

Seven Mountains Media, LLC
Southern Belle, LLC
801 East DuBois Avenue
DuBois, Pa. 15801

Annual EEO Public File Report Form
WOWQ/WQYX/WCPA/WZDB-WZDD
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, 2016** to and including **March 31, 2017** (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 1 to

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Covering the Period from April 1, 2016 to March 31, 2017

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

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	7
2		
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: 7

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Appendix 2 to

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Covering the Period from **April 1, 2016** to **March 31, 2017**

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

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	1
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 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, 2016 to March 31, 2017

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

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

[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.

March 2, 2016

First Media Radio Account Executive, Monica Fleck, attended the Brockway Junior/Senior High School 12th Career Fair at the high school. Students were made aware of and shown the career choices available in radio broadcasting today.

April 6, 2016

First Media Radio General Manager, Moose Rosana, attended the Penn State-DuBois Annual Networking and Job Fair at Penn State-DuBois. In this unique experience, Moose talked with students to find out their plans after college, and networked with PSU Alumni. Also, the general public was there as well exploring possible job situations and opportunities.

April 28, 2016

First Media Radio Account Executive, Monica Fleck, attended BC3 @ Brockway's annual Spring Job Fair on April 28th from 10:00am to 2:00pm.

The public was invited to come and meet with local businesses from Jefferson, Elk, and Clearfield counties. BC3 @ Brockway is located at 1200 Wood Street, Brockway, PA.

May 15 - 16, 2016

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.

December 1, 2016

First Media Radio Account Executive, Logan Cramer, participated in the Lock Haven University, Clearfield Campus Career Day. Logan talked with students who were interested in the communications and broadcast fields.

February 24, 2017

Seven Mountains Media Account Executive, Courtney Herzing, participated at the Jeff Tech Career and Technical Education Month Career Fair. Both 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 24, 2017

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 General Manager F. "Moose" Rosana. Our exhibit provided information on careers in broadcasting, career opportunities with Seven Mountains Media, LLC. 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.

March 29, 2017

Seven Mountains Media General Manager Moose Rosana, and Account Executive Scott Keen, attended the annual Penn State – DuBois Networking and Career Fair Event. Opportunity to meet and greet students as well as community job seekers and to provide information on careers in broadcasting, career opportunities available with Seven Mountains Media, LLC, also included profiles of positions with WOWQ/WQYX/WCPA/WZDB-WZDD.

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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The Second Quarter Meeting of the FMR-DuBois EEO Committee was held May 6, 2016, 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 9, 2016, 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 2, 2016, 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 10, 2017, 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.