



EEO PUBLIC FILE REPORT WOGI-FM DUQUESNE PENNSYLVANIA

This EEO Public File Report is filed in Station WOGI'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 March 31, 2008, the station filled the following full-time vacancies:

- 12 Sales Account Executives
- 1 Sales Assistant/Coordinator
- 1 Program Director

ACTIVITY TO REPORT THIS PERIOD

The station interviewed a total of 67 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:

| | | | |
|--------------------------|---|----------------------------|----|
| Observer Reporter | 0 | Froggyland.com | 25 |
| Tribune Review | 1 | Froggy Network Radio | 16 |
| Pittsburgh Post Gazette | 4 | Monster.com | 6 |
| Indeed.com | 1 | Career Builder.com | 1 |
| All Access | 0 | Other (referral, internal) | 13 |
| Bethany College | 0 | California University | 0 |
| Franciscan University | 0 | Penn State-Fayette Campus | 0 |
| Penn State-Beaver Campus | 0 | Pittsburgh Urban League | 0 |
| Point Park College | 0 | Robert Morris University | 0 |
| W & J College | 0 | W. Liberty State College | 0 |
| Wheeling Jesuit College | 0 | NAACP-Fayette County | 0 |
| NAACP-Mon Valley | 0 | NAACP-Greensburg/Jeanette | 0 |
| NAACP-Pittsburgh | 0 | NAACP-Washington | 0 |
| NAACP-New Castle | 0 | NAACP-Steubenville | 0 |
| NAACP-East Liverpool | 0 | | |

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

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

Job Title of Vacancy: Froggy 98 Sales Assistant

Date Vacancy Opened: Newly Created Position

Date Vacancy Filled: October 8, 2007

Recruitment Source That Referred the Hiree: Froggyland.com Website

Total Number of Persons Interviewed for the Vacancy: 10

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-----------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 1 | NO |
| Froggy Network Station | 100 Ryan Court | Sherry Getz | 412-489-1001 | 4 | NO |
| Froggyland.com | 100 Ryan Court | Sherry Getz | 412-489-1001 | 4 | NO |
| Other (Internal/Referral) | | | | 1 | NO |
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**** Use additional pages as needed. *Do Not Put in Public File* unless as part of the station's annual EEO Public File Report. ****

Job Title of Vacancy: Account Executive (Sales)

Date Vacancy Opened: April 21, 2007

Date Vacancy Filled: No Hire

Recruitment Source That Referred the Hiree: No Hire

Total Number of Persons Interviewed for the Vacancy: 6

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 1 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 1 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 3 | NO |
| Other (Internal/Referral) | | | | 0 | NO |
| Monster.com | Monster.Com | | | 0 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 1 | NO |

**** Use additional pages as needed. *Do Not Put in Public File* unless as part of the station's annual EEO Public File Report. ****

Job Title of Vacancy: Account Executive (Sales) – 3 hires

Date Vacancy Opened: May 4, 2007

Date Vacancy Filled: May 21, June 11, June 12 - 2007

Recruitment Source That Referred the Hiree: Other (referral)

Total Number of Persons Interviewed for the Vacancy: 7

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 0 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 2 | NO |
| Other (Internal/Referral) | | | | 3 | NO |
| Monster.com | Monster.com | | | 1 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 1 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |
| Franciscan University | Franciscan Way Steubenville OH | Dave Schaeffer | 740-283-4771 | 0 | NO |

| | | | | | |
|--------------------------------|----------------------------------------------------------------------|--------------------------|--------------------------------|---|----|
| West Liberty State College | PO #295, Rt 88 West Liberty WV | Christian Lee, Director | 304-336-8045 | 0 | NO |
| Wheeling Jesuit College | 316 Washington Avenue Wheeling WV | Joseph Aini, Coordinator | 304-243-2000 | 0 | NO |
| Bethany College | WBVC Radio, Bethany WV 26032 | Patrick Sutherland, GM | | 0 | NO |
| California Univ of PA | 250 University Ave, California PA 15419 | | | 0 | NO |
| Penn State – Fayette | One University Drive PO #519 Uniontown PA 15401 | | | 0 | NO |
| Penn State – Beaver | 100 University Drive Monaca PA 15061 | | Penn State – Beaver | 0 | NO |
| Pittsburgh Urban League | One Smithfield Street – 3 rd Floor Pittsburgh PA 15222 | | Pittsburgh Urban League | 0 | NO |
| Point Park University | 201 Wood Street Pittsburgh PA 15222 | | Point Park University | 0 | NO |
| Robert Morris University | 6001 University Boulevard Moon Twp, Pittsburgh PA 15108 | | Robert Morris University | 0 | NO |
| Washington & Jefferson Col | 60 S. Lincoln Street Washington PA 15301 | | Washington & Jefferson Col | 0 | NO |
| NAACP – Fayette | 137 N. Beeson Ave, Suite 113 Uniontown PA 15401 | Clinton Anderson | NAACP – Fayette | 0 | NO |
| NAACP – Mon Valley | Eastgate 11, Monesson PA 15062 | George Burroughs, jr | NAACP – Mon Valley | 0 | NO |
| NAACP – Greensburg/Jeanette | 1011 Old Salem Rd, Ste 207 Greensburg PA 15601 | Ruth Tolbert | NAACP – Greensburg/Jeanette | 0 | NO |
| NAACP – Pittsburgh | 2203 Wylie Avenue Pittsburgh PA 15219 | Tim Stevens | NAACP – Pittsburgh | 0 | NO |
| NAACP – Washington | 1031 Highland Avenue Canonsburg PA 15317 | Rev. Henry Billingsley | NAACP – Washington | 0 | NO |

| | | | | | |
|------------------------|-----------------------------------------------|-------------|------------------------|---|----|
| NAACP – New Castle | 517 Bell Avenue New Castle PA 16103 | Evelyn Ward | NAACP – New Castle | 0 | NO |
| NAACP – Steubenville | PO Box 4786 Steubenville OH 43952 | | NAACP – Steubenville | 0 | NO |
| NAACP – East Liverpool | 421 Jackman Street East Liverpool OH 43920 | | NAACP – East Liverpool | 0 | NO |

**** Use additional pages as needed. *Do Not Put in Public File* unless as part of the station's annual EEO Public File Report. ****

Job Title of Vacancy: Account Executive (Sales) – 1 hire

Date Vacancy Opened: June 11, 2007

Date Vacancy Filled: July 9, 2007

Recruitment Source That Referred the Hiree: Other (referral)

Total Number of Persons Interviewed for the Vacancy: 7

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|----------------------------|-------------------------------------------|-----------------|------------------|---------------------------------------------------------------------|--------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 2 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 2 | NO |
| Other (Internal/Referral) | | | | 1 | NO |
| Monster.com | Monster.com | | | 2 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |

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Job Title of Vacancy: Account Executive (Sales) – 1 hire

Date Vacancy Opened: July 16, 2007

Date Vacancy Filled: August 6, 2007

Recruitment Source That Referred the Hiree: Froggyland.com/Froggy Net.

Total Number of Persons Interviewed for the Vacancy: 14

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 2 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 3 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 5 | NO |
| Other (Internal/Referral) | | | | 2 | NO |
| Monster.com | Monster.com | | | 1 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 1 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |

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Job Title of Vacancy: Account Executive (Sales) – 4 hires

Date Vacancy Opened: August/September, 2007

Date Vacancy Filled: September 4, October 10, October 11, October 15 - 2007

Recruitment Source That Referred the Hiree: Froggyland.com Website

Total Number of Persons Interviewed for the Vacancy: 7

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 2 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 4 | NO |
| Other (Internal/Referral) | | | | 1 | NO |
| Monster.com | Monster.com | | | 0 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |

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Job Title of Vacancy: Account Executive (Sales) – 1 hire

Date Vacancy Opened: December 3, 2007

Date Vacancy Filled: January 25, 2008

Recruitment Source That Referred the Hiree: _____ Other _____

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

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 0 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 0 | NO |
| Other (Internal/Referral) | | | | 1 | NO |
| Monster.com | Monster.com | | | 0 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |

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Job Title of Vacancy: Account Executive (Sales) – 2 hires

Date Vacancy Opened: January 15, 2008

Date Vacancy Filled: February 4, February 18 - 2007

Recruitment Source That Referred the Hiree: Froggyland.com Website

Total Number of Persons Interviewed for the Vacancy: 12

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-------------------------------------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Gerald Getz | 412-489-1001 | 3 | NO |
| Froggyland.com | 100 Ryan Court | Gerald Getz | 412-489-1001 | 5 | NO |
| Other (Internal/Referral) | | | | 2 | NO |
| Monster.com | Monster.com | | | 2 | NO |
| Careerbuilder.com | Careerbuilder.com | | | 0 | NO |
| Observer Reporter | smcmullen@observer-reporter.com | Stacey McMullen | | 0 | NO |
| Indeed.com | Indeed.com | | | 0 | NO |
| Tribune Review | 529 Braddock Ave Turtle Creek PA 15145 | Andy Wagner | 412-349-1421 | 0 | NO |

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Job Title of Vacancy: Program Director

Date Vacancy Opened: March 27, 2007

Date Vacancy Filled: April 9, 2007

Recruitment Source That Referred the Hiree: Other

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|-----------------|-----------------------|-------------------------|----------------------------------------------------------------------------|---------------------------------------------|
| Pittsburgh Post Gazette | P.O. Box 400536 | | 412-263-1201 | 0 | NO |
| Froggy Network Station | 100 Ryan Court | Frank Bell | 412-489-1001 | 1 | NO |
| Froggyland.com | 100 Ryan Court | Frank Bell | 412-489-1001 | 0 | NO |
| Other (Internal/Referral) | | | | 2 | NO |
| All Access | AllAccess.Com | Joel Denver | | 0 | NO |
| | | | | | |
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Attachment B contains a list and brief description of menu options activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

MENU OPTION ACTIVITIES

Station WOGI has engaged in the following outreach activities during the year covered in this report:

Type of Activity: **Internship Program**
Activity Classification: **5**

Interns:

- | | |
|----------------------|-------------------------|
| 1. Natalie Lux | April 18-July 6 2007 |
| 2. Amber Scharlman | May-July 2007 |
| 3. Laura Atkins | May 21-July 27 2007 |
| 4. Ashley Himes | June 9-August 17, 2007 |
| 5. Tyler Sopko | June 26-August 10, 2007 |
| 6. Stephanie Walnoha | July 3-August 10, 2007 |
| 7. Ashlee Welch | July 9-August 18, 2007 |
| 8. Heather Allison | July 10-August 17,2007 |

*All were promotional interns. They helped develop, plan, implement and recap ways to market and promote the station.

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 one 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.