

**WCDK-FM & WEIR-AM
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: WCDK-FM licensed to Cadiz, OH and WEIR-AM licensed to Weirton, WV and is required to be placed in the public inspection files of these stations and posted on their websites. The information contained in this report covers the time period beginning June 1, 2017 up to and including May 31, 2018. The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by WCDK and WEIR comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the requirement 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 by name, address, contact person and telephone number;
3. The recruitment source that referred the hire 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 positions listed on Appendix 1.

Appendix 1.

There was one (1) full-time vacancy during the above EEO time period. One (1) Marketing Consultants.

Appendix 2.

The following recruitment sources were used in reference to the full-time vacancies filled during the above EEO time period:

Herald Star/Weirton Daily/Intelligencer Newspaper
401 Herald Square
Steubenville, OH 43952
Contact: Cindy Steinman

Ohio Association of Broadcasters
88 East Broad St. #1180
Columbus, OH 43215
(614) 228-4052
Contact person: Patti Geary

OhioMeansJobs.com (Ohio Job Service)
Phone: (888) 296-7541
Contact Person: self-administered

National Organization of Women
(www.now.org)
*sent email notification of opening to WV NOW

NAACP
Steubenville Branch #3203
PO Box 1111
Steubenville, OH 43952

106.3 The River (on-air)
2307 Pennsylvania Avenue
Weirton, WV 26062
(304) 723-1444
Contact person: self-administered

106.3 The River (website)
2307 Pennsylvania Avenue
Weirton, WV 26062
(304) 723-1444
Contact person: self-administered

WEIR 1430 (on-air)
2307 Pennsylvania Avenue
Weirton, WV 26062
(304) 723-1444
Contact person: self-administered

WEIR 1430 (website)
2307 Pennsylvania Avenue
Weirton, WV 26062
(340) 723-1444
Contact person: self-administered

West Virginia Broadcaster's Association
140 7th Avenue
South Charleston, WV 25309-1452
(304) 744-2143
Contact person: Michele Crist

Workforce West Virginia Career Center
(www.workforcewv.org)
100 Municipal Plaza
Suite 350
Weirton, WV 26062
Phone: (304) 794-2000
Contact person: self-administered

West Liberty University
101 Faculty Drive
West Liberty, WV 26074-0295
Phone: (304) 336-5000

Emailed and dispersed to all Ohio Midland Newsgroup employees

WEIR Facebook Page – Self Administered

WCDK Facebook Page – Self Administered

Appendix 3.

The following is documentation of positions, recruitment sources used, and the number of candidates interviewed for the one (1) full time vacancy for the period of June 1, 2017 through May 31, 2018.

Marketing Consultant

WEIR 1430 (on-air)
2307 Pennsylvania Avenue
Weirton, WV 26062
(304) 723-1444
Contact person: self-administered
of interviewees referred: 0

106.3 The River (on-air)
2307 Pennsylvania Avenue
Weirton, WV 26062
(304) 723-1444
Contact person: self-administered
of interviewees referred: 1

WEIR 1430 (website)
2307 Pennsylvania Avenue
Weirton, WV 26062
(340) 723-1444
Contact person: self-administered
of interviewees referred: 0

Workforce West Virginia Career Center
(www.workforcewv.org)
100 Municipal Plaza
Suite 350
Weirton, WV 26062
Phone: (304) 794-2000
Contact person: self-administered

NAACP
Steubenville Branch #3203
PO Box 111
Steubenville, OH 43952
of interviewees referred: 0

National Organization of Women
(www.now.org)
of interviewees referred: 0

OhioMeansJobs.com (Ohio Job Service)

Phone: (888) 296-7541

Contact Person: self-administered

of interviewees referred: 0

Ohio Association of Broadcasters

88 East Broad St. #1180

Columbus, OH 43215

(614) 228-4052

Contact person: Patti Geary

of interviewees referred: 0

West Virginia Broadcaster's Association

140 7th Avenue

South Charleston, WV 25309-1452

(304) 744-2143

Contact person: Michele Crist

of interviewees referred: 0

Emailed and dispersed to all Ohio Midland Newsgroup employees

WEIR Facebook Page – Self Administered

WCDK Facebook Page – Self Administered

Professional Referral: 3

Appendix 4.

Total interviewees:

Marketing Consultant (0) Hired: Total Interviewees – 4

Appendix 5.

EEO Initiatives:

Ohio Midland Newsgroup has been involved with the following EEO initiatives:

Ohio Midland Newsgroup participated in the Steubenville City Schools Fourth Grade Career Day that was held on May 15, 2018 at the Wells Academy gymnasium. At this event Priority Communication's employees were able to discuss their careers in the radio and broadcasting industry with the attendants and answer questions they had about the industry.

Brad Marshall attended a job fair that was held on March 20, 2018 at the Franciscan University Campus. At the job fair Brad was able to network with recent college graduates regarding the radio and communications industry. This event was also open to the public. There were approximately 40 employers from the community that participated in the event.

Joe Klepack attended a Career Day for 4th graders at the Steubenville City Schools. The Career Day was held on March 14th 2017. During the Career Day Joe set up remote broadcast equipment and had the students do mock remote football broadcasts. Joe also answered questions about the industry and informed them about different career opportunities available in the radio and broadcasting industry.

Brad Marshall completed an intensive two day Broadcast Management Seminar in creative and innovative radio broadcast sales, management, programming, and engineering ideas. This seminar was held on May 23-24, 2017 in Pittsburgh, PA. This organization is an exclusive group of 100 radio stations in the USA, Canada, Australia, and New Zealand, dedicated to the pursuit of high professional, intellectual and personal standards; outstanding leadership and contributions to the field of commercial radio broadcasting.

Melissa Varischetti, our HR Specialist attended a seminar put on through the Massachusetts Association of Broadcasters and its related states Broadcasters Association and conducted by the Law firm of Pillsbury Law. The seminar was entitled The Changing Face of the FCC's EEO Rule in 2017. Lauren Lynch Flick discussed the EEO rules and other related laws affecting broadcasters. The event was held October 18, 2017.