EEO PUBLIC FILE REPORT

for

AVC COMMUNICATIONS, INC.
Radio Stations
WILE – Cambridge, Ohio
WCMJ – Cambridge, Ohio
WILE-FM – Byesville, Ohio
and
W. GRANT HAFLEY
Radio Stations
WBNV – Barnesville, Ohio
WWKC – Caldwell, Ohio

This EEO Public File Report Covers the Period Ending May 31, 2012

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This EEO Public File Report is filed in the Public Inspection Files of AVC Communications, Inc. – operated Radio Stations WILE, WCMJ and WILE-FM pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

No Full-Time Vacancies Were Filled During the Reporting Period

STATION INITIATIVES

The following is a list and brief description of initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

- General Manager Joel Losego and Operations Manager David Wilson accepted an invitation to speak to members of Youth Leadership Guernsey on February 9, 2012. This is a group of high school juniors representing each school district within Guernsey County. Typical topics covered include career opportunities at our radio stations.
- General Manager Joel Losego was a presenter at the Cambridge High School Career Day event on April 10, 2012. He spoke to approximately 120 students about a career in broadcasting/ electronic media.
- In April, AVC Communications, Inc. President and CEO, W. Grant Hafley, presented a \$1,250 scholarship to Muskingum College sophomore John Clevinger of Mount Vernon, Ohio, who is enrolled in the college's Speech Communications Department and part of the air staff of the campus' radio station, WMCO. The scholarship is funded by a \$25,000 endowment, donated to the college by Mr. Hafley in the name of the late John W. McCance, long-time AVC Communications' Chief Engineer. The candidate should be pursuing a broadcasting career with an emphasis on industry's technical aspects.
- General Manager Joel Losego serves on the East Muskingum Local School District's Superintendent's Advisory Board, providing input for the district from a business/ community perspective.
- General Manager Joel Losego is member of the Zane State College General Education Advisory Committee, providing the college with input for curriculum development from a business/ community perspective.
- Operations Manager David Wilson serves on the Advisory Board for the Digital Media program of the Mid-East Ohio Career and Technology Center. The Digital Media program is considered preparatory to a career in broadcast performance and related skills.

- Marketing Specialist Jim Vaughan serves on the Guernsey County Department of Jobs and Family Services' Workforce Policy Board. Among the Board's duties and responsibilities are funding and administrating the Guernsey County Youth Employment Program as well as the development and implementation of specialized employment training and facilitation.
- AVC Communications, Inc. has maintained an internship program to prepare area students for a broadcasting career. No students participated in the program this year.
- AVC Communications, Inc. has maintained an open-door policy for area high school students who wish to "job shadow" as they consider a possible career in broadcasting. Students typically sit-in on our various morning shows as well as observe, and ask questions of members of our news, programming, traffic and sales departments.
- We air announcements on each of our radio stations, on a continuous basis and in all day parts, encouraging area groups and organizations to contact us for inclusion in our outreach efforts, supplying all necessary contact information.

AVC Communications, Inc. remains committed to expanding its recruitment sources to allow for greater input from local and viable community, minority and female sources.