



Annual Equal Employment Opportunity (EEO) Report

April 1, 2007 - March 31, 2008

Low Power Television Station WHVL LP, State College, PA

Annual EEO Public File Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the above-specified station and is required to be placed in the Public Inspection files of these stations and posted on their websites.

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

A list of all full-time vacancies filled during the applicable period

For each such vacancy, the recruitment source used, identified by name, address, contact person, and telephone number

The recruitment source for each hiree

Data reflecting the total number of interviewees for each vacancy and the total number of interviewees referred by each recruitment source

Initiatives undertaken pursuant to Section 73.208(c)(2) of the FCC Rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.



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**FCC Broadcast Equal Employment Opportunity Program Report:**

**II: Narrative Statement:**

WHVL-TV, LP is in its 1<sup>st</sup> year of operation. WHVL went on the air on August 31<sup>st</sup>, 2007.

Members of the LLC handle the day-to-day management of the station. We began our search for key “start-up” employees in October of 2006. WHVL utilized regional newspapers and the PA Career Link website to seek out a broad base of qualified individuals for employment.

In addition to the sources listed above, personal references lead to interviews of potential employees. We continued our search and interview process leading up to the launch of WHVL in the fall of 2007.