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**EEO PUBLIC FILE REPORT**

**(April 1, 2007 through March 31, 2008)**

This EEO Public File Report is filed in Stations' [WRKT-FM, WJET-AM, WRTS-FM, WXBB-FM, WTWF-FM, and WFNN-AM] public inspection file pursuant to Section 73.2080©(6) of the Federal Communications Commission's ("FCC") rules.

In this report you will find in Section A the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy.
- 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.

For "Activity Classification," we use numbers "1" through "16" in accordance with the descriptions set up by the FCC. (Those in **BOLD** type are ones in which we participate.) Note that EACH employment unit is required to do FOUR of these 16 classification items within a two-year period. Stations in "small markets" must perform only two. A population of less than 250,000 is considered by the FCC as a "small market." According to the current Arbitron data, our radio MSA population is 234,200, Erie is market size 164. (See Exhibit HH.)

- 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 professional 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. (We give stations tours several times each month. 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 includes substantial participation by women and minorities; (Note: We write directly to the minority groups & universities in the market area.)
13. Provision 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. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination; (This is ongoing.)**
15. **Provision 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 reasonably 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.

Throughout the year we contact our list of minority groups to see if there have been any changes in the contact information. Each time we send out a job opening notice we request that they update the contact information that we have on them. (Also, we have an active internship program (#4) and offer tours to the public (#11). (See Exhibit K)

We contact the following minority groups in our community:

EEO Minority Contacts and addresses:

1) (-----)

Career Development Center  
Penn State Erie  
5091 Station Road  
Erie, PA 16509

2) (-----)

Employment Opportunities Center  
Gertrude Barber Center  
1358 East 12<sup>th</sup> Street  
Erie, PA 16503

3) (-----)

Career Services  
106 McNerney Hall  
Edinboro University  
Edinboro, PA 16444

4) (-----)

Director of Career Services  
Mercyhurst College  
501 East 38<sup>th</sup> Street  
Erie, PA 16546

5) (-----)

Employment Coordinator  
Gannon University  
109 University Square  
Erie, PA 16541-0001

6) (-----)

Hispanic American Council of Erie  
Career Services  
554 East 10<sup>th</sup> Street  
Erie, PA 16503

7) (-----)

John F. Kennedy Center  
Employment Opportunities Office  
2038 Buffalo Road  
Erie, PA 16510

8) Employment Opportunity Services  
National Organization for Women  
P.O. Box 93  
Edinboro, PA 16412

9) Employment Opportunity Services  
NAACP  
2421 Woodlawn Avenue  
Erie, PA 16510

10) Employment Opportunity Services  
Erie Business & Prof. Business Women  
P.O. Box 8032  
Erie, PA 16505-0032

11) Job Corp  
GECAC Erie Career Link  
18 West 9<sup>th</sup> Street  
Erie, PA 16501

12) Employment Opportunity Services  
P.C. Child's Outreach Center  
902 East 6<sup>th</sup> Street  
Erie, PA 16501

13) (-----)

Employment Opportunity Services  
Metropolitan Erie Women's  
Business Directory  
2213 Parade Street  
Erie, PA 16503

14) Employment Opportunity Services  
Booker T. Washington Center  
1720 Holland Street  
Erie, PA 16503

15) Employment Opportunity Services  
Martin Luther King Center

**EEO PUBLIC FILE REPORT**

**(April 1, 2007-March 31, 2008)**

*(Website Posting – Private and personal information extracted.)*

312 Chestnut Street  
Erie, PA 16507

16 International Institute  
517 East 26<sup>th</sup> Street  
Erie, PA 16504-2803

**Personnel Changes during this reporting period:**

<u>Job Description</u>	<u># of Applicants</u>	<u>Date Filled</u>	<u>Source of Hire</u>
Account Executive	10	4/1/07	Newspaper
Board Operator	5	5/8/07	Internship
On-Air Personality	14	6/11/07	All Access Website
Board Operator	2	6/11/07	Internship
Board Operator	3	8/29/07	Referral
Board Operator	2	9/7/07	Referral
Receptionist	5	9/24/07	Newspaper
Board Operator	2	12/7/07	Internship

**Connoisseur Media, LLC**  
**136 Main Street, Suite 202**  
**Westport, CT 06880**  
Website: <http://www.connoisseurmedia.com>

**All exhibits noted in this report are on file in the business office of this employment unit located at One Boston Store Place, Erie, PA, 16501**

This report appears at the end of each station website. (Five placements)  
WRKT-FM (Rocket), WJET-AM (Jet), WRTS-FM (Star), WXBB-FM (Bob) and  
WTWF-FM (Wolf).

**(Note: There is no website for WFNN-AM)**

**(End of report)**