

Annual Equal Employment Opportunity (EEO) Report

April 1, 2008 - March 31, 2009

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, 2008 to and including March 31, 2009.

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 Station comprising the Station Employment Unit during the Applicable Period, identified by job title;
2. For each such vacancy, the recruitment source(s) utilized to fill the time 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 each such vacancy;
5. 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.

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 Position for Which This Source Was Utilized" refer to the number of 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.

April 1, 2008 – March 31, 2009

Appendix 1 Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree
1	Morning Drive On-Air Personality	Staff Member
2	Promotions Director	CareerLink
3	Administrative Assistant	CareerLink
4	Account Executive	CareerLink

Total Number of Persons Interviewed During the Applicable Period: **21**

Appendix 1 Section 2: 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	4	1
B	CareerLink	15	3
C	Station Web Sites	1	0
D	On Air Radio Ads	0	0
E	South Hills Business School	1	0
F	Harrisburg Area Community College	0	0

Appendix 2: Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Attachment A

Job Title of Vacancy: Morning Drive On-Air Person

Recruitment Source that referred the Hiree: Staff Member

Date Vacancy Opened: 08/15/08

Total Number of Persons Interviewed: 1

Date Vacancy Filled: 09/15/08

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	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	1	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Cher Harpster	717-248-4942	0	Numerous
Station Web Sites	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
Radio Ads	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
South Hills Bus. School	MCIDC Plaza Lewistown, Pa	Coordinator	717-248-8140	0	Numerous
Harrisburg Area Comm. College	Harrisburg, PA	Coordinator	1-800-222-4222	0	Numerous

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Attachment B

Job Title of Vacancy: Promotions Director

Recruitment Source that referred the Hiree: CareerLink

Date Vacancy Opened: 08/01/08

Total Number of Persons Interviewed: 3

Date Vacancy Filled: 09/22/08

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	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Cher Harpster	717-248-4942	3	Numerous
Station Web Sites	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
Radio Ads	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
South Hills Bus. School	MCIDC Plaza Lewistown, Pa	Coordinator	717-248-8140	0	Numerous
Harrisburg Area Comm. College	Harrisburg, PA	Coordinator	1-800-222-4222	0	Numerous

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Attachment C

Job Title of Vacancy: Administrative Assistant

Recruitment Source that referred the Hiree: CareerLink

Date Vacancy Opened: 08/01/08

Total Number of Persons Interviewed: 10

Date Vacancy Filled: 11/03/08

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	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Cher Harpster	717-248-4942	9	Numerous
Station Web Sites	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	1	In House
Radio Ads	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
South Hills Bus. School	MCIDC Plaza Lewistown, Pa	Coordinator	717-248-8140	0	Numerous
Harrisburg Area Comm. College	Harrisburg, PA	Coordinator	1-800-222-4222	0	Numerous

Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Attachment D

Job Title of Vacancy: Account Executive

Recruitment Source that referred the Hire: CareerLink

Date Vacancy Opened: 08/29/08

Total Number of Persons Interviewed: 7

Date Vacancy Filled: 11/11/08

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	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	3	In House
CareerLink	MCIDC Plaza Lewistown, Pa	Cher Harpster	717-248-4942	3	Numerous
Station Web Sites	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
Radio Ads	PO Box 911 Lewistown, PA 17044	General Manager	717-242-1493	0	In House
South Hills Bus. School	MCIDC Plaza Lewistown, Pa	Coordinator	717-248-8140	1	Numerous
Harrisburg Area Comm. College	Harrisburg, PA	Coordinator	1-800-222-4222	0	Numerous

WCHX 105.5 FM, WVNW 96.7 FM, AND WKVA 920 AM
Equal Employment Opportunity Initiatives
April 1, 2008 - March 31, 2009

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. Dave Burman, Sports Director and afternoon drive host of WCHX, conducted a building tour involving all three radio stations for the local Tiger Cub Scouts group on April 2, 2008. The scouts were learning the importance of radio and how it works. The group contained 7 1st graders and their parent or guardian.
2. Tom Sheeder, music and program director for WVNW FM as well as morning drive host participated in the Mount Union High School Job Fair held on April 8, 2008. In addition to handing out pamphlets that explained the different career opportunities available in radio broadcasting, he also had sign up sheets and spoke with interested students about touring and job shadowing at the radio station studios. This resulted in 3 students touring and job shadowing at the stations.
3. Erik Lane, News Director and morning drive host for WKVA, attended and participated in an event with the Abuse Network who sponsored drama presentations at local high schools in Juniata and Mifflin Counties. These drama presentations were about teen sexual abuse and date rape to emphasize Sexual Assault Awareness Month. Erik, as a member of the media and broadcast industry, was asked to participate as one of the facilitators of classroom discussions being held after the drama presentations at East Juniata High School on April, 14, 2008.
4. In September 2008, General Manager Michelle Love, met with the Mifflin County School District Cooperative Education Coordinator to 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 both groups agreed upon open invitations for future discussions, job shadowing and job fair opportunities.
5. Erik Lane, who serves as News Director for WCHX, WVNW, and WKVA, as well as morning drive host for WKVA, attended the Career and Job Fair at Indian Valley High School October 2008. He used this as an avenue to discuss the opportunities available when you choose a career in broadcasting. For the 2nd year in a row and 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 involved with a career in broadcasting.
6. Dave Burman, Sports Director and afternoon drive host of WCHX, conducted a building tour for one of the local Cub Scouts group on Wednesday, January 21, 2009. In addition to the tour, Dave explained what the scouts needed to do to have a career in radio and what it means to him to work in radio.

7. 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.

8. 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 with at least 3 students shadowing the staff throughout the day, South Hills Business School and the Tiger and other Cub Scouts.