

**EEO PUBLIC FILE REPORT**

*for*

**AVC COMMUNICATIONS, INC.**

**Radio Stations**

**WILE – Cambridge, Ohio**

**WCMJ – Cambridge, Ohio**

**WILE-FM – Byesville, Ohio**

*and*

**W. GRANT HAFLEY**

**Radio Stations**

**WBNV – Barnesville, Ohio**

**WWKC – Caldwell, Ohio**

This EEO Public File Report

Covers the Period Ending

May 31, 2009

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Public Inspection Files of AVC Communications, Inc. – operated Radio Stations WILE, WCMJ and WILE-FM pursuant to Section 73.2080(c)(6) of the Federal Communications Commission’s (FCC) rules.

During the one-year period ending May 31, 2009, this broadcast unit filled the following full-time vacancy:

### **Vacancy Job Title: Chief Engineer**

Date vacancy opened: August 1, 2008

Date vacancy was filled: November 15, 2008

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
AVC Communications, Inc. Website “YourRadioPlace.com”	1
Ohio Association of Broadcasters Job Bulletin Board	0
National Association of Broadcasters Job Bulletin Board	0
Radio World Magazine/ Radio World On-Line	4
Ohio University/ Zanesville Campus	0
Ohio University/ Main Campus	0
Zane State College	0
Muskingum College	0
Hocking College	0

***The following recruitment sources were used for the Sports Director/ Account Representative position filled during the period covered by this report:***

- Recruitment posting on Radio Stations’ website – Total Referrals: 1
- Recruitment commercials aired on our radio stations – Total Referrals: 0
- *The Daily Jeffersonian* (local newspaper); 831 Wheeling Avenue; Cambridge, Ohio 43725; Contact – Fred McBride; (740)439-3531; Total Referrals: 0
- The Ohio Association of Broadcasters’ Job Bulletin Board (www.oab.org) – OAB ; 88 East Broad Street, Suite 1180; Columbus, Ohio 43215-3525; Contact - Christine H. Merritt; (614)228-4052; Total Referrals: 0
- The National Association of Broadcasters’ Job Bulletin Board (www.nab.org) – NAB, 1771 N Street, N.W.; Washington, DC 20036; Contact – Member Services; (202)429-5300; Total Referrals: 0

- Radio World Magazine/ Radio World On-Line Job Bulletin Board (www.radioworld.com) – Radio World; NewBay Media; 5285 Shawnee Road; Suite 100; Alexandria, VA 22312; Total Referrals: 4
- Ohio University/ Zanesville Campus; 1425 Newark Road; Zanesville, Ohio 43701; Contact – Rick Shriver – Total Referrals: 0
- Ohio University/ Main Campus; Athens, Ohio 45701-2979; Contact – Fred Kight – Total Referrals: 0
- Zane State College; College Hall; 119 Student Success Center; Zanesville, Ohio 43701; Contact –Career & Employment Services – Total Referrals: 0
- Muskingum College; Cambridge Hall; New Concord, Ohio 43762; Contact – Dr. Jeff Harman – Total Referrals: 0
- Hocking College/ On-Line Job Placement Service; 3301 Hocking Parkway; Nelsonville, OH 45764; Contact - Career Services Office – TOTAL Referrals: 0

A total of four (4) persons were interviewed for this vacancy. The actual hire was recruited through the posting on our radio stations' website.

### **STATION INITIATIVES**

The following is a list and brief description of initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

- Operations Manager David Wilson accepted an invitation to speak to members of Youth Leadership Guernsey on January 8, 2009. This is a group of high school juniors representing each school district within Guernsey County. Typical topics covered include career opportunities at our radio stations.
- On April 17, 2009, AVC Communications, Inc., along with Zane State College, co-sponsored our 4<sup>th</sup> annual "A to Z Job Fair" at Zane State's Willett-Pratt Training Center, 9900 Brick Church Road, Cambridge.
- In April, AVC Communications, Inc. President and CEO, W. Grant Hafley, presented a \$1,250 scholarship to a Muskingum College student in the college's Speech Communications Department. The scholarship is funded by a \$25,000 endowment donated to the college by Mr. Hafley in the name of the late John W. McCance, long-time AVC Communications' Chief Engineer. The candidate should be pursuing a broadcasting career with an emphasis on industry's technical aspects. This year's recipient of The John McCance Scholarship in Broadcast Media is Muskingum junior,

Nicholas R. Mayhill.

- On May 6, 2009, Marketing Consultant Jim Vaughan addressed the Zane State College Marketing Class taught by Teresa Cochran at the college's Willett-Pratt Training Center. Among topics discussed were career opportunities in radio.
- Operations Manager David Wilson continues to serve on the Advisory Board for the Digital Media program of the Mid-East Ohio Career and Technology Center. The Digital Media program is considered preparatory to a career in broadcast performance and related skills.
- AVC Communications, Inc. has maintained an internship program to prepare area students for a broadcasting career. During this current reporting period, we have offered the following internship opportunities:
  - Rebecca Thomas of Cambridge, a student at Bethany College, began an internship on May 19, 2009.
  - William Hughes of Cambridge, a student at Ohio University, Zanesville Campus, began an internship on May 28, 2009.
- AVC Communications, Inc. has maintained an open-door policy for area high school students who wish to "job shadow" as they consider a possible career in broadcasting. Students typically sit-in on our various morning shows as well as observe, and ask questions of members of our news, programming, traffic and sales departments. During this current reporting period, we have provided the following job shadowing opportunities:
  - Noah Barr, a student at Cambridge High School, job-shadowed on April 10, 2009.
- We air announcements on each of our radio stations, on a continuous basis and in all day parts, encouraging area groups and organizations to contact us for inclusion in our outreach efforts, supplying all necessary contact information.

*AVC Communications, Inc. remains committed to expanding its recruitment sources to allow for greater input from local and viable community, minority and female sources.*