

EEO PUBLIC FILE REPORT

WATH-AM / WXTQ-FM
WATH, Incorporated - Athens, Ohio

June 1, 2007 – May 30, 2008

Full-Time Positions Filled

Full-Time Position	Position Title	Date Opening Known	Date Filled	Recruitment Source(s) Utilized to Fill the Vacancy & Finalists Interviewed (see Recruitment Sources List for info)	Number Interviewed	Number Hired (Source)
1	Sales	3/15/07	8/1/07	1, 2, 8 (1), 10, 11 (1), 12 (1)	3	1 (12)
2	On Air Talent	10/15/07	11/06/07	2 (1), 9, 10, 11 (2)	3	1 (11)
3	Sports	12/15/07	1/5/08	2, 3 (1), 4, 5, 7, 8, 9, 10 (1)	2	1 (3)
4	Engineer	6/15/07	1/5/08	7, 11, 14	1	1 (14)
5	Production Director/Writer	5/1/08	5/15/08	Returning former employee	1	1

WATH/WXTQ

It is the policy of WATH & WXTQ to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions.

WATH, Incorporated
WATH (AM) / WXTQ (FM)
Athens, Ohio

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
June 1, 2007 – May 30, 2008				
No.	Recruitment Source	Location	Method	Requested Notification?
1	Athens MESSENGER Attn: Sherri Bossart 740-592-6612	Athens, Ohio	Advertisement	No
2	Ohio U. School of Telecommunications Attn: Ben Schneider 740-593-4873	Athens, Ohio	Job Board Posting	No
3	Ohio U. School of Journalism Attn: Tom Hodson 740-593-2590	Athens, Ohio	Job Board Posting	No
4	Ohio U. School of Electrical Engineering	Athens, Ohio	Job Board Posting	No
5	Ohio U. School of Avionics Attn: Mike Dibenedito 740-593-1515	Athens, Ohio	Job Board Posting	No
6	Ohio U. College of Business Attn: Cathe Axinn 740-593-2084	Athens, Ohio	Job Board Posting	No
7	Hocking College Broadcast Department Attn: Harry Tompkins 740-753-3591	Nelsonville, Ohio	Job Board Posting	No
8	Ohio Assoc. of Broadcasters Web Site Attn: Chris Merrett 614-228-4052	Columbus, Ohio	Job Posting Site	No
9	Ohio Job & Family Services: SCOTI Web Site	Athens & Columbus, Ohio	Job Posting Site	No
10	WATH/WXTQ	Athens, Ohio	On-Air Ads/Web Site	Yes
11	Personal Inquiry	n/a	n/a	No
12	AllAccess.com (broadcasting resource site)	Malibu, California	Job Posting Site	No
13	Athens NEWS Attn: Guy Philips 740-594-8219	Athens, Ohio	Advertisement	No
14	Referral from current or former employee			
15	Internal Promotion			
16	I-Force (employment placement agency)	Athens, Ohio	Posting	

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Longer-Term Recruitment Initiatives Implemented

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No.	Date	Initiative	Description, Location	Personnel Involved or Details	Response
1	Sept-June	Internship	News Internship 1 (from Ohio U.)	News Director	2 Interns
2	Sept-June	Internship	Programming Internship (from Federal Hocking H.S.)	Ops Dir., AM PD and FM PD	2 Interns
3	Sept-June	Internship	Sales & Marketing Internship (from Ohio U.)	Sales Manager & Sales Staff	1 Intern
4	Spring	Career Day	Federal Hocking High School	AM Program Director	n/a
5	Spring	Career Day	Athens Middle School Shadow Day	Students spent the day at the stations	2 students
6	Spring	Career Day	Alexander High School	AM Program Director	n/a
7	Spring	Scholarship	Fred A. Palmer Journalism Scholarship (endowed)	1 st Annual Award at Ohio University	Unknown
8	Year Round	Internships	E.W. Scripps School of Journalism (Ohio U.)	(various staff)	2-3/year

Equal Employment Opportunity Statement:

WATH, Incorporated, parent company of WATH & WXTQ Radio, an Equal Opportunity Employer, is dedicated to providing broad and inclusive outreach regarding job vacancies at our stations. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact David Palmer, Compliance Coordinator, at WATH by calling (740) 593-6651 or FAX your request to (740) 594-3488.

IT IS THE POLICY OF WATH INCORPORATED TO AFFORD EQUAL OPPORTUNITY TO ALL AND DOES NOT DISCRIMINATE IN THE HIRING, TRAINING OR PROMOTION OF EMPLOYEES BY REASON OF RACE, COLOR, RELIGION, SEX OR NATIONAL ORIGIN.

A handwritten signature in black ink, appearing to read "David W. Palmer", with a long horizontal flourish extending to the right.

David W. Palmer
President & Owner
WATH, Inc.

May 30th, 2008