

2016 - Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

Call Sign	WALK FM NETWORK
WKAO	Community
WVRR	Huntington WV
WPJW	Hurricane WV
WPJY	Parkersburg WV
	Point Pleasant WV
	91.1
	91.5
	88.7
	88.1

The information contained in this Annual EEO Report covers the time period from **November 25, 2015 to, and including, November 30, 2016** (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all 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
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station's public inspection file on **December 1, 16** and posted on the stations' website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **November 25, 2015 to November 30, 2016**

Stations in Employment Unit: **WKAO, WPJW, WPJY, WVRR**

	Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired
1.	none	

Total Number of People Interviewed for All Job Positions: _____

SECTION 2: Recruitment Sources

Time Period Covered: **November 25, 2015 to November 30, 2016**

Stations in Employment Unit: **WKAO, WPJW, WPJY, WVRR**

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1. Internal Station Postings	0	All Positions
2. Station Web Site Posting www.waklfm.org	0	All Positions
3. On-Air Recruitment Ads Whole Walk Network Station Manager	0	All Positions
4. Walk-ins	0	All Positions

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: November 25, 2015 to November 30, 2016

Stations in Employment Unit: WKAO,WPJW,WPJY,WVRR

1. **On-Going Internship Program for Area College Students (\$73,2080(c)(2)(v)).** This on-going semester internship program has been in place at the station for at least 2 years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, WKAO had one Student in Fall Semester