

Annual Equal Employment Opportunity (EEO) Report

April 1, 2014 - March 30, 2015

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, 2014 to and including March 30, 2015. 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, 2014 – March 21, 2015

Appendix 1 Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree
1	Promotions Director	Professional Referral
2	Sales Executive	Professional Referral

Total Number of Persons Interviewed During the Applicable Period: **8**

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	PA Career Link	14	2
B	Airtalents.com	10+	2
C	Indeed.com	35+	3
D	WCHX Facebook Page	6	1
E	Walk-in	1	1
F	Staff Referrals	3	2

<http://www.chx105.com/Employment.php>

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Recruitment Source by Vacancy

(Use separate Attachment for each job opening during period)

Attachment A

Job Title of Vacancy: Promotions Director

Recruitment Source that referred the Hire: Professional Referral

Date Vacancy Opened: 06/2014

Total Number of Persons Interviewed: 1

Date Vacancy Filled: 08/11/14

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Number of Interviewees Referred by the Source	Request for Notification
Professional Referral	P.O. Box 911 Lewistown, PA 17044	Operations Manager or Sales Manager	(717) 242-1493 tubby@chx105.com sbratton@chx105.com	1	In House

Attachment B

Job Title of Vacancy: Sales Account Executive

Recruitment Source that referred the Hire: Professional Referral

Date Vacancy Opened: 02/2015

Total Number of Persons Interviewed: 5

Date Vacancy Filled: 03/23/15

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Number of Interviewees Referred by the Source	Request for Notification
Professional Referral	P.O. Box 911 Lewistown, PA 17044	Operations Manager or Sales Manager	(717) 242-1493 tubby@chx105.com sbratton@chx105.com	1	In House
Airtalents.com	NA	webmaster@airtalents.com	NA	0	Numerous
Indeed.com	NA	www.indeed.com/hire/post-job	NA	2	Numerous
WCHX Facebook Page	P.O. Box 911 Lewistown, PA 17044		(717) 242-1493 tubby@chx105.com sbratton@chx105.com	2	Numerous

Attachment C

Job Title of Vacancy: On-Air Personality

Recruitment Source that referred the Hiree: None

Date Vacancy Opened: 06/2014

Total Number of Persons Interviewed: 2

Date Vacancy Filled: Still Open

Name of Recruitment Source	Address:	Contact Person	Telephone Number	Number of Interviewees Referred by the Source	Request for Notification
Professional Referral	P.O. Box 911 Lewistown, PA 17044	Operations Manager or Sales Manager	(717) 242-1493 tubby@chx105.com sbratton@chx105.com	1	In House
Airtalents.com	NA	webmaster@airtalents.com	NA	1	Numerous

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

Equal Employment Opportunity Initiatives

April 1, 2014 - March 21, 2015

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. During the week of August 4, 2014 through August 9, 2014, all 3 stations conducted daily live broadcasts from the Mifflin County 4H Youth Fair. This annual event, held in cooperation with the Penn State College of Agricultural Sciences, allows the area youth the opportunity to experience different areas with the agricultural industry, such as raising livestock, benefits of dairy, showmanship, etc. Every evening, the Mifflin County Dairy Princess, Dairy Maids, and/or Dairy Misses, interviewed with a member of the air staff to ready their “Daily Dairy Tip” promoting the health and benefits of dairy to our listeners. Promoting the dairy industry through local events, public appearances, etc is a requirement these youth must fulfill as representatives/candidates of the Mifflin County Dairy Council.
2. During the week of November 8th, 2014 – November 14th, 2014, all 3 stations conducted a Food Drive in conjunction with the Juniata Valley Council of the Boy Scouts of America; recorded Promotional Radio Spots with Boy Scout Troop personnel & broadcast them on all 3 Stations, read numerous Live promotions for the events, and engaged in a competition between all 3 On-Air talents to see who could collect the most canned goods for the Food Drive, and turned over 500+ items to the Boy Scout Troop at the conclusion on November 14th, 2014.
3. Tom Lawler, morning drive host of WCHX and Dale Armstrong, Promotions Director, visited with students of the Mifflin County FFA (Future Farmers of America) at the Mifflin County Career and Technology Center on February 17th, 2015. The students were given the opportunity to see how radio can be used to inform the community of the importance and goals of organizations, such as the FFA. Each student read and recorded a tip or fact about the FFA. These recorded tips/facts were broadcast on WCHX, WVNW and WKVA in recognition of National FFA Week, February 21, 2015 through February 28, 2015.

4. For 20 weeks, beginning on Thursday, August 28, 2014 and ending on Thursday, February 26 2015, Dave Burman, Sports Director and afternoon drive host of WCHX, conducted a weekly High School Sports Preview Show from our production studio. This was a 1 hour live shows that allowed local area students, athletes, and coaches from the Mifflin County School District as well as some of the community sports team to discuss the opportunities and experiences within their programs. Students and athletes ranging in ages from 5th grade to senior high, were given the opportunity to participate in the live show and experience the importance of broadcasting while learning to improve verbal communications and basic interview skills..

5. 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: Bi-Annual Blood Drives, Annual Health & Wellness Fair, Yeagertown Easter Egg Hunt, Kid Connection, Star Country Carriage Rides, and Mifflin County 4H Youth Fair. 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. The staff also uses this time to openly discuss potential vacancies of which members of the community may not have been aware.