

# Seven Mountains Media, LLC

## Southern Belle, LLC

801 East DuBois Avenue  
DuBois, Pa. 15801

### Annual EEO Public File Report Form WIFT-WKFT/WPQP/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, posted on line, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **April 1, 2017** to and including **March 31, 2018** (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.

# Seven Mountains Media, LLC

801 East DuBois Avenue  
DuBois, Pa. 15801

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **April 1, 2017** to **March 31, 2018**

Station(s) Comprising Station Employment Unit: WIFT-WKFT/WPQP/WCPA/WZDB

## Section 1: 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	On air announcement	4
2 Production/On air	Referral	3
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: 7

# Seven Mountains Media, LLC

801 East DuBois Avenue  
DuBois, Pa. 15801

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **April 1, 2017** to **March 31, 2018**

Station(s) Comprising Station Employment Unit: WIFT-WKFT/WPQP/WCPA/WZDB

## 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(s) on-air	5	2
B qyxfm.com		
C 959zdb.com		
D q102radio.fm	1	
E F. Moose Rosana 814-371-6100		
F Pa. Career Link	1	
G www.indeed.com <a href="mailto:joet@indeed.com">joet@indeed.com</a> 1-800-462-5842		
H All Access		

- Indicates sources that have requested notification of job openings.

# Seven Mountains Media, LLC

801 East DuBois Avenue  
DuBois, Pa. 15801

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2017 to March 31, 2018

Station(s) Comprising Station Employment Unit: WIFT-WKFT/WPQP/WCPA/WZDB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WIFT-WKFT/WPQP/WCPA/WZDB

[Description of the activities.]

Seven Mountains Media 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.

February 22, 2018

Seven Mountains Media Promotions Director, Julie Felix, attended the Annual Jeff Tech Career Fair on Thursday February 22<sup>nd</sup> at the school. Julie 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 7, 2018

WPQP Program Director, Samantha Lias, attended the Brockway High School Career Fair on March 7<sup>th</sup> from 10:00am to 2:00pm at the High School to present opportunities in radio broadcasting, specifically details involved with programming a radio station and being an on-air personality.

March 16, 2018

WOWQ/WQYX/WCPA/WZDB-WZDD was a registered exhibitor at the 2017 Penn State University College of Communications Job Expo at the Hetzel Union Building on the Penn State-University Park campus. Seven Mountains Media - DuBois was represented by CRS Ken Holtzinger. Our exhibit provided information on careers in broadcasting, career opportunities with Seven Mountains Media, LLC. The Job Expo was attended by over 400 Penn State University Students. The Penn State College of Communications at University Park is America's largest accredited college of communications.

March 28, 2018

Seven Mountains Media Account Executive Scott Keen, attended the annual Penn State – DuBois Networking and Career Fair Event. Opportunity to meet and greet current students as well as community job seekers and to provide information on careers in broadcasting, career opportunities available with Seven Mountains Media, LLC. In this unique experience, talked with students to find out their plans after college, and networked with PSU Alumni. Also, the general public was there exploring possible job situations and opportunities.

The stations continue their on going intern and job shadow program with the DuBois Area High School and the Brookville Area High School. Individuals can observe 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.

# Seven Mountains Media, LLC

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from **April 1, 2017** to **March 31, 2018**

Station(s) Comprising Employment Unit: WIFT-WKFT/WPQP/WCPA/WZDB

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by: WIFT-WKFT/WPQP/WCPA/WZDB

The Second Quarter Meeting of the FMR-DuBois EEO Committee was held May 5, 2017, with Tom Howard, "Moose" Rosana and Debbie Crate in attendance. We discussed employment opportunities. Currently there's an opening for a sales executive employment opportunity here.

The Third Quarter Meeting of the FMR-DuBois EEO Committee was held on September 8, 2017, with Tom Howard, "Moose" Rosana and Mike Thorn 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 8, 2017, 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 SMM-DuBois EEO Committee was held March 12, 2018, with Tom Howard, "Moose" Rosana and Scott Keen 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.