

ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(e)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations.

WHIS(AM), Bluefield, WV (FIN 502)
WHAJ(FM), Bluefield, WV (FIN 504)
WBDY(AM), Bluefield, VA (FIN 6003)
WHKX (FM), Bluefield, WV (FIN 6004)
WHQX(FM), Cedar Bluff, WV (FIN 6005)
WKEZ(AM), Bluefield, WV (FIN 44001)
WKOY(FM), Princeton, WV (FIN 44002)
WTZE(AM), Tazewell, VA (FIN 64664)
WKQY(FM), Tazewell, VA (FIN 64665)

The information contained in this Report covers the Period from June 1, 2007 to May 31, 2008 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for 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
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(e)(2) of the FCC’s Rules.

Appendices 1, 2 and 3, which follow, provide the required information.

Appendix 1

ANNUAL EEO PUBLIC FILE REPORT

Period Covered: June 1, 2007 to May 31, 2008

Stations Comprising Employment Unit: WHAJ(FM), WHKX(FM), WHQX(FM), WBDY(AM), WHIS(AM), WKEZ(AM), WTZE(AM), WKOY(FM), WKQY(FM).

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Recruitment Sources for This Position
1	Media Sales *	Professional Reference	1
2	Media Sales *	Returning Employee	1

*Please note, the above hires were the result of unique or exigent circumstances and did not constitute the opening of a job vacancy for which wide dissemination would be required.

Appendix 3

ANNUAL EEO PUBLIC FILE REPORT

Period Covered: June 1, 2007 to May 31, 2008

Stations Comprising Employment Unit: WHAJ(FM), WHKX(FM), WHQX(FM), WBDY(AM), WHIS(AM), WKEZ(AM), WTZE(AM), WKOY(FM), WKQY(FM).

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

Monterey Licenses, LLC, licensee of the above-referenced stations, has and will continue to be an Equal Employment Opportunity Employer. As required by Section 73.2080 of the Commissions' Rules, the stations have participated in several different recruitment activities to ensure broad outreach, including the following:

1. **The Adventure Radio 2007 Fall Job Fair (73.2080(c)(2)(ii))**. On November 9, 2007, Adventure Radio, a subsidiary of Monterey Licenses, LLC, hosted The Adventure Radio 2007 Fall Job Fair in which 20 local businesses set up booths. In preparation for the job fair, the Stations aired commercials and purchased advertising on local TV stations inviting the public to the job fair. The Stations provided live broadcasts during the job fair, manned a booth and spoke to interested parties about careers in radio. Pat Whittaker, the Sales Manager for the stations, distributed job applications and received resumes for potential openings at the stations. She also met with a number of potential promotions and sales applicants.

2. **Internship Program (73.2080(c)(2)(x))**. Monterey Licenses has an Internship Program in place, drawing upon students from four local colleges, Bluefield College, Concord College, Bluefield State College, and Southwest VA Community College, in which any students interested in broadcasting, sales, or communications are brought in for a semester to have hands-on training. Students intern for that semester and receive three credits for their participation. During the period covered by this report, two students participated in the program. Andrew Lawrence, a student from Bluefield State College, spent twelve hours per week at the radio stations from January 22, 2008 through March 31, 2008. Charlie Markwart, a student from Bluefield College, spent 3 hours a week at the radio stations from January 22, 2008 through March 31, 2008. During the three to twelve hours per week the participating students received hands-on training in news production techniques, basic programming skills and on-air performance. William Paine, the news director, was involved working with these students.

3. **Harassment and Discrimination at Work (873.2080(c)(2)(xiv))**. The two hour training session was conducted in two parts on March 11 and March 25, 2008 and facilitated by Melissa Irwin, SPHR-CA with TPO Human Resources Management. It was attended by any and all management that supervises one or more employees. It consisted of instruction on training objectives, self-evaluation, avoiding harassment and discrimination, compliance with Federal conduct, what to do if it happens to you, company policies, manager/supervisor/HR role, and responding immediately to employee complaints so as not to discriminate against age, race, sex, national origin, color, religion, physical or mental disability, veteran status, or any characteristic protected by applicable law.

4. **Hiring Right! 873.2080(c)(2)(xiv))**. The one hour training program conducted on July 25, 2007 covered the following topics: Legal Considerations, Triad Policies, Procedures & Resources, and Effective Practices for Recruitment, Interviewing, Hiring, Orienting and Exiting Employees. The training was facilitated by Jill Russell, SPHR and Principal of TPO Human

Resource Management. Danny Clemons, VP/Market Manager, Jessica Cox, Business Manager, Pat Whittaker, Sales Manager and Ken Dietz, Program Director were in attendance.