

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Account Executive	Date Filled: 6/9/08
2. Job Title: Office Manager	Date Filled: 9/8/08
3. Job Title: Account Executive	Date Filled: 9/11/08
4. Job Title: Assistant PD / Afternoon DJ	Date Filled: 10/06/08
5. Job Title: Account Executive	Date Filled: 11/12/08
6. Job Title: Account Executive	Date Filled: 1/5/09
7. Job Title: Account Executive	Date Filled: 3/9/09
8. Job Title: Engineer	Date Filled: 3/16/09
8. Job Title: On-Air Talent	Date Filled: 4/20/09

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Account Executive					Date Filled: 6/9/08				
Source		Contact Person		Address		Tel #		Referred Person Hired	
Internal		Jodi Bible		1251 Earl Core Rd., Morgantown		304-296-0029			
WDYK and WQZK		Brian Mo		cumberlansmagic.com & www.941qz		Web Site		3 interviewed	
WVBA Website		Michelle		www.wvba.com		304-744-2143			
WV Radio Website		Jodi Bible		www.wvradioadvertising.com		304-296-0029			
All Access		on-line		www.allaccess.com		n/a			
WDYK and WQZK		Brian Mo		On Air Ads		800-640-8852		2 interviewed - 2 hired	
Referrals								2 interviewed - 1 hired	
Cumberland Times		Classifieds		Baltimore St, Cumberland, MD 215		301-722-4604			
2. Job Title: Office Manager					Date Filled: 9/8/08				
Source		Contact Person		Address		Telephone #		Referred Person Hired	
Internal		Jodi Bible		1251 Earl Core Rd., Morgantown		304-296-0029			
Cumberland Times		Classifieds		Baltimore St, Cumberland, MD 215		301-722-4604		7 interviewed; 1 hired	
3. Job Title: Account Executive					Date Filled: 9/11/08				
Source		Contact Person		Address		Telephone #		Referred Person Hired	
Internal		Jodi Bible		1251 Earl Core Rd., Morgantown		304-296-0029			
Cumberland Times		Classifieds		Baltimore St, Cumberland, MD 215		301-722-4604		2 interviewed; 1 hired	
** Used resumes from same position - Account Executive - advertised 3 months prior. Lost 2 account executives within a couple weeks and had to hire quickly.									
4. Job Title: Air Personality					Date Filled: 10/6/08				
Source		Contact Person		Address		Telephone #		Referred Person Hired	
Internal		Jodi Bible		1251 Earl Core Rd., Morgantown		304-296-0029			
WVMD and WDYK		Brian Mo		cumberlansmagic.com & www.941qz		Web Sites		2 interviewed; 1 hired	
WVBA Website		Michelle		www.wvba.com		304-744-2143			
Cumberland Times		Classifieds		Baltimore St, Cumberland, MD 215		301-722-4604		2 interviewed	
Frostburg Express		Michelle		19 Baltimore St, Cumberland, MD 2		301-722-4604			
5. Job Title: Account Executive					Date Filled: 11/12/08				
Source		Contact Person		Address		Tel #		Referred Person Hired	
Internal		Jodi Bible		1251 Earl Core Rd., Morgantown		304-296-0029			
WDYK and WQZK		Brian Mo		cumberlansmagic.com & www.941qz		Web Sites			
WVBA Website		Michelle		www.wvba.com		304-744-2143			
WV Radio Website		Jodi Bible		www.wvradioadvertising.com		304-296-0029			
Monster		on-line		www.monster.com		n/a		3 interviewed; 1 hired	
WDYK and WQZK		Brian Mo		On Air Ads		800-640-8852			
Cumberland Times		Classifieds		Baltimore St, Cumberland, MD 215		301-722-4604		2 interviewed	

6. Job Title: Account Executive			Date Filled: 1/5/09	
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Bible	1251 Earl Core Rd., Morgantown	304-296-0029	
WDYK web site	Pat Sullivan	www.cumberlandsmagic.com		1 interviewed
Frostburg Express	Sherry	19 Baltimore St, Cumberland, MD 2	301-722-4604	
Monster	on-line	www.monster.com		1 interviewed
WDYK on air	Pat Sullivan	On Air Ads	800-640-8852	
Cumberland Times	Classifieds	19 Baltimore St, Cumberland, MD 2	301-722-4604	4 interviewed; 2 hired
Word of Mouth				1 interviewed; 1 hired

7. Job Title: Account Executive			Date Filled: 3/9/09	
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Bible	1251 Earl Core Rd., Morgantown	304-296-0029	
WDYK web site	Pat Sullivan	www.cumberlandsmagic.com & www.941qz.com	301-759-1005	1 interviewed
Frostburg Express	Sherry	19 Baltimore St, Cumberland, MD 2	301-722-4604	
Monster	on-line	www.monster.com	n/a	1 interviewed
WDYK on air	Pat Sullivan	On Air Ads	800-640-8852	
Cumberland Times	Classifieds	19 Baltimore St, Cumberland, MD 2	301-722-4604	5 interviewed; 1 hired
Word of Mouth				1 interviewed

8. Job Title: Engineer			Date Filled: 3/16/09	
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Bible	1251 Earl Core Rd., Morgantown	304-296-0029	
WDYK web site	Pat Sullivan	www.cumberlandsmagic.com		
Frostburg Express	Sherry	19 Baltimore St, Cumberland, MD 2	301-722-4604	
Monster	on-line	www.monster.com		
WDYK on air	Pat Sullivan	On Air Ads	800-640-8852	
Cumberland Times	Classifieds	Baltimore St, Cumberland, MD 215	301-722-4604	10 interviewed; 1 hired

9. Job Title: On-Air Talent			Date Filled: 4/20/09	
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Bible	1251 Earl Core Rd., Morgantown	304-296-0029	1 interviewed; 1 hired
WDYK web site	Pat Sullivan	Web sites		1 interviewed
Frostburg Express	Sherry	19 Baltimore St, Cumberland, MD 2	301-722-4604	
Monster	on-line	www.monster.com		
WDYK on air	Pat Sullivan	On Air Ads	800-640-8852	
Cumberland Times	Classifieds	19 Baltimore St, Cumberland, MD 2	301-722-4604	3 interviewed
TV & Radio Jobs website	n/a	www.tvandradijobs.com	on-line	1 interviewed

C. Total Number of persons interviewed for all full-time Vacancies filled during the past year: 56

D. Total Number of Interviewees for All Full-Time Vacancies

** See above

E. Outreach Activities

Employment Expo September 17, 2008 WV University Coliseum, West Virginia Radio and Dominion Post Co-Sponsored.

Employment Expo April 22, 2009, Mylan Park - WV Radio and Dominion Post Co-Sponsors

Radio Advertisements were placed on all stations notifying organizations of their right to request information on job openings

Job openings were placed on our [wvradioadvertising](http://wvradioadvertising.com) website and all affiliate websites are linked to this site.

Job openings were placed on the West Virginia Radio Broadcasters Association Website

Assistant to the President, Jodi Bible, attended "Hiring for Broadcasters: EEO Issues" on March 28, 2009 presented by Jackson Kelly

Job openings were advertised on WV Radio Stations (WDYK, WKLP, WQZK, WVMD & WCMD)