



Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2007 to May 31, 2008

Station(s) Comprising Station Employment Unit: WEPM/WICL/WLTF

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WEPM/WICL/WLTF

Prettyman Broadcasting hosted a job fair and participated in three additional job fairs during this reporting period. They are listed below.

1: The 4th annual Fall Job Fair hosted by Hagerstown Community College, The Herald-Mail Company, and the One-Stop Job Center. The fair was held October 5, 2007 at the Hagerstown Community College in Hagerstown, MD. Norman Slemenda, General Manager of Prettyman Broadcasting Company was in attendance.

2: CareerFest 2007 Job and Internship Fair hosted by the Career Development Center of Shepherd University. The fair was held on October 18, 2007 from 11am-2pm at Shepherd University in Shepherdstown, WV. Norman Slemenda, General Manager of Prettyman Broadcasting Company was in attendance.

3: On January 30, 2008 Prettyman Broadcasting Company hosted a Job Fair at Martinsburg Mall, WV. In addition to Prettyman Broadcasting Company, participants were: The United States Army, Bank of Charles Town, WV Air National Guard, Dan Ryan Builders, U.S. Cellular, Citicards, Keller Williams, Augmentation Inc., Martin and Seibert, Potesta and Associates, Central WV Aging Services, DMG Securities, Grafton School, My Bank-First United Bank and Trust, Work Force West Virginia, Berryville Graphics, Coca-Cola Enterprises and David Sween, Realtor. Norman Slemenda, General Manager, Kylee Eshbaugh, Account Executive and Dorothy Hedglin, Account Executive, of Prettyman Broadcasting Company were in attendance.

4: 2008 Career Fair hosted by Blue Ridge Community and Technical College. The fair was held on April 16, 2008 from 3:30pm-6:30pm in the Atrium at the college located at 400 West Stephen Street in Martinsburg, WV. Norman Slemenda, General Manager of Prettyman Broadcasting Company was in attendance.

Participating in job fairs has proven to be a successful way for Prettyman Broadcasting Company to communicate, to the general public, that there are many different career opportunities available in broadcasting.

Prettyman Broadcasting Company has set up an ongoing recruitment effort utilizing all three radio stations, WEPM/WICL/WLTF. This includes, but is not limited to, running two announcements every day on all three stations informing the public about some of the opportunities for a career in broadcasting. These announcements include asking groups or organizations to contact the station if they would like to be notified when the stations have specific job openings. In addition, the company posts the same scripts on its' websites.

Prettyman Broadcasting Company also, runs a general recruitment ad in the two local newspapers on a rotating basis. The Journal published in Martinsburg, WV runs January, March, May, July, September, and November. The Morning Herald published in Hagerstown, MD runs February, April, June, August, October, and December.

Prettyman Broadcasting Company is a high profile business in the community. We are very active with many local non-profit organizations. Our involvement includes, but, is not limited to, making guest appearances, acting as Masters of Ceremony, promoting their events in person and on the air. Also, meeting many commercial business leaders to discuss their advertising strategies, we have established successful relationships with many community leaders. General Manager Norman Slemenda is an active member of the Chamber of Commerce Board of Directors. He sits on the Main Street Martinsburg Promotion Committee and is actively involved in the United Way and other fund raising activity in the Eastern Panhandle. Because of this, we receive many recruitment referrals.

Prettyman Broadcasting Company's AM station, WEPM, airs an hour long program Monday through Friday, 9am-10am called Panhandle Live. Panhandle Live covers many issues concerning local, state and national concerns. Panhandle Live has hosted many elected officials, from Martinsburg Mayor, Berkeley County Sheriff, County and City Commissioners, WV Governor to presidential hopefuls. It also reaches out to the community officials by addressing topics including recycling, zoning, growth impact on schools, highways, water, to name a few. This has also proved to be a great source of recruitment referrals.

Prettyman Broadcasting Company also gives tours of the radio stations to local organizations. Our most recent tour was on January 29, 2008 with the local Cubs Scout Pack 13. The tour was conducted by Stacy Drake, Program Director for WLTF. Not only do participants get to see the inner workings of radio but also are informed of the many career opportunities radio has to offer.



Appendix 1 to

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Section 1: Vacancy Information

	Full-Time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for this Position
1	Sales Position	WEPM/WICL/WLTF Radio Advertising	4
2	Sales Position	Maryland Workforce Exchange	1
3	Sales Position	Job Fairs	3
4	Sales Position	Herald Mail Newspaper	4
5	Sales Position	Referral-Client	1
6	Sales Position	Referral	1
7	News Position	WEPM/WICL/WLTF Radio Advertising	1
8	News Position	Referral-Employee	2
9	News Position	Referral	1

Total Number of Persons Interviewed During Applicable Period: 18



Appendix 2 to

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Station(s) Comprising Station Employment Unit: WEPM/WICL/WLTF

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person-see attached)	Total Number of Interviewees This Source Has Provided During This Period if any	Full-Time Positions for Which This Source was Utilized
A	Prettyman Broadcasting Company (WEPM/WICL/WLTF) On Air Announcements	5	All
B	The Journal	0	All
C	The Herald Mail Newspaper	4	All
D	WEPM/WICL/WLTF Website	0	All
E	Job Fairs	3	All
F	Hagerstown Community College	0	All
G	St. of MD Department of Labor	1	All
H	Division of Rehabilitation Services	0	All
I	U.S. Department of Veterans Affairs	0	All
J	Referrals-Hanna Geffert	1	All
K	Referrals-Employee-Jay Young	1	All

L	Referrals	1	All
M	Referrals-Client	1	All
N	Referrals-Employee-Max Oates	1	All
O	Internal Posting	0	All
P	Shepherd University	0	All