

EEO PUBLIC FILE REPORT

Covering the period from March 21, 2006 through March 21st, 2007

Station comprising Station Employment Unit: WCNS-AM

Section 1: Vacancy Information

<u>Full Time Positions Filled By Job Title</u>	<u>Recruitment Source of Hire</u>	<u>Total # of Interviewees From All Sources For This Position</u>
1. Account Executive	PA Careerlink	4
2. Account Executive	Walk in	5

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Section 2: Recruitment Source Information

<u>Recruitment Source</u>	<u>Total # of Interviewees Provided</u>	<u>Used for these full-time Positions</u>
1. Pennsylvania Careerlink 300 East Hillis Street Youngwood PA 15697-1808 Contact: Rodger D. Campbell 724 755-2330 x121 Fax 724-755-0469 rodcampbell@state.pa.us	1	Account Executive
2. WCNS radio ads	4	Account Executive
3. Private referrals (from Clients, neighbors, etc.)	2	Account Executive
4. Former employee of Sales Mgr.	1	Account Executive
5. Walk in	1	Account Executive

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WCNS

- **Informing the Public**

In an effort to bring awareness of the career opportunities and the requirements to obtain such a career, WCNS announcer Chuck Campbell conducted station tours for area Cub Scout troops in which he showed them the on-air operation of the station, plus acquainted them with the positions on-air and behind the scenes that were available at a radio station. These tours were:

April 5, 2006: Pack 351 from St. Joseph's Church in Derry

December 15, 2006: Tiger Cub Scout Troop 389 from Holy Family Church in Latrobe.

February 6, 2007: Troop 345 from New Alexandria.

- **Advancement**

Part-time announcer and traffic manager TJ DiStefano has been receiving training in the billing process and other facets of the everyday operation of the station to prepare him for his possible increased role in the station at a future date.

- **Internship**

From March 13th through May 2nd, 2006, Camille Florendo, a senior at Saint Vincent College, served as a Marketing Intern. Camille contacted us to inquire if we had an opening in which she could get experience and further her learning in the marketing field.

While at WCNS, Camille studied training videos and conversed with staff members about the various positions and duties at the station. Her work experience included doing flyers, tickets, newspaper ads, and programs for our Seniors Lifestyle Show. She also was involved in the ticket sales, contacting area merchants to be distribution sites. Then, followed up to keep tabs on pre-sales.

Camille was also given some experience at writing radio ads and at doing other necessary assignments connected to the promotion of the station itself and of station clients.