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## **WCHX-FM, WVNW-FM, WKVA-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 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, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2022 to and including March 31, 2023 (the “Applicable Period”).

The FCC’s 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 time vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the 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 each such vacancy; 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 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.

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Appendix 1 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2022 to March 31, 2023

Station(s) Comprising Station Employment Unit: WCHX-FM, WVNW-FM, WKVA-AM

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	On Air Personality	X – Word of Mouth Referral
2	Sales Account Executive	G – Facebook
3	Marketing Coordinator	X – Word of Mouth Referral
4		
5		
6		

Total # of Persons Interviewed During Applicable Period: 13

Appendix 2 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2022 to March 31, 2023

Station(s) Comprising Station Employment Unit: WCHX-FM, WVNW-FM, WKVA-AM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person, Web Address)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full Time Positions for Which This Source Was Utilized
A	<b>Air Talents</b> <a href="https://airtalents.com">https://airtalents.com</a>		
B	<b>All Access</b> <a href="https://www.allaccess.com">https://www.allaccess.com</a>		#1, #2
C	<b>Application Pool</b>		
D	<b>Bloomsburg University Department of Communication Studies</b> 1103 McCormick Center 400 E. Second Street Bloomsburg, PA 17815		
E	<b>Career &amp; Job Fairs</b>		#1, #2, #3

F	<b>Country Aircheck</b> <a href="https://countryaircheck.com">https://countryaircheck.com</a>		
G	<b>Facebook</b> <a href="https://facebook.com">https://facebook.com</a>	3	#1, #2, #3
H	<b>Employee Referral</b>		
I	<b>Indeed</b> <a href="https://indeed.com">https://indeed.com</a>	3	#1, #2, #3
J	<b>Internal Postings</b> (Email and Staff Meeting)	1	#1, #2, #3
K	<b>Internal Promotion</b>		
L	<b>Jobvertise.com</b>		
M	<b>Juniata College Office of Career Services</b> 1700 Moore Street Huntingdon, PA 877-586-4282		#1
N	<b>Lewistown Sentinel</b> 352 Sixth Street Lewistown, PA 17044 717-248-6741 Michele Jordan <a href="mailto:mjordan@lewistownsentinel.com">mjordan@lewistownsentinel.com</a> or Marge Searer <a href="mailto:msearer@lewistownsentinel.com">msearer@lewistownsentinel.com</a>		
O	<b>LinkedIn</b> <a href="https://linkedin.com">https://linkedin.com</a>		
P	<b>On Air Announcements</b> (All stations)		#1, #2
Q	<b>PA Careerlink Mifflin County</b> MCIDC Plaza 6395 SR 103 N Lewistown, PA 17044 717-248-4942 Cari Kilmer	1	#1, #2, #3
R	<b>Pennsylvania Association of Broadcasters (PAB) Job Board</b> 8501 Paxton Street Hummelstown, PA 17036 717-482-4820 <a href="https://pag.org">https://pag.org</a>		#1, #2
S	<b>Pennsylvania State University Nittany Lion Alumni Career Network</b> 201 Old Main University Park, PA 16802 814-865-4700		#1

T	<b>Post Job Free</b> <a href="https://postjobfree.com">https://postjobfree.com</a>		
U	<b>Radio Online</b> <a href="https://radion-online.com">https://radion-online.com</a>		
V	<b>Susquehanna University</b> 514 University Avenue Selinsgrove, PA 17870 570-374-0101		
W	<b>Web Site Postings</b> (All stations websites)	1	#1, #2 ,#3
X	<b>Word of Mouth Referral</b>	4	#1, #2 ,#3

Appendix 3 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2022 to March 31, 2023

Station(s) Comprising Station Employment Unit: WCHX-FM, WVNW-FM, WKVA-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WCHX-FM, WVNW-FM and WKVA-AM.

	<b>Type of Recruitment Initiative</b>	<b>Description of Activity</b>
1	Participate in Education and Career Fair	On April 14, 2022, the Market Manager and General Sales Manager attended an Education & Career Fair at Mifflin County High School. They talked to students about the different opportunities available in broadcasting and with our stations.
2	Participate in Education and Career Fair	On April 26, 2022, the Market Manager and General Sales Manager attended an Education & Career Fair at and hosted by the PA National Guard of Lewistown. They spoke with members of the community about the different job opportunities available in broadcasting and with our stations.
3	Promotions Intern with Bloomsburg University	From May 23, 2022 – June 30, 2022, a Bloomsburg University senior, completed an Academic Internship in the role of Media Coordinator And Digital Media Specialist. In this role, they learned the importance of serving the community by assisting with promotional events, contests and live broadcasts. They were also responsible for maintaining the stations websites and updating the social media pages, conducting Facebook live interviews and coordinating with staff.

	4 Production Intern with Mifflin County High School	A current part time employee was looking for an opportunity for an internship during their senior year of high school to learn more about production. In September 2022, we worked with the Mifflin County School District Cooperative Education Group and they started as a Production Intern and have continued this role throughout their senior year. They learned interviewing, recording and editing techniques. Additionally, they learned how to download and schedule various forms of media to schedule for air. Also they have had the opportunity to record and edit for air, numerous paid client ads.
	5 Management training – EEO Rules & Regulations Webinar	September 20, 2022, the General Manager participated in a virtual event hosted by the PA Association of Broadcasters (PAB). It was an EEO Rules & Regulations webinar with David Oxenford.
	6 Participate in College & Career Fair	The Stations General Manager and former college intern attended the Mifflin County High School College & Career Fair on Oct 6, 2022. They were able to discuss the different opportunities available when pursuing a career in radio and with our radio station groups. They discussed full & part time positions as well as internships and explained job shadowing options.
	7 Participate in PA Careerlink Career Fair	The General Manager attended the PA Careerlink Career Fair hosted by the Juniata Valley YMCA on October 12, 2022. They spoke with members of the community about the different job opportunities with our radio stations and in broadcasting.
	8 Management Training – Recruiting Your Workforce	Business Breakfast Club event of Recruiting Your Workforce sponsored by the Juniata River Valley Chamber of Commerce and Co-hosted by the PA Careerlink of Mifflin Co was attended by the General Manger on November 17, 2022. Discussion surrounded recruiting tools & tips for today’s labor market.
	9 Employee Sales Training – P1 Plus	Sponsored by the Pennsylvania Association of Broadcasters (PAB) and offered to their members, from January 9, 2023 – March 30, 2023, our Sales Account Executive participated in a virtual online training program, P1 Plus from P1 Learning. New sales employees receive training in product knowledge, sales techniques and customer relationship management. Management is active in the program and has varied levels of participation with their employee during the seven weeks training.