



EEO PUBLIC FILE REPORT

04/01/2007 – 03/31/2008

WDAC Radio Company, the licensee of Station WDAC, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. *See* 47 C.F.R. § 73.2080(c)(1); *Review of the Commission’s Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17FCC Red. 24018(2002). As a religious broadcaster, WDAC has established a religious qualification for all employee positions at WDAC. In accordance with the FCC’s rules, WDAC Radio Company makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who qualified based for employment on their religious belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

VACANCY LIST

See the Master Recruitment Source List (“MRSL”) in the next section for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree	Total Number of Interviewees from all sources for this position
Sales Representative	RS 1-21	18	5
Part-Time Receptionist	RS 18	18	12



MASTER RECRUITMENT SOURCE LIST

04/01/2007 – 03/31/2008

Station(s) comprising station employment unit: **WDAC**

RS NUMBER	RS INFORMATION	Total Number of Interviewees this source has provided during period if any.
1*	Brightside Baptist Church, Stacy Kelley, 515 Hershey Ave., P.O. Box 1544, Lancaster, PA 17608, 717-295-9431, skelley@brightsidebc.org	0
2*	Calvary Church, Brad Mullen, Executive Pastor, 1051 Landis Valley Rd., Lancaster, PA 17601 717-560-2341	0
3*	Christian & Missionary Alliance District Office, Rev. Wayne Spriggs, 1200 Spring Garden Drive, Middletown, PA 17057, 717-985-9240	0
4*	Christian Women's Club of Lancaster, Marian Kreider, 611 S. Oak St., Manheim, PA 17545, 717-665-5196	0
5*	Crossroads Mennonite Church, Pastor Vincent Whitman, 401 Church St., Lancaster, PA 17602, 717-391-0904	0
6*	Ebenezer Baptist Church, Pastor Roland Forbes, 148 Locust St., Lancaster, PA 17602, 717-392-4292	0
7*	Grace Baptist Church, Dr. Robert Haslam, 1899 Marietta Ave., Lancaster, PA 17603, 717-394-6991	0
8*	Lancaster Bible College, Placement Office, Attn: Ruth Martin, PO Box 83403, Lancaster, PA 17608-3403, 717-569-7071	0
9*	Lancaster Co. Office of Aging, Donald L. Jones, 150 N. Queen St., Suite 301, Lancaster, PA 17603, 717-299-7979, jonesdl@co.lancaster.pa.us	0
10*	Lancaster Grace Brethren Church, Pastor Galen Wiley, 911 Rohrerstown Road, Lancaster, PA 17601, 717-397-9991	0
11*	Memorial Presbyterian Church, Pastor Walter F. Chuquimia, 426 S. Queen Street, Lancaster, PA 17603, 717-394-0480	0
12*	Girl Scouts in the Heart of PA, Teresa Parmer, Membership Specialist, 151 Good Drive, Lancaster, PA 17603, 717-397-8115 Ext. 14	0
13*	First Spanish Assemblies of God, Pastor Manuel Alvarez, 626 S. Duke Street, Lancaster, PA 17602, 717-299-6717	0
14*	Tabor Community Services, Inc., Steve Welch, P.O. Box 1676, Lancaster, PA 17608-1676, 717-397-5182	0
15*	Vietnamese Alliance Church, Pastor, N. Marshall & Burrows St, Lancaster, PA 17602, 717-299-0579	0
16*	Westminster Presbyterian Church, Dr. Michael A. Rogers, 2151 Oregon Pike, Lancaster, PA 17601, 717-569-2151	0

NOTE: * Organizations entitled to notification of vacancies.

RS NUMBER	RS INFORMATION	Total Number of Interviewees this source has provided during period if any.
17	Lancaster Sunday Newspaper, 8 West King Street, Lancaster, PA 17603, 717-291-8811	0
18	WDAC 94.5 FM, Box 3022, Lancaster, PA 17604, 717-284-4123	16
19*	BCM International c/o Mr. Joe Dukes, Director of Personnel email@bcmintl.org	0
20	WDAC web-site, Doug Myer, www.wdac.com	0
21	Unsolicited	1

NOTE: * Organizations entitled to notification of vacancies.



ANNUAL EEO PUBLIC FILE REPORT FORM

Covering the Period from 04/01/2007 to 03/31/2008

Station(s) Comprising Station Employment Unit: **WDAC**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDAC.

Description:

1. **Internship**

Date: September 25, 2007

Location: WDAC-FM

Participating Team Members(s): John Eby, Program Director; Joe Hartman, Sales Manager; Barb Musser, Production Manager; Deb Weaver, Request Time Host; Marge Sherid, Office Manager; Steve Nolt, Announcer; Greg Barton, News Director.

High-school student Amanda Boyd visited WDAC for approximately 2 hours and 40 minutes and observed all areas of operation including: Greg Barton in news development and reporting; Steve Nolt in production and announcing; Deb Weaver in developing and recording an on-air show; John Eby in Program Director work; Barb Musser in copy and on-air production; Marge Sherid in traffic, and Joe Hartman in sales.

2. **Girl Scouts tour of WDAC**

Date: November 27, 2007

Location: WDAC-FM

Participating Team Member: John Eby, Program Director

Ten Girls Scouts from Quarryville, PA scout troop, along with 4 adult leaders were given a tour of the WDAC facility. This 70-minute tour included the on-air studio, production and recording studios, music library and offices. John Eby provided demonstrations and informational history during the tour. He also included a question/answer time.

3. **Mentoring and Training**

Date: January 4, 2008

Location: WDAC-FM

Participating Team Member: Doug Myer, Joe Hartman, Ray Kauffman, John Kilmer, Kurt Kreider, Scott Dombach, Barb Musser, Marge Sherid, Mike Stike, Deb Weaver, John Eby, Larry Dale, Greg Barton



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

Description:

Doug Myer presented the requirements for EEO as outlined by Shaw Pittman in 2005. The areas covered included the 3-pronged EEO Outreach program and what is required under each prong. The key points discussed are: Document, be diligent, and discuss with visitors what skills, training, and experiences are needed for a career in broadcasting.

4. **Mentoring and Training**

Date: March 12-15, 2008

Location: National Religious Broadcasters, Nashville, TN

Participating Team Member: Mike Stike, Operations Manager, Sunrise Host

National Religious Broadcasters (NRB) held its annual convention in Nashville, TN. The purpose of the convention includes education in programming, announcing, connecting with listeners, and using the newest technologies. Mike attended for the first time to continue his training in his role as Operations Manager and Sunrise Host. He attended workshops on promotional ideas, web content and internet and interacted with content providers for WDAC. He also networked with peers from across the country.

5. **Job Fair**

Date: March 18, 2008

Location: WDAC-FM

Participating Team Member: Doug Myer, General Manager; Joe Hartman, Sales Manager; Mike Stike, Operations Manager; John Eby, Programming and Music Manager

WDAC hosted a Job Fair at the radio station. On-air spots were aired to alert the listening audience of the event, letters were sent to recruitment sources, and an ad was run in the local newspaper. The primary job vacancies were for weekend announcer, part-time graphics, and part-time web design. Each visitor, except 3, spent several minutes discussing his interest with our General Manager. While waiting, visitors asked questions of other participating employees and received a brief job description of each job need. Literature was also available for college education in communications and broadcasting. Twenty seven persons attended the job fair.



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

Description:

6. **Internship**

Date: March 20, 2008

Location: WDAC-FM

Participating Team Member: Mike Stike, On-Air; Marge Sherid, Office; Barb Musser, Production; Greg Barton, News; Steve Nolt, On-Air; John Eby, Program Director

College-school student Bethany Weaver spent time with each staff member learning their area of operation. Her visit of 3 hours and 30 minutes allowed her to observe all areas of operation, except sales. Bethany is a student at Asbury College with a major in communications.