

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, 2016 to and including March 21, 2017. 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: 3 Marketing Consultants, 1 Marketing Director, and 1 Administrative/Sales Assistant.

Appendix 2.

The sources used to recruit for our 5 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
of interviewees referred: 4

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

Sunny 106 WDSN Radio
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
of interviewees referred: 1

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

Professional Referral:
of interviewees referred: 3

Marketing Director:

Black & White Business Solutions
12 West Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti
of interviewees referred: 4

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

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
of interviewees referred: 1

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

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:3

**Administrative/
Sales Assistant:**

Black & White Business Solutions
12 West Long Avenue
DuBois, PA 15801
(814) 590-6221
Contact: Melissa Varischetti
of interviewees referred: 2

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

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
of interviewees referred: 1

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

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

Professional Referral:
of interviewees referred: 3

Appendix 3

Marketing Consultant:	1 hired – Referral 2 positions not yet filled
Marketing Director:	1 Hired – Radio Ad
Admin/ Sales Assistant:	1 Hired – Courier Express (Newspaper)

Appendix 4.

Total Interviewees:

Marketing Consultant:	8
Marketing Director:	8
Admin/Sales Assistant:	7

Appendix 5.

EEO Initiatives:

Priority Communications has been involved with the following EEO initiatives:

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 President, Jay Philipponne 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.

Priority Communications was a participant in the annual Networking and Career Fair, hosted by Penn State DuBois on April 1st, 2015 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.

The international Broadcasters Idea Bank held a spring convention on May 20th, 2015. Jay Philipponne attended as the President of Priority Communications. This organization is an exclusive group of 100 radio stations located in the USA, Canada, Australia, and New Zealand dedicated to the pursuit of high professional, intellectual and personal standards; outstanding leadership and contributions to the field of commercial radio broadcasting.

Priority Communications has also participated in the SESAC Radio and New Media Scholarship, which will award one scholarship of \$10,000 to a junior or senior at a college or university that offers undergraduate training in radio broadcasting and/or song writing related programs, such as advertising, digital media, communications, journalism, or music composition studies. Applications for this scholarship were to be received no later than March 7, 2016.

On April 9th 2016, Jay Philipponne attended a seminar sponsored by the West Virginia Broadcasters Association where Jackson Kelly PLLC presented on the requirements of the Federal Communications Commission’s Equal Employment Opportunities regulations. This seminar focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination.

Melissa Varischetti attended a job fair on April 28th 2016 that was held at BC3 in Brockway Pennsylvania. During the job fair Melissa met with several graduating students and people from the local community. Melissa was able to discuss the career opportunities available at Priority Communications. The job fair was well attended by approximately 20 employers and over 100 students and people from the community attended.

