

**Columbia Broadcasting Co. and Columbia FM, Inc.**  
**Annual EEO Public File Report**

Covering Period from April 1, 2003 - March 31, 2004

The purpose of this EEO Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This report as been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

**WHLM, Bloomsburg, PA**

and is required to be placed in the public inspection file of this station, and posted on their website.

The information contained in this report covers the time period beginning April 1, 2003 to and including March 31, 2004.

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

WHLM is not required to file this report,  
Since the reporting unit has fewer than five (5) full time employees.

1. A list of all full-time vacancies filled by the station comprising the station employment unit during the applicable period;
2. For each such vacancy, the recruitment source utilized to fill the vacancy, identified by name, address, contact person, and telephone number;
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 73.208 (c) (2) of the FCC rules.

NOTE: WHLM AM is a single entity station employing two full-time sales persons and one full-time announcer and other part-time announcers. Since WHLM does not employ at least five (5) people full-time, they are not required to complete the menu items required by the FCC. WHLM has constantly been apprised of the EEO Laws and follows all non-discrimination rules.

Appendices 1, 2, and 3, which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed in appendix 1 under column titled “recruitment sources used,” “recruitment source of hiree,” and “interview source” refer to the number each source is assigned under the “source” column in appendix 2.

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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**Appendix 1**

Covering the Period from April 1, 2003 to March 31, 2004

Station Comprising Station Employment Unit:  
WHLM AM, Bloomsburg, PA

**Section 1: Vacancy Information**

Full Time Positions Filled by Job Title	Recruitment Sources Used*	Number of Interviewees Generated From Recruitment Sources	Recruitment Source of Hiree
NONE	N/A	N/A	N/A

*\* Please note that the numbers listed in appendix 1 under column titled “recruitment sources used,” “recruitment source of hiree,” and “interview source” refer to the number each source is assigned under the “source” column in appendix 2.*

*\*\*A list of interview sources, with corresponding numbers, can be found in Appendix two. WHLM invites organizations that regularly distribute employment information to request to be added to this list.*

*\*\*\*Recruitment sources not listed above, but utilized for recruitment, resulted in zero applicants.*

Total number of Persons Interviewed during the Applicable Period: 0

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### Appendix 2

Covering the Period from April 1, 2003 to March 31, 2004

Station Comprising Station Employment Unit:  
WHLM, Bloomsburg, PA

#### Section 2: Recruitment Source Information

Source	Address	Phone	Contact Name
N/A	N/A	N/A	N/A

WHLM had been conducting an ongoing search for a sales representative, but abandoned the search after an 18 month period.

*\*Source referred at least one hiree for open positions during the applicable period.*

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### Appendix 3

Covering the Period from April 1, 2003 to March 31, 2004

Station Comprising Station Employment Unit:  
WHLM AM, Bloomsburg, PA

#### Section 3: Supplemental Recruitment Activities Undertaken by WHLM stations:

Project Name:	Description of Project:
Management Training	Management (Joseph Reilly) participated in training in the recruitment/ hiring of persons for the station and the requirements of wide-dissemination.

**WHLM, Bloomsburg, PA**

## **Appendix 4**

Covering the Period from April 1, 2003 to March 31, 2004

Station Comprising Station Employment Unit:  
WHLM, Bloomsburg, PA

Supplemental Activities Not Being Claimed for Menu Option Credit:

Activity Name:	Activity Description:
N/A	N/A

*This report was prepared by Joseph Reilly, Station Owner on March 31, 2004.*