

EEO PUBLIC FILE REPORT

FOR

WKKG
Columbus, IN

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2023

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WKKG's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2023, the station filled the following full-time vacancies:

- 1) Marketing Consultant
- 2) Marketing Consultant
- 3) Marketing Consultant
- 4) Marketing Consultant

The radio station interviewed a total of 16 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WCSI On-Air Recruitment	0
WKKG On-Air Recruitment	0
WINN On-Air Recruitment	0
WWWY On-Air Recruitment	2
WCSI On-Line Recruitment	0
WKKG On-Line Recruitment	0
WINN On-Line Recruitment	0
WWWY On-Line Recruitment	1
WCSI Website Banner	0
WKKG Website Banner	0
WINN Website Banner	0
WWWY Website Banner	0
In-House Promotion	0
Personal Referral/Word of Mouth	1
In-House Posting	0

Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Fair	0
Indiana Broadcasters Association Job Bank	0
Illinois Broadcasters Association Job Bank	0
National Association of State Broadcasters Association Job Bank	0
The Republic	0
Facebook Ad	0
University of Indianapolis Career Center	0
Broadcast Compliance Services	0
Ohio/Illinois Center for Broadcasting Job Bank	0
Indiana Radio Watch Job Bank	0
Radio Business Report Job Bank	0
Findlay Publishing Company Job Connection	0
indeed.com	12
All Access Job Bank	0
Radio Advertising Bureau	0
Radio Discussions Job Bank	0
Tom Taylor Radio NOW	0
South Asian Journalists Association	0
American Women in Radio & Television	0
Association for Women in Communications	0
Black Broadcasters Alliance	0
California Chicano News Media Association	0
Emma L. Bowen Foundation for Minority Interests in Media	0
International Women's Media Foundation	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
National Association of Minority Media Executives	0
National Lesbian & Gay Journalists Association	0
Native American Journalists Association	0
Native American Public Telecommunications	0
Unknown Source	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Indeed

Date Vacancy Opened: August 11, 2022

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: September 12, 2022

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Personal Referral/Word of Mouth		Robert Morrison	812-372-4448	0	No
WCSI On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WWVY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	1	No
Indeed.com		Kevin Pancake	419-422-4545	6	No
Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opportunities	Dave Arland	317-573-0119	0	No
Ohio University Job Board	newtong@ohio.edu	Greg Newton	740-597-1882	0	No

In-House Posting	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	0	No
South Asian Journalists Association	saja.org		212-854-0191	0	No
American Women in Radio & Television	awrt.org		703-506-3290	0	No
Black Broadcasters Alliance	thebba.org		412-829-9788	0	No
California Chicano News Media Association	ccnma.org		213-437-4408	0	No
Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		202-637-4494	0	No
International Women's Media Foundation	iwmf.org		202-496-1992	0	No
National Association of Black Journalists	nabj.org		301-445-7100	0	No
National Lesbian & Gay Journalists Association	nlgja.org		202-588-9888	0	No
Native American Journalists Association	naja.com		605-677-5282	0	No
National Association of Black Owned Broadcasters	nabob.org		202-463-8970	0	No
Specs Howard	ltu.edu/specs		248-204-2222	0	No
International College of Broadcasting	icb.edu		855-896-3733	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: Indeed

Date Vacancy Opened: September 12, 2022

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: October 10, 2022

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Indeed.com		Kevin Pancake	419-422-4545	5	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree: WWVY On-Air & On-Line

Date Vacancy Opened: October 20, 2022

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: November 7, 2022

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Personal Referral/Word of Mouth		Robert Morrison	812-372-4448	0	No
WCSI On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WWVY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	1	No
WCSI On-Line Recruitment	1010wcsi.com	Robert Morrison	812-372-4448	0	No
WKKG On-Line Recruitment	wkkg.com	Robert Morrison	812-372-4448	0	No

WINN On-Line Recruitment	win1049.com	Robert Morrison	812-372-4448	0	No
WWVY On-Line Recruitment	1061theriver.com	Robert Morrison	812-372-4448	1	No
Indeed	indeed.com	Kevin Pancake	419-422-4545	1	No
Zip Recruiter	ziprecruiter.com	Kevin Pancake	419-422-4545	0	No
Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opportunities	Dave Arland	317-573-0119	0	No
Ohio University Job Board	newtong@ohio.edu	Greg Newton	740-597-1882	0	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
The Republic	2890 N. National Road Columbus, IN 47201	Kevin Pancake	419-422-4545	0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	0	No
Specs Howard School of Media Arts	specshoward.edu	Kristin Burns	248-358-9000	0	No
South Asian Journalists Association	saja.org		212-854-0191	0	No
American Women in Radio & Television	awrt.org		703-506-3290	0	No
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org		412-829-9788	0	No
California Chicano News Media Association	ccnma.org		213-437-4408	0	No
Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		202-637-4494	0	No
International Women's Media Foundation	iwmf.org		202-496-1992	0	No

National Association of Black Journalists	nabj.org		301-445-7100	0	No
National Association of Hispanic Journalists	nahj.org		202-662-7145	0	No
National Association of Minority Media Executives	namme.org		703-854-7178	0	No
National Lesbian & Gay Journalists Association	nlgja.org		202-588-9888	0	No
Native American Journalists Association	naja.com		605-677-5282	0	No
Native American Public Telecommunications	nativetelcom.org		402-472-3522	0	No

To: EEO File
Fr: Kurt Heminger
Dt: March 2, 2023

A Marketing Consultant position became available due the termination of a previous Marketing Consultant on February 27, 2023. A full recruitment campaign was not conducted for this Marketing Consultant position due to the fact a previous employee, employed as a Marketing Consultant, servicing the same client list, had inquired about returning to White River Broadcasting as a Marketing Consultant. Station management felt a recruitment campaign would not generate a more qualified Marketing Consultant candidate. The selected individual's first date of employment was March 20, 2023.

Timeline:

January 25, 2022	Individual #1 last day (resignation)
January 26, 2022	full recruitment campaign initiated/completed
February 2, 2022	Individual #2 hired
February 15, 2022	Individual #2 start date
August 11, 2022	Individual #2 termination
August 12, 2022	full recruitment campaign initiated/completed
August 29, 2022	Individual #3 hired
September 12, 2022	Individual #3 withdrew
September 13, 2022	full recruitment campaign initiated/completed
October 11, 2022	Individual #4 hired
October 20, 2022	Individual #4 withdrew
October 21, 2022	full recruitment campaign initiated/completed
November 4, 2022	Individual #4 hired
November 7, 2022	Individual #4 start date
February 27, 2023	Individual #4 terminated
March	Individual #1 hired
March 24, 2023	Individual #1 start date

ATTACHMENT B

MENU OPTION ACTIVITIES

Radio Station WKKG has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
7	The Ohio Association of Broadcasters Kids Scholarship May 26, 2022	OAB Kids Scholarship Selection Findlay Publishing Company VP/Director of Broadcast David Glass participated in the selection process of the recipient of a scholarship for college students – representing all Findlay Publishing Company radio stations
14	Participation in Cultivating More Inclusive Work Environments Training Webinar June 15, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on the challenges, opportunities and responsibilities of an equitable and inclusive work culture – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
14	Participation in FCC EEO Rules Training July 12, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current FCC EEO rules – Findlay Publishing Company VP Kurt Heminger and Findlay Publishing Company VP/Director of Broadcast David Glass participated in the webinar and represented all Findlay Publishing Company radio stations

14	Participation in Hiring & Retaining Diverse Talent Training Webinar August 11, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on the challenges, opportunities and responsibilities of an equitable and inclusive work culture – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
4	Participation in Career Fair October 3, 2022	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA’s Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Bob Morrison participated in the career fair and represented all Findlay Publishing Company radio stations
14	Participation in Employment Law Webinar November 2, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current employment laws, “The Great Resignation”, “Quiet Quitting”, EEOC and OSHA updates – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
4	Job Shadow November 8, 2022	WKXA Program Director/Brand Manager Rex Bibler hosted a Van Buren High School student on careers in the field of broadcasting – topics included the various occupations available in broadcasting, education requirements and a general question and answer session – and represented all Findlay Publishing Company radio stations

10	Findlay High School Communications Final Exam Interviews December 13, 2022	Findlay Publishing Company VP Kurt Heminger participated in the school's final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations
14	Participation in Workers Compensation Law Webinar February 10, 2023	Eastman & Smith, LTD. The Findlay Publishing Company participated in a seminar on current workers compensation employment laws – Findlay Publishing Company VP Kurt Heminger participated in the seminar and represented all Findlay Publishing Company radio stations
4	Participation in Career Day March 15, 2023	Tiffin University STEAM Career Fair Blanchard River Broadcasting General Manager Mike Holman spoke to students on careers in the field of broadcasting – topics included the various occupations available in broadcasting, education requirements and a general question and answer session
4	Participation in Career Fair March 25, 2023	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Bob Morrison participated in the career fair and represented all Findlay Publishing Company radio stations

7	Richard E. Daugherty Scholarship March 31, 2022	Daugherty Scholarship Selection Findlay Publishing Company VP Kurt Heminger and WFIN Brand Manager Bill Rice participated in the selection process of the recipient of a scholarship for college students enrolled in the broadcast/music/arts field – representing all Findlay Publishing Company radio stations
6	Continuing Outreach	WKKG (wkkg.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: (https://fpcjobconnection.com/)
6	Continuing Outreach	Outreach announcements are broadcast on WKKG the first week of each month requesting local organizations to refer qualified applicants to White River Broadcasting for employment opportunities

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for

broadcast employment and/or other career development assistance pertinent to broadcasting;

14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.