

ANNUAL EEO PUBLIC FILE REPORT

WKYE (FM), WFGI (FM), WRKW (FM), WJHT (FM), WNTJ (AM), WNTW (AM)

The purpose of this EEO Public File 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 stations: **WKYE (FM), Johnstown, PA** **WFGI (FM), Johnstown, PA**, **WRKW (FM), Johnstown, PA**, **WJHT (FM), Johnstown, PA** **WNTJ (AM), Johnstown, PA** **WNTW (AM) Johnstown, PA** 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 **March 1, 2008 to and including February 28, 2009**.

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 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 email.

APPENDIX 1

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/1/08 TO 2/28/09

**Stations comprising Station Employment Unit
WKYE (FM), WFGI (FM), WRKW (FM), WJHT (FM),
WNTJ (AM), WNTW (AM)**

Section 1: Vacancy Information

VACANCY #	Full-time positions filled by job title	Recruitment Source of Hiree	Total number of Interviewees from all sources for this position
#1	AIR PERSONALITY- WJHT	FROM WITHIN CO.	8
#2 - #4	SALES EXECUTIVE- ALL	JOB FAIR	6
	SALES EXECUTIVE -ALL	FROM WITHIN CO.	
	SALES EXECUTIVE - ALL	INTERN	
#5 - #7	SALES EXECUTIVE - ALL	JOB FAIR	8
	SALES EXECUTIVE - ALL	JOB FAIR	
	SALES EXECUTIVE - ALL	FROM WITHIN CO	

Total number of persons interviewed during applicable period: **22**

NEW JOB VACANCY MAY 2008

I. General Information

1. Job Title: **ON AIR PERSONALITY**
2. Station: **WJHT-FM**
3. Date Position opened: **MAY 2008**
4. Date Position Filled: **MAY 19, 2008**
5. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communication announcing this vacancy attached hereto?
 YES NO

II. Interviewees

1. List of people interviewed for this position

<u>Name</u>	<u>Date</u>	<u>Recruitment Source</u>
1. JUSTIN MALLOW	5/2/08	NEWSPAPER
2. NATALIE CROOKS	5/7/08	EMPLOYEE
3. RUSSELL NOEL	5/8/08	EMPLOYEE
4. JORDAN KLAUSMAN	5/12/08	EMPLOYEE
5. ERIN POLAK	5/12/08	EMPLOYEE
6. TYLER WERTZ	5/13/08	EMPLOYEE
7. MARCUS GLOVER	5/14/08	NEWSPAPER
8. ANDREW SCHNECK	5/14/08	EMPLOYEE

2. Total number of people interviewed for this position: **8**

III Hiree

Person(s) ultimately hired for this position: **1**

JORDAN KLAUSMAN, MAY 19, 2008

NEW JOB VACANCY MAY 2008

I. General Information

6. Job Title: **SALES EXECUTIVE**
7. Station: **WKYE, WRKW-FM, WFGI-FM, WJHT-FM, WNTJ/WNTW-AM**
8. Date Position opened: **MAY 2008**
9. Date Position Filled: **JUNE 16TH, 2008**
10. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communication announcing this vacancy attached hereto?
X YES NO

II. Interviewees

3. List of people interviewed for this position

<u>Name</u>	<u>Date</u>	<u>Recruitment Source</u>
1 ALEXI SHUMAR	5/15/08	PA CAREER LINK
2. BOBBIE MARIE STEWART	5/30/08	CAREER FAIR
3. KENNETH RUSSO	5/22/08	JOB FAIR
4. ANTHONY KEIM	5/5/08	INTERN
5. BRAD MCKINNEY	6/2/08	CAREER FAIR
6. LEAH BAREFOOT	5/15/08	PART TIME EMPLOYEE

4. Total number of people interviewed for this position: 6

III Hiree

Person(s) ultimately hired for this position: 3

BRAD MCKINNEY – JUNE 16, 2008
ANTHONY KEIM – MAY 12, 2008
LEAH BAREFOOT – MAY 15, 2008

NEW JOB VACANCY JULY 2008

I. General Information

11. Job Title: **SALES EXECUTIVE**
12. Station: **WKYE, WRKW-FM, WFGI-FM, WJHT-FM, WNTJ/WNTW-AM**
13. Date Position opened: **JULY 2008**
14. Date Position Filled: **SEE DATES BELOW**
15. Documentation of Dissemination of Notice: Has Part B of this form detailing recruitment efforts undertaken been completed and dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communication announcing this vacancy attached hereto?
X YES NO

II. Interviewees

5. List of people interviewed for this position

<u>Name</u>	<u>Date</u>	<u>Recruitment Source</u>
1. VICKI BROWN	7/2/2008	JOB FAIR
2. COREY DIETZ	8/11/2008	JOB FAIR
3. DIRK SHAKLEY	8/6/2008	JOB FAIR
4. BRIAN SAROSI	7/30/2008	JOB FAIR
5. TINA TATE	7/1/2008	JOB FAIR
6. WENDY PIERCE	8/15/2008	JOB FAIR
7 STEVE SZAPKA	8/20/2008	JOB FAIR
8. JAKE OYLER	1/15/2009	REHIRE

6. Total number of people interviewed for this position: 8

III Hiree

Person(s) ultimately hired for this position: 3

WENDY PIERCE – SEPTEMBER 2ND, 2008

STEVE SZAPKA – SEPTEMBER 4TH, 2008

JAKE OYLER – FEBRUARY 1, 2009

APPENDIX 2

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 3/1/08 TO 2/28/09

**Stations comprising Station Employment Unit
WKYE (FM), WFGI (FM), WRKW (FM), WJHT (FM),
WNTJ (AM), WNTW (AM)**

Section 2: Recruitment Source Information

	Recruitment Source	Total number of Interviewees this source has provided during this period	Full time positions for which this source was utilized
A	<u>The Tribune Democrat</u> , Johnstown, PA 814-532-5104	2	#1
B	<u>Forever Broadcasting</u> , Johnstown, PA 814-255-4186 (in house posting, websites, on air recruitment & job fairs	18	#1-#7
C	<u>PA Career Link</u> , Johnstown, PA 814-533-2493 - Job fairs and postings	1	#1-#7
D	<u>St Francis College</u> , Loretto, PA 814-472-3003 - job fairs	0	#1-#7
E	<u>PAID</u> , Johnstown, PA 814-255-1288	0	#1-#7
F	<u>UPJ</u> , Johnstown, PA 814-269-2096 - internships programs	1	#1-#7
G	<u>Hiram G. Andrews Center</u> 727 Goucher Street, Jtwn, PA	0	#1-#7
H	<u>Bottleworks/Ethnic Art Center</u> , Johnstown, PA 814-535-2119	0	#1-#7
I	<u>Community Arts Center</u> , Johnstown, PA 814-255-6462	0	#1-#7
J	<u>Gtr Jtwn Career & Tech Ctr</u> , Johnstown, PA 814-269-4044	0	#1-#7
K	<u>Altern. Comm. Resources Program</u> , Johnstown, PA 814-539-0475	0	#1-#7
L	<u>Geneva College</u> , Johnstown, PA 814-532-0114	0	#1-#7
M	<u>Mt Aloysius</u> , Cresson, PA 814-886-2978	0	#1-#7
N	<u>Cambria Rowe Business College</u> , Johnstown, PA 814-536-5160	0	#1-#7

O	<u>Sylvan Learning Center</u> , Johnstown, PA 814-262-9576	0	#1-#7
P	<u>Admiral Peary Vo-Tech</u> , Ebensburg, PA 814-472-6494	0	#1-#7
Q	<u>Cambria County Assistance Office</u> , Johnstown, PA 814-533-2214	0	#1-#7
R	<u>St Vincent Depaul Society</u> , Johnstown, PA 814-536-6690	0	#1-#7
S	<u>Beginnings</u> , Johnstown, PA 814-539-1308	0	#1-#7
T	<u>Cambria County Literacy Council</u> , Johnstown, PA 814-536-6905	0	#1-#7
U	<u>Goodwill Industries</u> , Johnstown, PA 814-539-5171	0	#1-#7
V	<u>ACRP</u> , 131 Market Street, Johnstown, PA	0	#1-#7
W	<u>Allegany College of MD</u> , 6022 Glades Pike, Somerset, PA	0	#1-#7
X	<u>Appalachia Intermediate Unit 8</u> , 1451 Frankstown Road, Jtwn, PA	0	#1-#7
Y	<u>Association for Retarded Citizens</u> , 960 Bedford St, Johnstown, PA	0	#1-#7
Z	<u>Birthright of Johnstown</u> , 345 Main Street, Johnstown, PA	0	#1-#7
AA	<u>Cambria County Community Action</u> , 516 Main Street, Jtwn, PA	0	#1-#7
BB	<u>Easter Seals Society</u> , 232 Walnut Street, Johnstown, PA	0	#1-#7
CC	<u>Habitat for Humanity of Cambria</u> , 1061 Franklin Street, Jtwn, PA	0	#1-#7
DD	<u>Highland Community Library</u> , 330 Schoolhouse Rd, Johnstown, PA	0	#1-#7
EE	<u>NAACP</u> , PO Box 1064, Johnstown, PA	0	#1-#7
FF	<u>Planned Parenthood</u> , 817 Franklin Street, Johnstown, PA	0	#1-#7
GG	<u>Senior Community Service</u> , 616 Main Street, Johnstown, PA	0	#1-#7
HH	<u>The Family Center</u> , 220 Messenger Street, Johnstown, PA	0	#1-#7
II	<u>Unemployment Office</u> , 218 N. Kimberly Street, Somerset, PA	0	#1-#7
JJ	<u>United Way of Johnstown</u> , 111 Walnut Street, Johnstown, PA	0	#1-#7
KK	<u>Windber Public Library</u> , 1401 Graham Avenue, Windber, PA	0	#1-#7
LL	<u>Penn Highlands Comm. College</u> Johnstown, PA - internship program	0	#1-#7

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WNTJ (AM), WNTW (AM)**

Section 3: Supplemental (non-vacancy Specific) Recruitment Activities undertaken by WKYE (FM), Johnstown, PA WFGI (FM), Johnstown, PA, WRKW (FM), Johnstown, PA, WJHT (FM), Johnstown, PA WNTJ (AM), Johnstown, PA WNTW (AM) Johnstown, PA

Forever Broadcasting has been very active in participating with Job Fairs throughout the listening area.

THEY ARE AS FOLLOWS:

1. Tina Perry, Sales Manager, Terry Deitz, General Manager for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM; Career Fair hosted by Forever Broadcasting at the Indiana Holiday Inn on March 6th, 2008.
2. Tina Perry, Sales Manager, Terry Deitz, General Manager for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM; Career Fair hosted by Forever Broadcasting at the Richland Fire Hall on September 4th, 2008.
3. Tina Perry, Sales Manager, Terry Deitz, General Manager for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM; Career Fair hosted by Forever Broadcasting at the Richland Fire Hall on February 18, 2009.
4. Mikes Stevens, Operations Manager for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM and Jonathan Reed from WJHT-FM; Career Fair hosted by Central Cambria Middle School in Ebensburg on May 28th, 2008.
5. Tina Perry, Sales Manager, Terry Deitz, General Manager for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM; Career Fair hosted by St Francis University in Loretto on April, 10th, 2008.
6. Tina Perry, Sales Manager, Janet Ward, Sales Executive for WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM and Lara Mosby from WFGI-FM; 6th Annual Cambria County College Fair at the Pasquerilla Center on September 22nd and 23rd, 2008.

Forever Broadcasting has been very active in participating in Stations Tours:

THEY ARE AS FOLLOWS:

- 1. Mike Stevens, Program Director for WRKW-FM. Station Tour of all departments of the Radio Station for Tiger Cub Pack 51 on March 18, 2008.**
- 2. Amy Moore, Program Director of WJHT-FM; Station Tour of all departments of the Radio Station for Girl Scout Troop #79 on March 25th 2008.**
- 3. Mike Stevens, Program Director for WRKW-FM. Station Tour of all departments of the Radio Station for Cub Scout Troop Pack 51 on December 8th, 2008.**
- 4. Rick Shepard, News Director for WKYE, WRKW, WJHT, WNTJ & WNTW. Station Tour of all departments of the Radio Station for Cub Scouts pack 217 Tiger Den 2 on December 29th, 2008.**
- 5. Mike Stevens, Program Director for WRKW-FM. Station Tour of all departments of the Radio Station for Tiger Cub Den 217 Pack 3 on February 12, 2009.**
- 6. Mike Stevens, Program Director for WRKW-FM. Station Tour of all departments of the Radio Station for Tiger Cub Den 1 Pack 217 on February 16, 2009.**

Forever Broadcasting has been very active in participating with Internships.

THEY ARE AS FOLLOWS:

- 1. Lauren Hanig started her internship at Forever Broadcasting in May 2008 through August 2008. Lauren worked in various departments learning the skills and responsibilities involved with positions in broadcasting. Lauren also worked at station events held in the public during the summer. Lauren's focus was in production and she helped by writing copy and helping to produce spots.**
- 2. Anthony Keim started his internship at Forever Broadcasting in January 2008 through May 2008. Anthony worked in our sales department learning the skills and responsibilities involved with sales in broadcasting. Anthony also worked at station events held in the public during the spring. Anthony's focus was in the sales department and received a first sale pin at the quarterly sales rally.**
- 3. Scott Roberts started his internship at Forever Broadcasting in January 2008 through May 2008. Scott worked directly with the Hot 92 and 100 morning show. Scott made appearances as Stupid Cupid during the morning show to help get the show more exposure. Scott worked in the programming department learning the skills and responsibilities involved in broadcasting. Scott also worked at station events held in the public during the spring. Scott's focus was in the programming department.**

4. Terra Straka started her internship at Forever Broadcasting in January 2009 through May 2009. Terra worked in various departments learning the skills and responsibilities involved with positions in broadcasting. Terra also worked at station events held in the public during the summer. Terra's focus was in focus was in the programming department.
5. Jennifer Lombardi started her internship at Forever Broadcasting in January 2009 through May 2009. Jennifer worked in various departments learning the skills and responsibilities involved with positions in broadcasting. Jennifer also worked at station events held in the public during the summer. Jennifer's focus was in focus was in the programming department.
6. Lauren Thomas started her internship at Forever Broadcasting in January 2009 through May 2009. Lauren worked in various departments learning the skills and responsibilities involved with positions in broadcasting. Lauren also worked at station events held in the public during the summer. Lauren's focus was in focus was in the programming department.
7. Sean Sunday started his internship at Forever Broadcasting in January 2009 through May 2009. Sean worked in various departments learning the skills and responsibilities involved with positions in broadcasting. Sean also worked at station events held in the public during the summer. Sean's focus was in focus was in the sales department.

Appearances are as follows:

1. Terry Deitz, General Manager of WKYE, WFGI, WRKW, WJHT, WNTJ & WNTW spoke at Conemaugh Township Rotary Club about careers in Radio Broadcasting on August 8, 2008.
2. Terry Deitz, General Manager of WKYE, WFGI, WRKW, WJHT, WNTJ & WNTW spoke at Johnstown Rotary Club about careers in Radio Broadcasting on September 3, 2008.
3. Terry Deitz, General Manager of WKYE, WFGI, WRKW, WJHT, WNTJ & WNTW spoke at Westwood Kiwanis about station operations and careers in broadcasting on January 7, 2009.

Report filed by:

Beth Thomas – EEO Officer for
Forever Broadcasting, Johnstown Stations
WKYE-FM, WFGI-FM, WRKW-FM, WJHT-FM, WNTJ-AM & WNTW-AM
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