

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 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.

The information contained in this Report covers the time period beginning 3/21/08 to and including 3/21/09 the "Applicable Period").

The FCC's 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 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. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail;
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.

Appendix 1 to
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Covering the Period from 3/21/08 to 3/21/09

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
	Web Designer	Times & News Publishing Company	1 – extigent circumstance
	Marketing Specialist (FM)	WGTY	10 – promotion from within
	Marketing Specialist (AM)	Gettysburg Times	5
	Marketing Specialist (FM)	WGTY – Website	7
	Marketing Specialist (FM)	WGTY – word of mouth	14 * some of the same applicants
	Marketing Specialist (AM)	Gettysburg Times	14 * some of the same applicants
	Marketing Specialist (FM)	WGTY – On air	3 * some of the same applicants

Total Number of Persons Interviewed During Applicable Period: 54

Appendix 2 to
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Covering the Period from 3/21/08 to 3/21/09

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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
	S. George St. Community Partnership	Cancelled 6/30/08	
	Salvation Army	Cancelled 12/11/08	
	York College of PA – Molly – Internships Only	Cancelled 1/20/09	
	YWCA	Cancelled 12/11/08	

- Indicates sources that have requested notification of job openings.

477-4066 fax gjgard@ship.edu									
All Access Music Group 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									0
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@lu12.org									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 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 Phone (717) 245-1740 Fax (717) 245-1618									0
Gettysburg Times Newspaper 1570 Fairfield Road P.O. Box 3669	1	2	2	3	3	1			12

235 Bank of Amerca Career Services Center								
University Park, PA 16802								
814-865-4624 phone								
814-863-0226 fax								
oci@sa.psu.edu								
ocr@sa.psu.edu most recent email								
Online - Unsure as to where				1				1
Totals	1	10	5	7	14	14	3	54

Appendix 3 to
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Covering the Period from 3/21/08 to 3/21/09

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

Description of Activities:

- 1) April 3, 2008 – Tour of radio station to Cub Pack from Bendersville.
- 2) April 4, 2008 – Tour of radio station to Parent Educators of Adams County (homeschool group).
- 3) April 14, 2008 – Tour of radio station to Cub Pack 84 from Littlestown.
- 4) April 21, 2008 – Tour of radio station to Cub Pack 162 from Cashtown.
- 5) April 23, 2008 – Program Director spoke with students at Maple Avenue Middle School regarding radio broadcasting with an emphasis on being an on air personality.
- 6) April 28, 2008 – Tour of radio station to Cub Pack 111.
- 7) May 5, 2008 – General Manager, Business Manager and Human Resources Coordinator, attended PAB Convention session on FCC Rules and Regs, Saving Legal Fees and Fines.
- 8) May 9, 2008 – Program Director spoke with students at Conewago Valley Intermediate School. Gave broad overview of broadcasting with an emphasis on air.
- 9) May 12, 2008 – Tour of radio station to Cub Pack 89 from York Springs.
- 10) May 14, 2008 – Completion of training program for Administrative Assistant to be back up to the Traffic Director.

- 11) May 21, 2008 – Tour of radio station to seventh grade students from Adams County Christian Academy.
- 12) July 8, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 13) July 11, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 14) July 13, 2008 – Promotion of part-time employee to full-time status for the web designer position.
- 15) July 17, 2008 – Training of Marketing Specialists through Arbitron Live Web Training to enhance sales skills.
- 16) July 18, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 17) July 22, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 18) July 23, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 19) July 25, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 20) July 28, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 21) August 1, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 22) August 5 and August 6, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 23) August 7, 2008 – Training of Human Resources Coordinator on the Emerging Workforce – Attracting and Retaining Top Talent in Today's Changing Workplace.
- 24) August 7, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 25) August 20, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.

- 26) August 21, 2008 – Promotion of AM Marketing Specialist to FM Marketing Specialist position.
- 27) September 4, 2008 – Human Resources Coordinator conducted mock interviews for EARN program. This program assists clients in returning to the workforce.
- 28) September 18, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 29) October 7, 2008 – Presentation on employer needs & what we look for when hiring.
- 30) October 9, 2008 – Tour of radio station to Cub Pack 79.
- 31) October 24, 2008 – Promotion of Marketing Specialist to Local Sales Coordinator for WGET.
- 32) October 27, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 33) December 15, 2008 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 34) December 18, 2008 – Promotion of Marketing Specialist to Local Sales Coordinator for WGTU.
- 35) December 18, 2008 – Promotion of General Sales Manager to Director of Sales for Times and News Publishing Company.
- 36) December 19, 2008 – Training of Local Sales Coordinator through Arbitron Live Web Training to enhance management skills.
- 37) December 29, 2008 – Training of Local Sales Coordinator to enhance ability to train new reps and use the data for sales operations.
- 38) January 7, 2009 – Training of Marketing Specialist through Arbitron Live Web Training to enhance sales skills.
- 39) January 22, 2009 – YTI student interviewed our accounting manager regarding the practices and procedures of our business.
- 40) January 22, 2009 – Tour of radio station to Cub Pack 125 from New Oxford.

- 41) February 4, 9, 12, 17, 19 – Training of Marketing Specialists through Arbitron Live Web Training to enhance sales skills.
- 42) February 23, 2009 – Tour of radio station to Tiger Cub Pack 127 from Abbottstown.
- 43) February 26, 2009 – Shadowing program for LIU student from Spring Grove. Received an overview of the broadcast field while visiting the news department, WGET/WGTY studios and the traffic department.
- 44) March 3, 2009 – Training of Marketing Specialist and Local Sales Coordinator through Webinar presented by Borrell Associates.
- 45) March 4-6, 2009 – Program Director and Music Director attended Country Radio Seminar for training.
- 46) March 10, 2009 – Training of Marketing Specialist and Local Sales Coordinator through webinar. Training was to enhance skills for selling web advertising.
- 47) March 11, 2009 – Marketing Specialist and Local Sales Coordinator were presenters at the Adams County Career Fair for 10th grade students. Students received a broad overview of being in broadcast field with emphasis on being a marketing specialist.
- 48) March 11, 2009 – On Air Personality was presenter at the Adams County Career Fair for 10th grade students. Students received a broad overview of being in the broadcast field with emphasis on being an on air personality.
- 49) March 18, 2009 – Marketing Specialist obtained Certified Radio Marketing Consultant (CRMC) accreditation.