

**Twilight Broadcasting, Inc.  
WKQW-AM/FM  
806 C Grandview Rd.  
Oil City, PA 16301**

### **Employment Report for 2020 - 2021**

#### **Job Referral Organizations**

WKQW-AM/FM is looking for organizations that regularly distribute information about employment opportunities to job applicants or which have job applicants to refer. If your organization would like to receive notification of job vacancies at our station, please notify: Todd Adkins at 806 C Grandview Rd., Oil City, PA 16301 dj\_todd@yahoo.com, (814) 676-8254. WKQW-AM/FM is an Equal Opportunity Employer.

#### **Job Opportunities**

The station is not currently seeking to fill any full-time jobs.  
Resumes for file can always be mailed to:

Twilight Broadcasting  
c/o Todd Adkins, General Manager  
806 C Grandview Rd.  
Oil City, PA 16301

***No phone calls please.***

### **WKQW-AM/FM: Equal Employment Opportunity Annual Report: 4/1/20 through 3/31/21**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station:

WKQW (AM) / WKQW-FM Oil City , Pennsylvania

The information contained in this Report covers the time period beginning April 1, 2020 to and including March 31, 2021. The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station's employment unit during the preceding year, identified by job title;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification of job vacancies under Section 73.2080(c)(1)(ii) of the FCC rules, which should be separately identified, and which should be identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hires 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(c)(2) of the FCC rules.

Twilight Broadcasting, Inc. the licensee of WKQW-AM/FM, has been and will continue to be an Equal Employment Opportunity Employer. WKQW-AM/FM is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. In addition, as required by Section 73.2080 of the Commission's Rules, the station participates in several different recruitment activities to ensure broad outreach.

**Part One: Full-Time Hires, Interviews, and Recruitment Sources**

**No Hires:**

**No Interviews:**

The station did not utilize any additional recruitment sources as there were no positions available:

No organizations as defined by 73.2080(c)(1)(ii) requested to be notified of vacancies.

**“Part Two: Supplemental E.E.O Initiatives”**

NO SUPPLEMENTAL INITIATIVES WERE UTILIZED AS THERE WERE NO POSITIONS AVAILABLE

WKQW-AM/FM is an equal opportunity employer. It is the policy of WKQW-AM/FM 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.

TA: 3/31/21