
WCHX-FM, WVNW-FM, WKVA-AM & FM

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 station(s): WCHX-FM, WVNW-FM, and WKVA AM/FM 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, 2023 to and including March 31, 2024 (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 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 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.

Appendix 1 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2023 to March 31, 2024

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

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	General Sales Manager	Position Not Filled*
2	Sales Account Executive	Position Not Filled*
3		
4		

Total # of Persons Interviewed During Applicable Period: 1

*No full-time positions were filled by WCHX-FM, WVNW-FM and WKVA-AM/FM during this reporting period.

Appendix 2 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2023 to March 31, 2024

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

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	Air Talents https://airtalents.com		
B	All Access https://www.allaccess.com		
C	Application Pool		

D	Bloomsburg University Department of Communication Studies 1103 McCormick Center 400 E. Second Street Bloomsburg, PA 17815		
E	Career & Job Fairs		#1, #2
F	Country Aircheck https://countryaircheck.com		
G	Facebook https://facebook.com Mifflin & Juniata Job Board (Facebook Group) & Mifflin County Jobs (Facebook Group)		#1, #2
H	Employee Referral		#1, #2
I	Indeed https://indeed.com		
J	Internal Postings <i>(Email and Staff Meeting)</i>		#1, #2
K	Internal Promotion		
L	Jobvertise.com		
M	Juniata College Office of Career Services 1700 Moore Street, Huntingdon, PA 877-586-4282 TamMy Stuber stubert@juniata.edu		#1, #2
N	Juniata River Valley Chamber of Commerce 1 W Market Street, Lewistown, PA 17044 Rhonda Kelley rhondak@juniatarivervalley.org or info@juniatarivervalley.org 717-248-6713		#1, #2
O	Lewistown Sentinel 352 Sixth Street Lewistown, PA 17044 717-248-6741 Michele Jordan mjordan@lewistownsentinel.com or Marge Searer msearer@lewistownsentinel.com		#1, #2
P	LinkedIn https://linkedin.com		

Q	Mifflin County High School 501 6th Street Lewistown, PA 17044 Roger Herto, Media Teacher 717-348-0951 rah24@mcsdk12.org		#1, #2
R	On Air Announcements <i>(All stations)</i>		#1, #2
S	PA Careerlink Mifflin County MCIDC Plaza 6395 SR 103 N Lewistown, PA 17044 717-248-4942 Extension 6 Cari Kilmer jafitzgerald@tiu11.org		#1, #2
T	Pennsylvania Association of Broadcasters (PAB) Job Board 8501 Paxton Street Hummelstown, PA 17036 717-482-4820 Gail Ponti gponti@pab.org https://pag.org		#1, #2
U	Pennsylvania State University Nittany Lion Alumni Career Network 201 Old Main University Park, PA 16802 814-865-4700		#1, #2
V	Post Job Free https://postjobfree.com		
W	Radio Online https://radion-online.com		
X	Susquehanna University 514 University Avenue Selinsgrove, PA 17870 570-374-0101		
Y	The Academy 700 Pitt Street Lewistown, PA 17044 Bryan Boyd bjb22@mcsdk12.org 717-248-3933		#1, #2
Z	Web Site Postings <i>(All stations websites)</i>	1	#1, #2
AA	Word of Mouth Referral		#1, #2

Appendix 3 to “Annual EEO Public File Report” Form

Covering the Period from April 1, 2023 to March 31, 2024

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

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

	Type of Recruitment Initiative	Description of Activity
1	Participated in Career & Education Fair	On April 25, 2023, the Production Director and a Sales Account Executive attended a Career & Education Fair at the Lewistown Armory and hosted by the PA National Guard of Lewistown. Over 200 hundred students were in attendance from local area public, private and charter schools. They spoke with students & members of the community about the different job opportunities available in broadcasting and with our stations. They also conducted a live on-air broadcast during the career fair to promote the event and to demonstrate how beneficial radio is to the public!
2	Hosted a Job & Career Fair	On May 25, 2023, our radio station group hosted a Job & Career Fair at our radio studio and office location. Invitations were extended to the public, local area high schools, Chamber of Commerce, Universities, other media outlets and many other groups and organizations. Job & Career Fair was attended by the stations’ General Sales Manager, Office/Traffic Manager, Production Director, Marketing Coordinator, Master Control and On Air Talents. The staff spoke with students & individuals about the different job opportunities available and offered on-site interviews during the event.
3	Sales & Marketing Intern with Shippensburg University	As a result of our May 2023 Career Fair, from June 26, 2023 – August 18, 2023, a Shippensburg University student, completed a summer Academic Internship in the role of Sales & Marketing. In this role, they learned the importance of getting to know the local businesses to better serve their marketing needs and serving the community by assisting with promotional events, contests and live broadcasts. They also assisted the Marketing Coordinator with updating the various forms of digital media for the station group (i.e. Fliers, Facebook pages, Websites and Sales Packages and Proposals).
4	Production Intern post High School Graduation	A current part time employee was looking for an internship opportunity during their senior year of high school and then continued the internship post graduation in June 2023 until they began their European internship in September 2023. They worked as a Production Intern 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. They also assisted with live broadcasts and promotional events.
5	Production Intern post High School Graduation	A June 2023 High School graduate was looking for a summer internship and work opportunity to gain knowledge and experience in audio editing and production. They will be attending college beginning in August 2023 to study mostly Video Editing & Production. 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. They were also tasked with creating promotional mentions to promote various station events. While on college break, they resumed internship from 12/19/23 – 01/05/24.