

Appendix 1

Station(s) Comprising Station Employment Unit:

WELM Elmira, NY

WEHH Elmira Heights-Horseheads, NY

WLVY, Elmira NY

WOKN-FM Southport-Elmira, NY

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. WELM Elmira, NY, WEHH Elmira Heights-Horseheads NY, WLVY Elmira, NY and WOKN Southport-Elmira, NY.

The information contained in this Report covers the time period beginning January 22, 2014 up to and including January 22, 2015. (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the 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 job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer.

Section 1: Vacancy Information

	Full-time Positions Filed by Job Title	Recruitment Source of Hiree
1	Account Executive	Internal Posting, All Access
	Position eliminated	
2	Traffic Manager	Internal Posting

Total Number of Persons Interviewed During Applicable Period: 5

Appendix 2
Annual EEO Public File Report Form

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	All Access Website	5	1
2	TV and Radio Jobs Publication	0	
3	Star Gazette Classifieds 201 Baldwin Street Elmira, NY	0	
4	Job Fairs	0	
5	PPMG on Air Job Posting	0	
6	Elmira College Fair	0	
7	Various Intern Programs	0	

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

1. PPMG has established an internship program that is designed to assist students from local educational institutions to acquire skills needed for broadcast employment. Interns receive academic credit for participation in the program.
2. PPMG has an established/ongoing training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
3. Provided EEO and anti-discrimination training to management level personnel.