

**Southern Belle, LLC**

FOR RADIO STATIONS:

WMRF (FM), Lewistown, PA

WIEZ (AM), Lewistown, PA

WIBF (FM), Mexico, PA

WDBF (FM), Mount Union, PA

**EEO PUBLIC FILE REPORT**

This EEO Public File Report is filed in the stations' public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period ending on March 31, 2016, the stations filled the following full-time vacancies:

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The station interviewed a total of 5 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Walk- ins/ Referrals	1
ON Air recruitment ads	
Stations Websites	
Career Link of Mifflin County	
All Access	4
Pennsylvania Association of Broadcasters	
Juniata Valley Chamber of Commerce	
Advantage Resources Group	
PICCC, Inc.	
CPI	
National Association of Broadcasters	
Radio Talent Institute	
Indeed.com	
LinkedIn.com	

1. Career Fairs:

a. Juniata Career Day. This year's event took place February 26th, 2016, 11am-3pm at the Kennedy Sports & Recreation Center on campus in Huntingdon. Attendees were Kathy Craig, Market Manager (Lewistown) and Cindy Anderson, Sales Lead (Huntingdon). During this expo we acquired resumes which will be kept on file and considered in our future hiring initiatives.

b. The Penn State University Main Campus/College of Communications' Job Expo. This year's event took place March 20th, 9am-2pm at the HUB Building, University Park Campus. Attendees were Kathy Craig, Market Manager (Lewistown), Don Bedell, Market Manager (State College) and Chad Evans, Market Manager (Selinsgrove). During this expo we acquired resumes which will be kept on file and considered in our future hiring initiatives. Kathy, Don and Chad conducted, at least, 15, on the spot interviews. This Job Expo is the largest ACEEJMC accredited undergraduate communications program in the country. This Job Expo is designed for Penn State's top notch advertising, public relations, film/video, journalism, media studies and telecommunications students.

2. Training and Professional Development:

c. We started a series of seminars through Paychex HR solutions for personal and professional development:

- i. "Hiring Practices Seminar for Supervisors/Managers" was conducted on May 28, 2015. In attendance: Pete Herman, Market Manager.
- ii. "Effective Employee Discipline and Termination" was conducted on June 18, 2015. In attendance: Pete Herman, Market Manager.
- iii. "Substance Abuse Awareness" was conducted on August 20, 2015. In attendance: Pete Herman, Market Manager.
- iv. "Performance Appraisals" was conducted on September 17, 2015. In attendance: Pete Herman, Market Manager.
- v. "Non Harassment" was conducted on December 17, 2015. In attendance: Pete Herman, Market Manager.

d. Country Radio Station (CRS) seminar in Nashville, TN was held February 8-10, 2016. In attendance: Jeff Stevens, Program Director, and Dawn Ziegerer midday personality.

e. New for 2016, Southern Belle, LLC is providing a new program available to our staff. P1 Learning offers simplified online training on such topics as Management, Sales, Customer Service, Business Skills and more.

\*\*Documentation in public file