

**WCDK-FM & WEIR-AM  
Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WCDK-FM licensed to Cadiz, OH and WEIR-AM licensed to Weirton, WV 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 June 1, 2013 to and including May 31, 2014. The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by WCDK and WEIR comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the requirement source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hire 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 73.2080(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.

**Appendix 1.**

There were three (3) full-time vacancies during the above EEO time period.

**Appendix 2.**

The following recruitment sources were used in reference to the full-time vacancies filled during the above EEO time period:

Ohio Association of Broadcasters  
88 East Broad St. #1180  
Columbus, OH 43215  
(614) 228-4052  
Contact person: Patti Geary

OhioMeansJobs.com (Ohio Job Service)  
Phone: (888) 296-7541  
Contact Person: self-administered

National Organization of Women  
(www.now.org)  
\*sent email notification of opening to WV NOW

NAACP  
Steubenville Branch #3203  
PO Box 1111  
Steubenville, OH 43952

TVandRadioJobs.com  
Contact person: Self administered

Wheeling Jesuit College  
316 Washington Ave, Wheeling, WV 26003  
(304) 243-2000

Eastern Gateway Community College  
4000 Sunset Blvd, Steubenville, OH 43952  
(740) 264-5591

Bethany College  
1 Main St, Bethany, WV 26032  
(304) 829-7000

West Virginia Northern Community College  
1704 Market St, Wheeling, WV 26003  
(304) 233-5900

Herald Star/Weirton Daily Times/Intelligencer  
401 Herald Square  
Steubenville, OH 43952  
(740) 283-4711  
Contact person: Cindy Steineman

106.3 The River (on-air)  
2307 Pennsylvania Avenue  
Weirton, WV 26062  
(304) 723-1444  
Contact person: self-administered

106.3 The River (website)  
2307 Pennsylvania Avenue  
Weirton, WV 26062  
(304) 723-1444  
Contact person: self-administered

WEIR 1430 (on-air)  
2307 Pennsylvania Avenue  
Weirton, WV 26062  
(304) 723-1444  
Contact person: self-administered

WEIR 1430 (website)  
2307 Pennsylvania Avenue  
Weirton, WV 26062  
(304) 723-1444  
Contact person: self-administered

West Virginia Broadcaster's Association  
140 7th Avenue  
South Charleston, WV 25309-1452  
(304) 744-2143  
Contact person: Michele Crist

Workforce West Virginia Career Center  
([www.workforcewv.org](http://www.workforcewv.org))  
100 Municipal Plaza  
Suite 350  
Weirton, WV 26062  
Phone: (304) 794-2000  
Contact person: self-administered

West Liberty University  
101 Faculty Drive  
West Liberty, WV 26074-0295  
Phone: (304) 336-5000

Franciscan University  
1235 University Blvd.  
Steubenville, Ohio 43952  
Phone: (740) 283-3771

ALL ACCESS  
([www.allaccess.com](http://www.allaccess.com))  
Contact Person: Self Administered

**Appendix 3.**

The following is documentation of positions, recruitment sources used, and the number of candidates interviewed for each of the three (3) full time vacancies for the period of June 1, 2013 through May 31, 2014.

**Office/Sales**

Herald Star/Weirton Daily Times/Intelligencer  
401 Herald Square  
Steubenville, OH 43952  
(740) 283-4711  
Contact person: Cindy Steineman  
# of interviewees referred: 1

Eastern Gateway Community College  
4000 Sunset Blvd, Steubenville, OH 43952  
(740) 264-5591  
# of interviewees referred: 0

West Liberty University  
101 Faculty Drive  
West Liberty, WV 26074-0295  
Phone: (304) 336-5000

# of interviewees referred: 1

Workforce West Virginia Career Center  
(www.workforcewv.org)  
100 Municipal Plaza  
Suite 350  
Weirton, WV 26062  
Phone: (304) 794-2000  
Contact person: self-administered  
# of interviewees referred: 0

Franciscan University  
1235 University Blvd.  
Steubenville, Ohio 43952  
Phone: (740) 283-3771  
# of interviewees referred: 0

Bethany College  
1 Main St, Bethany, WV 26032  
(304) 829-7000  
# of interviewees referred: 0

West Virginia Northern Community College  
1704 Market St, Wheeling, WV 26003  
(304) 233-5900  
# of interviewees referred: 0

Wheeling Jesuit College  
316 Washington Ave, Wheeling, WV 26003  
(304) 243-2000  
# of interviewees referred: 0

Linked In:  
# of interviewees referred: 1

Walk Ins:

# of interviewees referred: 1

Professional referrals:

# of interviewees referred: 1

**Marketing Consultant**

Herald Star/Weirton Daily Times/Intelligencer

401 Herald Square

Steubenville, OH 43952

(740) 283-4711

Contact person: Cindy Steineman

# of interviewees referred: 0

WEIR 1430 (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

# of interviewees referred: 0

106.3 The River (on-air)

2307 Pennsylvania Avenue

Weirton, WV 26062

(304) 723-1444

Contact person: self-administered

# of interviewees referred: 0

WEIR 1430 (website)

2307 Pennsylvania Avenue

Weirton, WV 26062

(340) 723-1444

Contact person: self-administered

# of interviewees referred: 0

OhioMeansJobs.com (Ohio Job Service)

Phone: (888) 296-7541

Contact Person: self-administered

# of interviewees referred: 0

Workforce West Virginia Career Center

(www.workforcewv.org)

100 Municipal Plaza

Suite 350

Weirton, WV 26062

Phone: (304) 794-2000

Contact person: self-administered

# of interviewees referred: 0

Ohio Association of Broadcasters

88 East Broad St. #1180

Columbus, OH 43215

(614) 228-4052

Contact person: Patti Geary

# of interviewees referred: 0

West Virginia Broadcaster's Association

140 7th Avenue

South Charleston, WV 25309-1452

(304) 744-2143

Contact person: Michele Crist

# of interviewees referred: 0

Professional Referral: 2

#### **On Air Night Jock**

Herald Star/Weirton Daily Times/Intelligencer

401 Herald Square

Steubenville, OH 43952

(740) 283-4711

Contact person: Cindy Steineman

# of interviewees referred: 1

106.3 The River (website)  
2307 Pennsylvania Avenue  
Weirton, WV 26062  
(304) 723-1444  
Contact person: self-administered  
# of interviewees referred: 3

Workforce West Virginia Career Center  
(www.workforcewv.org)  
100 Municipal Plaza  
Suite 350  
Weirton, WV 26062  
Phone: (304) 794-2000  
Contact person: self-administered  
# of interviewees referred: 0

Franciscan University  
1235 University Blvd.  
Steubenville, Ohio 43952  
Phone: (740) 283-3771  
# of interviewees referred: 0

Bethany College  
1 Main St, Bethany, WV 26032  
(304) 829-7000  
# of interviewees referred: 0

#### **Appendix 4.**

Total interviewees:

Office/Sales (1): Total interviewees - 6

Marketing Consultant (1): Total interviewees -- 2

On Air Night Jock (1): Total Interviewees - 4

## Appendix 5.

### EEO Initiatives:

Priority Communications has been involved with the following EEO initiatives:

On February 23, 2013 Priority Communications owner Jay Philippone attended a seminar on the requirements of the Federal Communications Commission's Equal Employment Opportunities regulation. The seminar focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination. The seminar was sponsored by the West Virginia Broadcaster's Association and presented by Jackson Kelly PLLC.

On April 2, 2014, Priority Communications was represented at the 2<sup>nd</sup> Annual Networking and Career Fair Event. The event was held from 1:00pm to 3:00 pm at the Penn State DuBois campus. Representative Melissa Varischetti talked with job seekers, students and alumni, throughout the afternoon about career opportunities with Priority Communications' radio stations.

Priority Communication participated in two of the Ohio Association of Broadcasters Virtual Job Fairs. One that was held from October 28, 2013 through November 1, 2013 and also one that was held from April 21, 2014 through April 25, 2014. Priority Communications was able to advertise their current employment opportunities available to people attending the event as an outreach to recruit candidates for employment openings.

Melissa Varischetti also represented Priority Communications at a job fair that was held at Career Link in the DuBois office on March 12, 2014. The job fair was held from 9:00am until noon and during that time Melissa was able to network with various job seekers about the employment opportunities available with Priority Communications.

Priority Communications President and General Manager Jay Philippone established a scholarship program in conjunction with the Upper Ohio Valley Italian Festival, which is designed to assist students interested in pursuing a career in broadcasting. This \$750.00 scholarship is given away annually in memory of Mike Sinicropi, a former Priority Communications employee, who was an integral part of the festival, the community and local broadcasting.