

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, 2006 to May 31, 2007 (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, 2008 to May 31, 2009

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	On-Air Ads	1
2	Media Sales	Bluefield Daily Telegraph	2

Appendix 2

ANNUAL EEO PUBLIC FILE REPORT

Period Covered: June 1, 2008 to May 31, 2009

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

Section 2: Recruitment Source of Information	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1	Bluefield Daily Telegraph P.O. Box 1599 Bluefield, WV 24701 Ph: 304-327-2809 Attn: Tina Greer	3	Position 1,2
2	Station On-Air Announcements WHAJ(FM), WHKX(FM), WHQX(FM), WKOY(FM), WKQY(FM) Contact: GM Danny Clemons Ph: 304-327-7114	3	Position 1,2
3	Station Web Site Postings www.j1045.com www.kickscountry.com www.theeaglefm.com www.am1440-1470.com	0	Position 1,2

Appendix 3

ANNUAL EEO PUBLIC FILE REPORT

Period Covered: June 1, 2008 to May 31, 2009

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. **Bluefield State College Job Fair (73.2080(c)(2)(i))**. On April 8, 2009, Jessica Cox, the Business Manager and Human Resource Director for the stations, represented the stations at a booth at a job fair sponsored by Bluefield State College. Mrs. Cox distributed job applications and received resumes for potential openings at the stations. She also met with a number of potential promotions and sales applicants. This job fair was geared primarily toward students with a Business/and or Marketing Degree.
2. **Concord University Job Fair (73.2080(c)(2)(i))**. On March 3, 2009, Jessica Cox, the Business Manager and Human Resource Director for the stations, represented the stations at a booth at a job fair sponsored by Bluefield State College. Mrs. Cox distributed job applications and received resumes for potential openings at the stations. She also met with a number of potential promotions and sales applicants. This job fair was geared primarily toward students with a Business/and or Marketing Degree.
3. **Job Shadow Day (73.2080(c)(2)(iv))**. On May 7, 2009, three students, Channing Hardin, Brittany McGuire and Kayla Whitt shadowed William Paine, the News Director, for the Tazewell County 4-H Youth-In-Government. The 4-H Youth-In-Government supports the preparation for—and practice of—youth participation in governance roles (in programs, organizations, and communities). The Initiative targets both youth and adults, supporting each in developing the skills and knowledge needed to be effective in youth in governance. Channing Hardin, Brittany McGuire and Kayla Whitt, the job shadowers, observed the various jobs being performed within the stations. They interacted with the employees of the station. Mr. Paine discussed the different positions and careers possible at a broadcast radio station.
4. **Leadership West Virginia Visit (73.2080(c)(2)(iv))**. On February 18, 2009, twelve members of the Leadership West Virginia visited the radio station. Joe Jarvis, Program Director for Kicks Country, gave a presentation of the job duties and responsibilities of an on-air personality for the radio stations. The presentation was preceded by a tour of the facilities conducted by Pat Whittaker, Sales Manager, and Joe Jarvis, Program Director of Kicks Country. Leadership West Virginia works to develop and motivate a cross-section of leaders who will use their talents and abilities to inspire others and to foster a new spirit of energy, enthusiasm and vitality throughout the state. A statewide network of Leadership West Virginia alumni targets areas of involvement and actively engages in finding solutions that will aid West Virginia's future growth and prosperity. The alumni meet to strengthen relationships developed and to maintain and build on the knowledge gained during their Leadership experience
5. **Internship Program (73.2080(c)(2)(x))**. Monterey Licenses has an Internship Program in place, drawing upon students from three local colleges, 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.