
Annual EEO Public File Report Form

WCHX/WVNW/WKVA

The purpose of the 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 Mifflin Country Communications, Inc., the Station Employment Unit that is comprised of the following stations: WCHX/WVNW/WKVA, and is required to be placed in the public inspection files of these stations, and posted on their web site, if they have a web site.

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 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 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 Sections 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 the 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.

Appendix 1 to

Annual EEO Public File Report Form

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

Stations Comprising Station Employment Unit: WCHX/WVNW/WKVA

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from <u>All</u> sources for This Position
#1	Account Executive	Radio Announcements	6
#2	General Manager	Pa Assoc. of Broadcasters	4
#3	Air Personality	AirTalents.com	3
#4	Traffic Manager	Radio Announcements	12

Total Number of Persons Interviewed During Applicable Period: 25

**Note: In addition to the recruitment sources listed in Appendix 2, Millersville University Communications Department, the Pennsylvania State University Communications Department, and John Carroll University were recruitment sources for the General Manager Position; they referred no interviewees.*

Appendix 2 to Annual EEO Public File Report Form
 Covering the Period from April 1, 2016 to March 31, 2017
 Stations Comprising Station Employment Unit: WCHW/WVNW/WKVA
 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	Juniata College Office of Career Services 1700 Moore Street Huntingdon, PA 16652 877-586-4282		#4
B	Susquehanna University 514 University Avenue Selinsgrove, PA 17870 570-374-0101		
C	Pennsylvania State University Nittany Lion Alumni Career Network 201 Old Main University Park, PA 16802 814-865-4700		#4
D	The Lewistown Sentinel 352 Sixth Street Lewistown, PA 17044 717-248-6741 Michele Jordan <i>mjordan@lewistownsentinel.com</i> or Marge Searer <i>msearer@lewistownsentinel.com</i>		
E	WCHX/WVNW/WKVA On-Air Announcements and station websites	4	#1
F	Pennsylvania Association of Broadcasters (PAB) 8501 Paxton Street Hummelstown, PA 17036 717- 482-4820 (user posting)	2	#2, #4
G	Lewistown PA Career Link MCIDC Plaza 6395 SR 103N Lewistown, PA 17044 717-248-4942 Amanda Peachy	5	#1, #4
H	Word of Mouth/Referral	2	#1, #4
I	Career/Job Fairs/Application Pool		
J	Internal Postings		#4
K	All Access.com (user posting)		
L	Radio-Info.com (user posting)		
M	Country Aircheck (user submission)		
N	AirTalents.com (user posting)	3	#3
O	Indeed.com (user posting)	9	#1, #2, #4
P	Postjobfree.com (user posting)		#2
Q	Jobvertise.com (user posting)		#2
R	Radio-online.com (user posting)		#2
S	Linkedin.com (user posting)		#2
T	<i>** Denotes request to be notified of any employment opportunities**</i>		

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from April 1, 2016 to March 31, 2017
Stations Comprising Station Employment Unit: WCHX/WVNW/WKVA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WCHX/WVNW/WKVA

EDUCATIONAL EVENTS

Brief Description of Activity and Station Participation

From August 15, 2016 to May 25, 2017, a senior student from the Mifflin County School District was enrolled in the District's "cooperative education program" with the stations. The student spent 15 hours per week on-site gaining insight, knowledge, and experience in the business operation of the Radio Stations.

From January 3 to January 9, 2017, a 9th Grade student from Grace Prep High School in State College, PA participated in a school sponsored internship with the stations. The student participated in all aspects of Programming operations, including learning to use music scheduling, editing, and recording software and equipment.

On February 20, 2017, General Manager Scott Richards spoke to the Communication classes 501-506 at Susquehanna University in Selinsgrove, Pa, about various positions available in the Radio Industry, what he looks for when hiring new personnel, and items they can work on to improve their chances of obtaining a position upon graduation.

CAREER/JOB FAIRS

EEO TRAINING

On January 25, 2017, General Manager Scott Richards conducted an EEO Training meeting with all Department Heads, including a review of EEO materials prepared by Davis Wright Tremaine LLP, Garvey Schubert Barer, and other internal reporting forms and procedures.