



# **EEO PUBLIC FILE REPORT**

**for**

**WOGF 104.3 – Moon Township, PA**

**WKPL 92.1 – Ellwood City, PA**

**WOHI 1490 – East Liverpool, OH**

**This EEO Public File Report  
Covers the One-Year Period  
Ending on April 1, 2009**

This EEO Public File Report is filed in Station WKPL-FM, WOHI-AM and WOGF- FM's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on April 1, 2009, the station filled the following full-time vacancies:

ACCOUNT EXECUTIVE - 4

The station interviewed a total of 7 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Address	Contact	# Referred by Source	Notification request?
California Univ. Of PA	250 Univ Ave, California PA		0	No
Franciscan Univ.	1235 Univ Blvd Steubenville OH	D. Shaeffer	0	No
Pgh Urban League	1 Smithfield St, Pittsburgh PA	Employment	0	No
Froggyland.com Website	100 Ryan Ct, Pittsburgh PA	G. Getz	2	No
Internal Referral	100 Ryan Ct, Pittsburgh PA	Employee	1	No
Butler Eagle	jparker@butlereagle.com	J. Parker	1	No
On-Air Recruitment Ad	131 Pleasant Dr, Aliquippa PA	G. Getz	2	No
PittsburghJobs.com	c/o Beyond.Com 1060 First Avenue, Ste 100 King of Prussia PA 19406	Kevin	0	No
Post-Gazette.Monster.Com	Monster, Inc 5 Clock Tower Place Maynard MA 01754		0	No
2008 Career & College Fair	Penn Commercial Business/Tech 242 Oak Spring Rd, Washington PA	Ida Williams	0	No
CAC Job Fair	Jefferson Co Community Action Council, 114 N. 4 <sup>th</sup> Street Steubenville OH	Barb West	0	No
Walk-In			1	No

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## ATTACHMENT A

### EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A contains the following information for each full-time vacancy

1. The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number
2. The recruitment source that referred the hiree for each full-time vacancy
3. The total number of persons interviewed for each full-time vacancy; and
4. The total number of interviewees referred by each recruitment source used in connection with each vacancy

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Sales Account Executive

**Recruitment Source That Referred the Hiree:** On-Air Recruitment

**Date Vacancy Opened:** 02/19/2008

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 05/27/2008

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # of Inter-viewed</b>	<b>Re-quest Notifica-tion</b>
California Univ of PA	250 University Avenue	California PA		724-938-4000	0	No
Franciscan University	Franciscan Way	Steubenville OH	D. Schaeffer	740-283-4771	0	No
Pittsburgh Urban League	1 Smithfield Street	Pittsburgh PA	Employment		0	No
Froggyland.Com website	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	1	No
On-Air Recruitment	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	1	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Sales Account Executive

**Recruitment Source That Referred the Hiree:** Butler Eagle

**Date Vacancy Opened:** 05/11/2008

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 09/22/2008

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # of Inter-viewed</b>	<b>Re-quest Notifica-tion</b>
Froggyland.Com website	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	0	No
On-Air Recruitment	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	1	No
PittsburghJobs.Com	1060 First Ave, Ste 100	King of Prussia PA	Kevin	610-878-2800	0	No
Post-Gazette.Monster.Com	5 Clock Tower Place	Maynard MA			0	No
2008 Career & College Fair	Penn Comm Bus/Tech School	242 Oak Spring Road Washington PA	Ida Williams	724-222-5330	0	No
CAC Job Fair	JCCAC, 114 N. 4 <sup>th</sup> Street	Steubenville OH	Barb West	740-282-0971	0	No
Butler Eagle	jparker@butlereagle.com	Butler PA	J. Parker		1	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Sales Account Executive

**Recruitment Source That Referred the Hiree:** Walk-In

**Date Vacancy Opened:** 06/02/2008

**Total Number of Persons Interviewed for the Vacancy:** 2

**Date Vacancy Filled:** 12/09/2008

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # of Inter-viewed</b>	<b>Re-quest Notifica-tion</b>
Froggyland.Com website	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	1	No
On-Air Recruitment	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	0	No
PittsburghJobs.Com	1060 First Ave, Ste 100	King of Prussia PA	Kevin	610-878-2800	0	No
Post-Gazette.Monster.Com	5 Clock Tower Place	Maynard MA			0	No
2008 Career & College Fair	Penn Comm Bus/Tech School	242 Oak Spring Road Washington PA	Ida Williams	724-222-5330	0	No
CAC Job Fair	JCCAC, 114 N. 4 <sup>th</sup> Street	Steubenville OH	Barb West	740-282-0971	0	No
Walk-In					1	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Sales Account Executive

**Recruitment Source That Referred the Hiree:** Internal Referral

**Date Vacancy Opened:** 07/15/2008

**Total Number of Persons Interviewed for the Vacancy:** 1

**Date Vacancy Filled:** 12/29/2008

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total # of Inter-viewed</b>	<b>Re-quest Notifica-tion</b>
Froggyland.Com website	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	0	No
On-Air Recruitment	100 Ryan Court, Ste 98	Pittsburgh PA	G. Getz	412-489-1001	0	No
PittsburghJobs.Com	1060 First Ave, Ste 100	King of Prussia PA	Kevin	610-878-2800	0	No
Post-Gazette.Monster.Com	5 Clock Tower Place	Maynard MA			0	No
2008 Career & College Fair	Penn Comm Bus/Tech School	242 Oak Spring Road Washington PA	Ida Williams	724-222-5330	0	No
CAC Job Fair	JCCAC, 114 N. 4 <sup>th</sup> Street	Steubenville OH	Barb West	740-282-0971	0	No
Internal Referral	100 Ryan Court, Ste 98	Pittsburgh PA	Employee	412-279-5400	1	No

# Attachment B: MENU OPTION ACTIVITIES

Station WOGF, WPKL, WOHI has engaged in the following outreach activities during the year covered by this report:

<b>CLASSIFICATION</b>	<b>TYPE OF ACTIVITY</b>	<b>BRIEF DESCRIPTION</b>
#1 – Job Fair Program	Participation in Community Action Council Job Fair	Friday, April 25 <sup>th</sup> 9AM to 1PM at Jefferson Community College, Steubenville OH by J. Nicholson, HRA
#1 – Job Fair Program	Participation in Community Action Council Job Fair	Friday, Sept 10 <sup>th</sup> 9AM to 1PM at Jefferson Community College, Steubenville OH by J. Nicholson, HRA
#1 – Job Fair Program	Participation in 2008 Career & College Fair	Friday, April 18 <sup>th</sup> 9AM-2PM at Penn Commercial Business & Technical School, Washington PA 15301 by J. Nicholson, HRA

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. hosting of at least on job fair:
3. Co-Sponsoring of at least one job fair with organizations in the business and profession community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;

12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership include substantial participation by women and minorities;
13. Provisions of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provisions of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provisions of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonable calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

If your organization would like to be contacted regarding future vacancies, please contact:

Joyce Nicholson, Human Resources Administrator  
Keymarket of PA, LLC  
320 Market Street  
Steubenville OH 43952  
Phone: 740-283-4747  
Fax: 740-283-1035

