

First Media Radio, LLC

801 East DuBois Avenue
DuBois, Pa. 15801

Annual EEO Public File Report Form WOWQ/WQYX/WCPA/WZDB 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 station(s): [Station Call Sign(s) and Communities of License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016 (the “Applicable Period”).

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(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment 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), 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 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 job 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, over the telephone or by e-mail.

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Appendix I to

Annual EEO Public File Report Form

Covering the Period from April 1, 2015 to March 31, 2016

Station(s) Comprising Station Employment Unit: WOWQ/WQYX/WCPA/WZDB

Section I: Vacancy Information

Full-time Positions Filled	Recruitment Source of Hiree	Total Number of By Job Title Interviewees From All Sources for This Position
1 Account Executive	PA. Career Link	3
2		
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: 3

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Appendix 2 to

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Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A Station websites	2	
B qyxfm.com		
C 959zdb.com		
D q102radio.fm		
E F. Moose Rosana 814-371-6100		
F Pa. Career Link	1	1
G www.indeed.com joet@indeed.com 1-800-462-5842		
H All Access		

- Indicates sources that have requested notification of job openings.

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Appendix 3 to

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Covering the Period from April 1, 2015 to March 31, 2016

Station(s) Comprising Station Employment Unit: WOWQ/WQYX/WCPA/WZDB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WOWQ/WQYX/WCPA/WZDB

[Description of the activities.]

First Media Radio, LLC.-DuBois which consists of the above stations, implements initiatives designed to comply with outreach recruiting. "Moose" Rosana, GM is the management team member responsible for coordinating these efforts. A radio announcement airs on each station asking for recruitment sources wishing to receive notice of job openings.

April 17, 2015

First Media Radio News/Sports Director Drew Gordon attended the DuBois Central Catholic Career Fair. In this unique interview experience, Gordon talked with students to find out their plans after high school, and he shared a variety of possible job situations and internships.

May 3-4, 2015

First Media Radio General Manager, Moose Rosana, attended the annual convention and meeting of the Pa. Association of Broadcasters in Hershey, Pa. Some of the topics in meetings discussed included careers in broadcasting, how to aid interested individuals find a career path and effective tools as well, to succeed in the advertising/broadcast field.

May 5, 2015

First Media Radio News/Sports Director Drew Gordon attended the DuBois Area Middle School Career Day Event. Drew talked with students who were looking at a variety of careers and talked with them specifically about careers in broadcasting and how to prepare for their career choice.

May 19, 2015

First Media Radio News/Sports Director Drew Gordon visited the Digital Media Technology Department at Jefferson County - DuBois AVTS. Gordon talked with students giving them insight

into the radio industry, employment opportunities and tips on presentation and public speaking. He also served as a mentor with students as they did dry-runs on their year end projects. Gordon also serves as a member of the department's Occupational Advisory Committee.

August 20, 2015

First Media Radio News/Sports Director Drew Gordon took part in the fall meeting of the Digital Arts Program's Occupational Advisory Committee meeting. Gordon along with other professionals in the area team with instructor Samuel Ettaro to discuss possible updates to program curriculum and possible equipment update submissions.

November 19, 2015

First Media Radio News/Sports Director Drew Gordon participated in the Lock Haven University, Clearfield Campus Career Day. Drew talked with students who were interested in the communications and broadcast fields.

February 26, 2016

First Media Radio General Manager, Moose Rosana participated at the Jeff Tech Career and Technical Education Month Career Fair. Moose spoke with the students who were focusing on job-specific skills to help them have some insight on a career in broadcasting. Among the student majors that asked about the broadcast industry and the station included Digital Media Technology, Electronics and Business focus.

March 2, 2016

First Media Radio Sales Executive, Monica Fleck attended the Brockway Area High School Career Fair. Monica spoke with the students who were interested in the different positions that are available at a radio station and about a career in broadcasting. Students were made aware of the many choices.

March 18, 2016

WOWQ/WQYX/WCPA/WZDB was a registered exhibitor at the 2015 Penn State University College of Communications Job Expo at the Hetzel Union Building on the Penn State-University Park campus. First Media Radio was represented by General Manager "Moose" Rosana. Our exhibit provided information on careers in broadcasting, career opportunities with First Media Radio, LLC, and profiles of WOWQ/WQYX/WCPA/WZDB and First Media. The Job Expo was attended by approximately 400 Penn State University Students. The Penn State College of Communications at University Park is America's largest accredited college of communications.

The stations continue their on going intern program with the DuBois Area High School and the Brookville Area High School. Individuals can work in the programming department, assist with station promotions and also operated equipment during broadcasts. The interns that exhibit such aptitude & interest can and have led to a part-time position in the programming department as a producer for local sports broadcasts and board operator for programs and on-air opportunities as well.

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Station(s) Comprising Employment Unit: **WOWQ/WQYX/WCPA/WZDB**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by: **WOWQ/WQYX/WCPA/WZDB**

The Second Quarter Meeting of the FMR-DuBois EEO Committee was held May 5, 2015, with Tom Howard, "Moose" Rosana and Debbie Crate in attendance. We discussed employment opportunities. Currently theres an opening for a sales executive employment opportunity here.

The Third Quarter Meeting of the FMR-DuBois EEO Committee was held on September 15, 2015, with Tom Howard, "Moose" Rosana and Monica Fleck in attendance. We discussed that very few people are responding to the EEO Commercials and coming in for applications.

The Fourth Quarter Meeting of the FMR-DuBois EEO Committee was held on December 9, 2015, with Tom Howard, "Moose" Rosana, and Drew Gordon in attendance. We talked about any alternative means of advertising job openings.

The First Quarter Meeting of the FMR-DuBois EEO Committee was held March 4, 2016, with Tom Howard, "Moose" Rosana and Monica Fleck in attendance. Discussions about presentations at venues to present information about job openings, in addition to our EEO ads on all the stations, websites, and on-line ways to recruit.