

ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning April 1, 2009 and Ending March 31, 2010

This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees

This Report Consists of:

<u>Part 1</u>	Station Information
<u>Part 2</u>	Recruitment sources/interviewees for each full-time vacancy
<u>Part 3</u>	Recruitment initiatives

Preparer: Mike Kirtner

Signature: _____

Title: President / General Manager

Telephone: (304) 523-8401

Part 1

This Report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WRVC	AM	21435	Huntington	WV	No
WDGG	FM	21436	Ashland	KY	No
WCMI	AM	21588	Ashland	KY	No
WCMI-FM	FM	21589	Catlettsburg	KY	No
W253BB	FM	144652	Huntington	WV	No
W231BS	FM	147849	Huntington	WV	No

Changes from last submission:

W231BS is an FM translator for WRVC (AM) and is located in Huntington, WV.

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of zero full-time job vacancies were filled by the employment unit.

A total number of zero persons were interviewed for all of the full-time vacancies.

Part 2

Full-Time Vacancy List

April 1, 2009 – March 31, 2010

Job Title	Recruitment Sources Used	Recruitment Source Referrer	Applicants	Interviewed	Hired
N/A	N/A	N/A	0	0	0

Recruitment Source Number	Recruitment Source Information	Contact Information	Entitled to Vacancy Notification?	Job Posting Sent to Source
1	Internal Posting WDDG. WRVC-AM/FM/FM-I. WCMI	Internal Contact Teresa Robinson (304) 523- 8401	Y	N/A
2	WDDG.FM	Internal Contact Ken Sellards (304) 523-8401	Y	N/A
3	WRVC.AM	Internal Contact Ken Sellards (304) 523-8401	Y	N/A
4	WRVC.FM	Internal Contact Ken Sellards (304) 523-8401	Y	N/A
5	WCMI.AM	Internal Contact Ken Sellards (304) 523-8401	Y	N/A
6	Kindredcom.net	Internal Contact Ken Sellards (304) 523-8401	Y	N/A
7	Allaccess.com	Via website	N	N/A
8	TVandRadioJobs.com	Via website	N	N/A
9	American Women in Radio & Television 8405 Greensboro Dr. Suite 800 McLean VA 22102	Attn: Job Recruitment (703) 506-3290 Fax (703) 506-3266 info@awrt.org	N	N/A
10	Asian American Journalists Association 1182 Market Street Suite 320 San Francisco, CA 94102	Attn: Job Recruitment (415) 346-2051 Fax (415) 346-6343 national@aaja.org	N	N/A
11	The Association for Women in Communications 780 Richie Highway Suite 28-S Severna Park, MD 21146	Attn: Job Recruitment (410) 544-7442 FAX (410) 544-4640 sliddle@womcom.org	N	N/A
12	National Association of Black Journalists 8071A Adelphi Road Adelphi, MD 20783-1716	Job Recruitment (301) 445-7100 Fax (301) 445-7101 nabj@nabj.org	N	N/A
13	Employee Referrals	Current Employees	Y	N/A
14	Herald Dispatch 946 Fifth Avenue. Huntington WV 25701	Attn: Classified Dept. (304) 526-2711 Fax (304) 526-2866	N	N/A
15	Ashland Daily Independent PO Box 311 Ashland, KY 41105	Attn: Classified Dept. (606) 326-2676 Fax (606) 326-2680	N	N/A
16	Marshall University Career Services 1 John Marshall Drive Huntington, WV 25755- 3102	Attn: Amber Bentley (304) 696-6785 Fax (304) 696-2251 career- services@marshall.edu	N	N/A
17	WMUL-FM Marshall University Student Radio 1 John Marshall Drive Huntington, WV 25755- 2635	Attn: Dr. Charles Bailey (304) 696-6640 (304) 696-3232 baileycg@marshall.edu	N	N/A
18	Marshall University School of Journalism and Mass Communcations	Attn: Ruth Sullivan (304) 696-2735 sullivar@marshall.edu	N	N/A

Recruitment Source Number	Recruitment Source Information	Contact Information	Entitled to Vacancy Notification?	Job Posting Sent to Source
19	International Women's Media Foundation 1726 M. Street NW. Suite 1002 Washington DC 20036	Attn: Job Recruitment (202) 296-1992 Fax (202) 496-1977	N	N/A
20	National Puerto Rican Coalition, Inc 1901 L Street NW Suite 802 Washington, D.C. 20036	Lillian Perez (202) 223-3915 FAX (202) 429-2223	N	N/A
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Part 3

Supplemental Recruitment Activities

Activity #1

Activity: Career Fair Co-Sponsor: 2009 Herald-Dispatch Job Fair

Date: 9/28/2009 Preparer: Rich Myhrwold

Host of Sponsor Activity: Rich Myhrwold

Participating Station Personnel: Rich Myhrwold, Charles Black

Description of activity and scope of station participation: Fifth Avenue Broadcasting Company, Inc. attended the Herald-Dispatch Job Fair in order to disseminate information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Part 3

Supplemental Recruitment Activities

Activity #2

Activity: Marshall University 2010 Spring Career Expo

Date: 2/25/2010 Preparer: Rich Myhrwold

Host of Sponsor Activity: Rich Myhrwold

Participating Station Personnel: Rich Myhrwold

Description of activity and scope of station participation: Fifth Avenue Broadcasting Company, Inc. served as a co-host to a job fair at the local university. The purpose of the fair was to inform potential job candidates in the local area as to the prerequisites for broadcast employment. Rich Myhrwold, Sales Manager for the stations in our group, and other management personnel attended this event. All attending answered questions from participants as to future positions with our company, internships, and job hunting tips for radio.

Part 3

Supplemental Recruitment Activities

Activity #3

Activity: Mentoring Program

Date: Ongoing Preparer: Cameron Smith

Host of Sponsor Activity: Jeff Crawford, Reeves Kirtner

Participating Station Personnel: Jeff Crawford, Reeves Kirtner, Cameron Smith, Raquel Smith

Description of activity and scope of station participation: Fifth Avenue Broadcasting Company, Inc. has in place a mentoring program consisting of senior staff, allowing for the ongoing training and education of station personnel and interns in many aspects of broadcast communication careers. Jeff Crawford serves as manager of programming operations and serves as liaison to parties interested in that segment of the business. Reeves Kirtner is program director and is the contact for personnel interested in station programming and audio production. Raquel Smith is an air-talent and serves as mentor for those willing to participate in a career in on-air and production. Cameron Smith is the engineering manager and is mentor for all wishing to learn the technical-side of broadcast operations.

Part 3

Supplemental Recruitment Activities

Activity #4

Activity: Marshall University Big Green Scholarship Foundation

Date: Ongoing Preparer: Mike Kirtner

Host of Sponsor Activity: Mike Kirtner

Participating Station Personnel: Mike Kirtner

Description of activity and scope of station participation: Fifth Avenue Broadcasting Company, Inc. donates \$10,000 annually to the Marshall University Big Green Scholarship Foundation. This scholarship money is to be earmarked for student-athlete scholarships. Fifth Avenue co-chairs the selection process, granting scholarships to students wishing to pursue an education in the University's Journalism and Mass Communications programs.