussions With Staff Members	5	2
B	CareerLink	20	1
C	On Air Radio Ads	1	0
D	South Hills Business School	1	1
E	Harrisburg Area Community College	6	0

EEO JOB VACANCY FORM

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

Station: WCHX, WVNW, WKVA

Date: 01/20/06

Name of Position: General Sales Manager

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	Interviewed?
	Paul Bryan – Staff Member	Yes	White, Male	Yes

Name of Person Hired: Paul Bryan

Date of Hire: 09/17/07

EEO JOB VACANCY FORM

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

Station: WCHX, WVNW, WKVA

Date: 4/20/07

Name of Position: Promotions Director

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

Discussion With Staff Members
CareerLink
On Air Radio Ads

(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	Interviewed?
	Kristen Gearhart – On Air Radio Ads	Yes	White, Female	Yes
	Samantha Savage – CareerLink	Yes	White, Female	Yes
	Jennifer Drake – CareerLink	Yes	White, Female	Yes
	Brittany Taylor – CareerLink	Yes	White, Female	Yes
	Mandy Seitz – CareerLink	Yes	White, Female	Yes
	Ronald Quinn – CareerLink	Yes	White, Male	Yes
	Beth Silvaggi – CareerLink	No	Unknown, Female	No- Accepted Other job She
	Jorden Luckenbill – CareerLink	No	Unknown, Female	Cancelled Interview
	Brenda Woodward – CareerLink	Yes	White, Female	Yes
	Jolene Reid – Staff Member	No	White, Female	No – Previous Employee
	Amy Gearhart – Staff Member	Yes	White, Female	Yes

Name of Person Hired: Mandy Seitz

Date of Hire: 06/25/07

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:

CarreerLink

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	Interviewed?
	Pamela Curry – CareerLink	No	Unknown, Female	No-Left Msg.
	Joseph Lodansky – CareerLink	Yes	White, Male	Yes
	Kent Stimely – CareerLink	Yes	White, Male	Yes
	Kathryn Limes – CareerLink	Yes	Unknown, Female	Changed Mind
	Christiana Kepner – CareerLink	Yes	Unknown, Female	Changed Mind
	Christopher Albright – Staff Member	Yes	White, Male	Yes

Name of Person Hired: Christopher Albright

Date of Hire: 04/03/07

EEO JOB VACANCY FORM

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

Station: WCHX, WVNW, WKVA

Date: 08/10/07

Name of Position: Account Executive

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

CareerLink
Discussion with Staff Members
On Air Radio Ads
Harrisburg Area Community College (HACC)
South Hills Business School

(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	Interviewed?
	Michael Tate – Staff Member	Yes	White, Male	Yes
	Andrew Scott – CareerLink	No	Unknown, Male	No- Changed Mind
	Benjamin Barr – CareerLink	No	Unknown, Male	No Response
	Daniel Bickel – South Hills Business School	Yes	White, Male	Yes
	Heidi Waterson – HACC	No	Unknown, Female	No – Left messages
	Wendy Graham – HACC	No	Unknown, Female	No – Left messages
	Ashley Flook – HACC	No	Unknown, Female	No – Left messages
	Kristen Zaludek – CareerLink	No	Unknown, Female	No- Changed Mind
	Adam Clouser – HACC	No	Unknown, Male	No- Accepted Other job

Name of Person Hired: Daniel Bickel

Date of Hire: 11/26/07

EEO JOB VACANCY FORM

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

Station: WCHX, WVNW, WKVA

Date: 01/27/08

Name of Position: Account Executive

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

CareerLink
Discussion with Staff Members
On Air Radio Ads
South Hills Business School
Harrisburg Area Community College (HACC)

(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	Interviewed?
	Megan Phillips Kerstetter – HACC	No	White, Female	Yes
	Christiana Kepner – CareerLink	No	Unknown, Female	Canceled
	Melissa Valimont – CareerLink	No	White, Female	Yes
	Heidi Waterson – HACC	No	Unknown, Female	No – Left messages
	Shirley Setzler – CareerLink	No	Unknown, Female	No – Left messages
	Timothy Gavaghan – CareerLink	No	Unknown, Male	No – Left messages

Name of Person Hired: NONE – Position put on hold

Date of Hire: N/A

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Job Title of Vacancy: General Sales Manager

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: 01/20/06

Total Number of Persons Interviewed: 1

Date Vacancy Filled: 09/17/07

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: Promotions Director

Recruitment Source that referred the Hiree: CareerLink

Date Vacancy Opened: 04/20/07

Total Number of Persons Interviewed: 8

Date Vacancy Filled: 06/25/07

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	2	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Carol Alexander	717248-4942	8	Numerous
Radio Ads	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: Account Executive

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: 11/01/06

Total Number of Persons Interviewed: 3

Date Vacancy Filled: 04/03/07

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
CareerLink	MCIDC Plaza Lewistown, Pa	Carol Alexander	717248-4942	5	Numerous

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: South Hills Business School

Date Vacancy Opened: 08/10/07

Total Number of Persons Interviewed: 2

Date Vacancy Filled: 11/26/07

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
CareerLink	MCIDC Plaza Lewistown, Pa	Carol Alexander	717248-4942	3	Constant Notifications
South Hills Business School	MCIDC Plaza Lewistown, Pa	Coordinator	717-248-8140	1	Numerous
HACC	Harrisburg, PA	Coordinator	1-800-222-4222	4	Numerous

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Job Title of Vacancy: Account Executive

Recruitment Source that referred the Hire: Position Put On Hold

Date Vacancy Opened: 01/27/08

Total Number of Persons Interviewed: 2

Date Vacancy Filled: N/A

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	0	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Carol Alexander	717248-4942	4	In House

WCHX 105.5 FM, WVNW 96.7 FM, AND WKVA 920 AM

Equal Employment Opportunity Initiatives

April 1, 2007 - March 31, 2008

During the Applicable Period, WCHX – FM, WVNW – FM and WKVA – AM were involved in numerous supplemental recruitment activities and events. All activities were non-vacancy specific and were undertaken to fulfill the requirements of Section 73.2080 (c) (2) of the FCC Rules and Regulations.

1. WCHX, WVNW, and WKVA, offers internship opportunities ranging from broadcasting, to communications, to marketing and promotions. From June 2007 through August 2007, with a focus on marketing and promotions, Amy Gearhart was offered the opportunity to work with us and fulfill her internship requirements. After her employ with our group, she was able to add new experiences to her resume, such as but not limited to: assisted with the planning and implementation of our groups involvement with several community events, assisted with the hosting of station events, created client surveys, and also created and organized promotional contact lists.
2. In September 2007, General Manager Michelle Love, met with the Mifflin County School District Cooperative Education Coordinator to learn and discuss the opportunities available between the school district and WCHX, WVNW, and WKVA for students to participate in a co-op program. This program pertained to students who are seeking a career within the broadcast field, met school requirements, and satisfied the business and staffing needs. The school district did not have any candidates during the applicable period, however discussion ended with open invitations from both groups for future discussions.
3. Erik Lane, who serves as News Director for WCHX, WVNW, and WKVA, as well as morning drive on air personality for WKVA, attended the Career and Job Fair at Indian Valley High School in October 2007. He used this as an avenue to discuss the opportunities available when you choose a career in broadcasting. Also, with the permission of the school and event coordinators, Erik held a contest for interested students to register for the chance to co-host his morning show. The selected student gained the experience of not only talking on the radio, but got to see first hand everything that is required and involved in hosting and producing a live radio show.
4. WCHX – FM, WVNW – FM, and WKVA – AM, influence the public by hosting, attending and participating in annual community and charitable events, such as but not limited to: Skate Park Benefit, Kid Connection, Star Country Carriage Rides, Mifflin County 4H Youth Fair, and Zimmerman's Trucks/Children's Miracle Network Drive. We assist with items such as but not limited to: on air promotion of the event, conducting live broadcasts, and/or contributing with activities, prizes, and staff. All staff members, interns, co-ops, and community volunteers are encouraged to assist with these activities and in doing so, gain the experience and understanding of a different function of radio broadcasting.
5. Especially with broadcast studios for WCHX, WVNW, and WKVA, all conveniently housed at one location, the local area high schools, business schools, and organizations have accepted numerous offers to take advantage of the opportunity to tour our radio station facilities and to meet staff who discuss their career and job duties with the touring groups. Some of those groups that have accepted this opportunity during the applicable period were: Belleville Mennonite High School who holds an annual "Job For The Day" program, South Hills Business School and the Tiger Cub Scouts.
6. In December 2007, General Sales Manager, Paul Bryan, attended a Career and Job Fair at Juniata High School. During his attendance, he conducted a presentation to 3 separate groups of students outlining what is involved with a career in broadcasting, complete with a presentation on how to build a radio commercial.
7. Throughout the years, WCHX, WVNW, and WKVA have taken great pride in offering live and local coverage during all Primary and General Elections. All staff members and interns are encouraged to assist with this unique semi-annual opportunity as they get to understand and experience what is expected of broadcasters in the political forum. Staff members were able to perform tasks including but not limited to: interviewing local political, business and community members, educating the public on polling locations and procedures, collaborating with the area courthouses to report on unofficial results shortly after the poles close on election day, and generating an on-air campaign encouraging the community to "get out and vote".