

WGET/WGTY
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 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WGET and WGTY, Gettysburg 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 3/21/07 to and including 3/21/08 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 Stations 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 the 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 e-mail.

Appendix 1 to
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Covering the Period from 3/21/07 to 3/21/08

Stations Comprising Station Employment Unit: WGET and WGTY

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
AM Marketing Specialist	Gettysburg Times	8
FM Marketing Specialist	WGTY – On Air	10
Program Director	WGTY – Consultant (Joe Patrick)	3
FM Marketing Specialist	WGTY – On Air	5
AM Marketing Specialist	Gettysburg Times	4 (Exigent circumstance)
Overnight On Air Personality	WGTY	14
Web Designer	All Access	2

Total Number of Persons Interviewed During Applicable Period: 46

Appendix 2 to
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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
	See Attached – Outreach Mailing List	See Attached	All except as noted below
	Manpower		Only 2 Marketing Specialist positions
			AM Marketing Specialist position – exigent circumstance – no advertising.

Mr. George Lenkner Salvation Army 50 E. King St. York, PA 17401 848-2364 phone 854-9357 fax glenkner@use.salvationarmy.org								0	
Mr. Tom Gibson York College of PA WVYC Radio York, PA 17405-7199 815-1388 phone 849-1602 fax tgibson@wvyc.org								0	
Ms. Alice Baldwin Administrative Assistant/Recruitment Coordinator York College of PA Career Service Center Country Club Road College Central Website York, PA 17405-7199 815-1731 phone 815-1452 phone 849-1625 fax abaldwin@ycp.edu we put on the College Central Website ourselves								0	
Molly Hayes Sauder Assistant Director Career Services York College of Pennsylvania Country Club Road York, PA 17405 717-815-1731 phone 717-849-1625 fax internship opportunities msauder@ycp.edu								0	
Ms. Deb Stock YWCA 320 E. Market Street York, PA 17403 845-2631 phone 846-9181 fax dstock@ywcaofyork.org								0	
Penn State York Dina Wulinsky, M.S. Career Counselor / DUS Advisor Advising & Career Center 1031 Edgecomb Avenue York, PA 17403-3398 771-4053 771-4062 fax daw44@psu.edu Changed 10/1/07 per Linda and Dina Christy Botdorf, M.A. Director of Career Services 771-4053 phone ccb6@psu.edu http://www2.yk.psu.edu/nittanyionrecruiting/ http://psu.alumni-csm-symplicity.com/employers								0	
Ms. Gloria Gardner, Credential Coordinator/Secretary Shippensburg University Career Development Center, Ceddia Union Bldg. 200 1871 Old Main Drive Shippensburg, PA 17257 477-1484 phone 477-4066 fax gjgard@ship.edu								0	
All Access Music Group			1		1		8	1	11

28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616 310-457-8058 fax mshapo@allaccess.com - Matt Shapo, Webmaster www.allaccess.com we post on their website ourselves								
Lori Wantz SCCAP Employment Services 153 N. Stratton Street Gettysburg, PA 17325 334-7634 ext. 130 lwantz@sccap.org								0
Nancy Waalkes Job Developer LIU #12 - EARN Program 52 Foth Alley Gettysburg, PA 17325 Phone 334-0721 Fax 334-0424 mnwaalkes@iu12.org change 10/1/07								0
Marie Martini Rehabilitation Counselor Office of Vocational Rehabilitation 2550 Kingston Road Suite 101 York, PA 17402 1-800-762-6306 717-771-4407 ext. 256 717-771-4421 fax mamartini@state.pa.us								0
Mark C. Holloway Broadcast Employment Services (TVJobs.com / AMFMJobs.com) P.O. Box 4116 Oceanside, CA 92052 760-754-8177 phone 760-754-2115 fax jobs@amfmjobs.com admin@amfmjobs.com markch@tvjobs.com Type of Notification: All jobs we post to the website ourselves www.amfmjobs.com/postjobs								0
Dickinson College P.O. Box 1773 Carlisle, PA 17013 www.dickinson.edu/career recruit@dickinson.edu Tammy Heberlig, Recruitment Coordinator Changed 2/23/06 per Corinne Stefanic Phone (717) 245-1740 Fax (717) 245-1618								0
Gettysburg Times Newspaper Word of Mouth 1570 Fairfield Road P.O. Box 3669 Gettysburg, PA 17325 Tammy Mayers - ext. 311 339-2066 Eva Shaffer - ext. 212 339-2067 334-1131 334-4243 fax change 10/22 - deleted Tammy ads@gburgtimes.com	3	1	1	1	1	1	1	5 3

WGTY/WGTY								
Adv. through on air, website, job fair, re-contacts		5		2	2	3		12
Unsolicited resumes are received	2							2
Past Applicant						1		1
Another applicant		1						1
Exigent circumstances					*****			
Consultant (Joe Patrick)			1					1
1560 Fairfield Road								
P.O. Box 3179								
Gettysburg, PA 17325								
334-3101 phone								
334-5822 fax								
Jeff Bosley								
copy@wgty.com								
All About Country			2			1		3
www.AllAboutCountry.com								
(on air personality positions only)								
5009 Crosswinds Drive								
Wilmington, NC 28409								
910-264-6006 phone								
910-313-0228 fax								
Bill Hennes, President/Founder								
webmaster@allaboutcountry.com								
bhennes105@aol.com								
1-800-310-9702								
Manufacturers' Association of South Central PA								0
160 Roosevelt Avenue								
Suite 400								
York, PA 17401								
(717) 843-3891 phone								
Mike Smeltzer								
msmeltzer@mascpa.org								
Cheryl Bonner								
Director of Alumni Career Services								
** Same as next one								
Nittany Lion Alumni Recruiting								
Penn State Alumni Association								
102 Bank of America Career Services Building								
University Park, PA 16802								
814-865-5465 phone								
814-863-2881 fax								
AlumniCareerAdvice@sa.psu.edu								
Matt Ishler, Asst. Director Oncampus Interviewing								
Penn State Career Services								
same address, phone, fax								
mwi100@sa.psu.edu								
Cathy Dufour								
Director, Recruiting and Employer Relations								
** Same as above								
Nittany Lion Recruiting								
Career Services								
235 Bank of Amerca Career Services Center								
University Park, PA 16802								
814-865-4624 phone								
814-863-0226 fax								
changed 10/9 - Matt								
oci@sa.psu.edu								
ocr@sa.psu.edu most recent email								
Sara Bylotas, Direct Hire Consultant								
Manpower	2	2						4
829 Wayne Avenue								
Chambersburg, PA 17201								
717-264-7844 Phone								
717-264-7515 Fax								
sara.bylotas@na.manpower.com								
www.us.manpower.com								
Added 3/15/07 for 2 sales positions only								
Totals	8	10	3	5	4	14	2	46

Appendix 3 to
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Covering the Period from 3/21/07 to 3/21/08

Stations Comprising Station Employment Unit: WGET and WGTY

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WGET/WGTY.

Description of Activities:

- 1) March 27, 2007 – Dickinson College Student Employment & Internship Fair. Human Resources Coordinator met with students to discuss possible internships.
- 2) April 19, 2007 – Shippensburg University Communications/Journalism Day. Human Resources Coordinator met with students to discuss possible internships and employment.
- 3) April 26, 2007 – Spring Grove Area High School Career Day. On Air Personality met with students to give overview of being an on air personality.
- 4) July 30, 2007 – Promotion of Evening On-Air Personality to Interim Program Director.
- 5) August 2, 2007 – Promotion of Overnight On-Air Personality to Evenings.
- 6) August 8, 2007 – Marketing Specialist received diploma for successfully completing the Radio Advertising Bureau's Radio Marketing Professional course.
- 7) September 10, 2007 – Marketing Specialist received diploma for successfully completing the Radio Advertising Bureau's Radio Marketing Professional course.
- 8) October 6, 2007 – Marketing Specialist received diploma for successfully completing the Radio Advertising Bureau's Radio Marketing Professional course.
- 9) November 14, 2007 – Fairfield High School Student visited for a job shadowing. She received a broad overview including 3 studios and the traffic department.
- 10) November 19, 2007 – Copywriter received training in the basics of copywriting.

- 11) December 4, 2007 – Promotion of Interim Program Director to Program Director.
- 12) December 19, 2007 – March 19, 2008 – Dale Carnegie Training Program was attended by 3 Marketing Specialists (2 for WGTY, 1 for WGET)
- 13) January 16, 2008 – Tour of radio station to Cub Pack 78.
- 14) February 11-13, 2008 – General Manager, WGET Marketing Specialist and WGTY Marketing Specialist attended RAB Sales, Management Leadership Conference.
- 15) February 20, 2008 – Tour of radio station to Cub Pack 1863.
- 16) February 28, 2008 – Tour of radio station to Cub Pack 76.
- 17) February 28, 2008 – Promotion of On-Air Personality to Music Director as well as Mid-Days.
- 18) March 5, 2008 – On Air Personality and (2) Marketing Specialists gave 10th grade students a broad overview of the radio broadcast industry with emphasis on – on air personality and/or advertising/marketing depending on the session.
- 19) March 5-7, 2008 – Program Director and Music Director attended the Country Radio Seminar for training.