

WDSN-FM/WCED-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: WDSN-FM licensed to Reynoldsville, Pennsylvania and WCED-AM licensed to DuBois, PA and is required to be placed in the public inspection files of this station and posted on their website. The information contained in this report covers the time period beginning March 22, 2014 to and including March 21, 2015. The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by WDSN and WCED 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), 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 positions listed on Appendix 1.

Appendix 1.

There were 6 full time vacancies filled during the above EEO time period: 2 News Director, 1 Marketing Consultant, 1 Receptionist, 1 On Air Talent, and 1 Program Director.

Appendix 2.

The sources used to recruit for our 6 full time vacancies during the above EEO time period were as follows:

Marketing
Consultant:

Black & White Business Solutions
12 West Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti

PA CareerLink
PA Department of Labor & Industry
Bureau of WorkForce Development Partnership
20 North 6th Street
DuBois, PA 15801
(814) 371-0250
Contact: Peggy Johnson

Sunny 106 WDSN
12 West Long Avenue
DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

News-Talk Radio WCED
12 West Long Avenue
DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

WDSN Website
12 West Long Avenue
DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

WCED Website
12 West Long Avenue
DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

Courier Express/Tri County Sunday
500 Jeffers Street
DuBois, PA 15801
(814) 371-4200

Penn State DuBois
College Place
DuBois, PA 15801
(814) 375-4700
Contact person: Anna Akintunde

DuBois Business College
1 Beaver Drive
DuBois, PA 15801
(814) 371-6920
Contact person: Barb Martini

Clarion University
840 Wood St, Clarion, PA 16214
(814) 393-2000
Contact Person: Nancy Harriger

NAACP
Steubenville Branch Unit #3202
P.O. Box 111
Steubenville, OH 43952

National Organization for Women
1100 H Street NW, Suite 300
Washington, DC 20005

Pennsylvania Association of Broadcasters
8501 Paxton Street
Hummelstown, PA 17036
(717) 482-4820
www.pab.org
Contact person: Gail Ponti

This position has not yet been interviewed and filled.

News Director:

Black & White Business Solutions
12 West Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti
of interviewees referred: 1

PA CareerLink
PA Department of Labor & Industry
Bureau of WorkForce Development Partnership
20 North 6th Street
DuBois, PA 15801
(814) 371-0250
Contact: Peggy Johnson

Regional (Clearfield Jefferson) Help Wanted dot Com One
Civic Center Plaza
Suite 506
Poughkeepsie, NY 12601
(845) 471-5200
Contact person: Self-administered

Clarion University Communications
Department 840 Wood Street
Clarion, PA 16214
(800) 672-7171
Contact: Nancy Harriger

Courier Express/Tri County Sunday 500
Jeffers Street
DuBois, PA 15801
(814) 371-4200

Sunny 106 WDSN
12 West Long Avenue DuBois, PA
15801
(814) 375-5260
Contact person: Lori Lewis

News-Talk Radio WCED 12
West Long Avenue DuBois, PA
15801
(814) 375-5260
Contact person: Lori Lewis

WDSN Website
12 West Long Avenue DuBois, PA
15801
(814) 375-5260
Contact person: Lori Lewis

WCED Website
12 West Long Avenue DuBois, PA
15801
(814) 375-5260
Contact person: Lori Lewis

Penn State DuBois College Place DuBois, PA 15801
(814) 375-4700
Contact person: Anna Akintunde

Syracuse University
Newhouse School of Public Communications
215 University Place
Syracuse, NY 13244

Pennsylvania Association of Broadcasters
8501 Paxton Street
Hummelstown, PA 17036
www.pab.org
Contact person: Gail Ponti

TV and Radio Jobs website
www.tvandradiojobs.com
of interviewees referred: 1

All Access website
www.allaccess.com

Radio 411 Website
www.radio411.com

Best Radio Jobs
www.bestradiojobs.com

Professional Referral:
of interviewees referred: 3

Receptionist/
Traffic Assistant:

Black & White Business Solutions 12 West
Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti
of interviewees referred: 1

PA CareerLink
PA Department of Labor & Industry
Bureau of WorkForce Development Partnership 20 North
6th Street
DuBois, PA 15801
(814) 371-0250
Contact: Peggy Johnson
of interviewees referred: 1

Courier Express/Tri County Sunday 500 Jeffers
Street
DuBois, PA 15801
(814) 371-4200
of interviewees referred: 3

News-Talk Radio WCED
12 West Long Avenue
DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

WDSN Website
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Penn State DuBois
College Place
DuBois, PA 15801
(814) 375-4700
Contact person: Anna Akintunde

Clarion University
840 Wood St, Clarion, PA 16214
(814) 393-2000
Contact Person: Nancy Harriger

DuBois Business College
1 Beaver Drive
DuBois, PA 15801
(814) 371-6920
Contact person: Barb Martini

Pennsylvania Association of Broadcasters
8501 Paxton Street
Hummelstown, PA 17036
www.pab.org
Contact person: Gail Ponti

NAACP
Steubenville Branch Unit #3202
P.O. Box 111
Steubenville, OH 43952

National Organization for Women
1100 H Street NW, Suite 300
Washington, DC 20005

Professional Referral:
of interviewees referred: 1

Program Director:

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of interviewees referred: 1

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Bureau of WorkForce Development Partnership
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Contact: Peggy Johnson

Courier Express/Tri County Sunday 500 Jeffers Street
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(814) 371-4200

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Contact person: Lori Lewis

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WCED Website
12 West Long Avenue DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

Penn State DuBois
College Place DuBois, PA 15801
(814) 375-4700
Contact person: Rebecca Pennington

Pennsylvania Association of Broadcasters
8501 Paxton Street
Hummelstown, PA 17036 www.pab.org
Contact person: Gail Ponti

Clarion University
840 Wood St, Clarion, PA 16214
(814) 393-2000
Contact Person: Nancy Harriger

Professional Referral:
of interviewees referred: 3

On Air Talent

Black & White Business Solutions
12 West Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti
of interviewees referred: 1

PA CareerLink
PA Department of Labor & Industry
Bureau of WorkForce Development Partnership
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(814) 371-0250
Contact: Peggy Johnson

Courier Express/Tri County Sunday 500 Jeffers Street
DuBois, PA 15801
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of interviewees referred: 1

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Contact person: Lori Lewis

WDSN Website
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(814) 375-5260
Contact person: Lori Lewis
of interviewees referred: 1

WCED Website
12 West Long Avenue DuBois, PA 15801
(814) 375-5260
Contact person: Lori Lewis

Connecticut School of Broadcasting
www.gocsb.com
of interviewees referred: 1

Penn State DuBois
College Place DuBois, PA 15801
(814) 375-4700
Contact person: Rebecca Pennington

Pennsylvania Association of Broadcasters
8501 Paxton Street
Hummelstown, PA 17036
www.pab.org
Contact person: Gail Ponti

TV and Radio Jobs website
www.tvandradiojobs.com
of interviewees referred: 1

All Access website
www.allaccess.com

Radio 411 Website
www.radio411.com

Appendix 3

Marketing Consultant:	Position not yet interviewed and filled
News Director:	Professional Referral
Receptionist/Traffic	Professional Referral
Program Director:	Sunny 106 WDSN Website
On Air Talent:	Sunny 106 WDSN Website

Appendix 4.

Total Interviewees:

Marketing Consultant:	0
News Director:	5
Receptionist/Traffic:	6
Program Director:	5
On Air Talent:	5

Appendix 5. EEO

Initiatives:

Priority Communications has been involved with the following EEO initiatives:

Priority Communications was a participant in the Inaugural Networking and Career Fair, hosted by Penn State DuBois on April 2nd, 2014 from 1:00pm to 3:00pm. Melissa Varischetti represented Priority Communications' stations and spoke with newly graduated students, and those about to graduate, regarding local opportunities in broadcasting at Priority Communications. Attendees were able to submit applications at the event, which included nearly 30 area businesses.

In conjunction with the DuBois Area Middle School, Priority Communications participated in the annual Career Choices Day on May 7th, 2013. Priority Communications On Air Personality/Chief Operator Ian Lindemuth spoke with students about the field of broadcasting and the opportunities that may exist as they begin to make their career choices. Mr. Lindemuth also answered questions from students regarding various aspects of broadcasting industry, radio and the education needed to pursuing a broadcasting career.

Priority Communications participated in the Ohio Association of Broadcasters Virtual Job Fair held November 3rd – the 7th, 2014. The event provided Priority Communications with the opportunity to educate the public regarding available career opportunities. Employers registered online, posted job openings and monitored questions from job seekers.

WDSN and WCED have implemented a job-shadowing program whose objective is to give area youth a “hands on” look at the various opportunities in radio and to encourage them to consider a future in broadcasting. Local student, Brittany Gunsallus, from the DuBois Area High School, completed a job shadowing experience on Friday, January 31st, 2014. Ms. Gunsallus worked with On Air Personality/Chief Operator Ian Lindemuth and explored the components of voice tracking, production, daily logs and automation systems, in addition to the technology involved in the various studios

Priority Communications has continued its membership in the “411 Networkers” group, which meets weekly to exchange information on professional issues, including business events and community outreach. Weekly meetings allow Priority Communications to reach business professionals from various industries in the community and when appropriate, promote any professional opportunities and job vacancies within the company.

Priority Communications joined area businesses as a participant in a PA CareerLink Job Fair held Wednesday, March 12th, 2014 from 9:00am to 12:00pm on the PA CareerLink office at 20 North 6th Street in DuBois. Melissa Varischetti represented Priority Communications at the fair, which offered an opportunity for local employers and prospective employees to have a dialogue regarding job opportunities, qualifications and expectations. Job seekers could complete applications at the event, which included roughly 20 area employers.

Priority Communications President, Jay Philippone attended an EEO Initiative seminar that was held on March 7th, 2015. This seminar was sponsored by the West Virginia Broadcasters Association. Jackson Kelly PLC presented requirements of the Federal Communications Commission's Equal Employment Opportunities regulation. The seminar focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination.

