

EEO PUBLIC FILE REPORT

FOR

**WKKG
Columbus, IN**

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2013

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, 2013, the station filled the following full-time vacancies:

- 1) News Director
- 2) Marketing Consultant
- 3) Brand Manager

The station interviewed a total of 12 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	0
Personal Referral	1
In-House Posting	1
Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Bank	1
Illinois Broadcasters Association Job Bank	0
National Association of State Broadcasters Association Job Bank	0
The Republic	0
Indiana University Career Development Center	0
Broadcast Compliance Services	0
Ohio/Illinois Center for Broadcasting Job Bank	0
Indiana Radio Job Bank	0

Radio Business Report Job Bank	0
University of Southern Indiana Career Services	0
University of Indianapolis	0
Emmis Communications	0
Findlay Publishing Company Job Connection	5
WLW Radio	0
WHAS Radio	0
All Access Job Bank	4
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: News Director

**Recruitment Source That
Referred the Hiree:** Station

FPC Job Connection

Date Vacancy Opened: February 7, 2012

**Total Number of Persons
Interviewed for the
Vacancy:**

6

Date Vacancy Filled: April 23, 2012

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?
Findlay Publishing Company Job Connection	fpcjobconnection/currentjob s.htm	Kurt Heminger	419-422-5151	4	No
WLW Radio	Cincinnati, OH	Jeff Henderson		0	No
WHAS Radio	Louisville, KY		1-502-479-2222	0	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Gary James	216-447-9117	0	No
Illinois News Broadcasters Association	http://www.inba.net			0	No
Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opportunities	Linda Compton	317-573-0119	1	No
University of Indianapolis	1400 East Hanna Avenue Indianapolis, IN	Scott Uecker	317-788-6133	0	No

Emmis Communications	40 Monument Circle Indianapolis, IN	John Emerson	317-637-4638	0	No
Personal Referral				1	No
Broadcast Compliance Services	bcs-ok.com			0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No
National Association of State Broadcast Associations	careerpage.org/			0	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
Indiana Radio	http://www.indianaradio.net/	Blaine Thompson		0	No
Radio Business Report Job Bank	rbr.com	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
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org			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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Marketing Consultant

**Recruitment Source That
Referred the Hiree:**

In House Posting

Date Vacancy Opened: March 30, 2012

**Total Number of Persons
Interviewed for the
Vacancy:**

1

Date Vacancy Filled: April 10, 2012

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?
WCSI On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
WWWY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
Word of Mouth				0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No
Indiana Broadcasters Association	indianabroadcasters.org/opp ortunities	Linda Compton	317-573-0119	0	No
National Association of State Broadcast Associations	careerpage.org/			0	No

The Republic	333 2 nd Street Columbus, IN 47201	Kevin Pancake	419-422-5151	0	No
Unknown Source				0	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Gary James	216-447-9117	0	No
Indiana Radio	indianaradio.net/	Blaine Thompson		0	No
Radio Business Report Job Bank	rbr.com	Kurt Heminger	419-422-5151	0	No
University of Southern Indiana Career Services	usi.com	Kurt Heminger	419-422-5151	0	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	1	No
Indiana University Career Development Center	myinterfase.com/indiana- careerdev/job.aspx	Patrick Donahue	812-855-5234	0	No
Broadcast Compliance Services	bcs-ok.com	Robin Cooper	301-998-6136	0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjob s.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
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org			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

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Brand Manager

**Recruitment Source That
Referred the Hiree:**

All Access

Date Vacancy Opened: April 20, 2012

**Total Number of Persons
Interviewed for the
Vacancy:**

5

Date Vacancy Filled: June 11, 2012

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?
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Gary James	216-447-9117	0	No
All Access	allaccess.com	Joel Denver	310-457-6616	4	No
Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opp ortunities	Linda Compton	317-573-0119	0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjob s.htm	Kurt Heminger	419-422-5151	1	No
Broadcast Compliance Services	bcs-ok.com			0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No

National Association of State Broadcast Associations	careerpage.org/			0	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
Indiana Radio	http://www.indianaradio.net/	Blaine Thompson		0	No
Radio Business Report Job Bank	rbr.com	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
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org			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
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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
1	Participation in Job Fair April 4, 2012	Indiana University-Purdue University Columbus, Ivy Tech Community College and the Purdue College of Technology White River Broadcasting Office Manager Christine Nelson, Brand Manager Rich Anthony and Production Director Mike Sullivan participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Career Day April 11, 2012	Schmitt Elementary School The White River Broadcasting Company participated in the career day talking with students on the job opportunities within the broadcast industry and the importance of their overall education – White River Broadcasting Director of Programming John Foster participated in the career day and represented all Findlay Publishing Company radio stations
	Internship January 24, 2012 through April 20, 2012	The Findlay Publishing Company participated in an intern program with a student from Bluffton University – the student was involved in various duty within the programming, sales, marketing and administrative departments of WFIN, WKXA and WBUK Radio and represented all Findlay Publishing Company radio stations

10	Dana Chair Presentation April 25, 2012	University of Findlay Findlay Publishing Company Vice President David Glass, participated in a presentation to University of Findlay business students regarding job opportunities within the communications industry
14	EEO Training April 25, 2012	The Conclave Findlay Publishing Company Vice President Kurt Heminger participated in the webinar where current EEO issues and suggested guidelines for hiring, pay, promotion and discharge of employees were reviewed and discussed - representing all Findlay Publishing Company radio stations
1	Participation in Job Expo May 9, 2012	Wyandot County Job Fair The Findlay Publishing Company had booth space and provided promotion of the event through a pre-promotional advertising campaign and a remote broadcast – Findlay Publishing Company Human Resource Manager John Dee represented all Findlay Publishing Company radio stations
4	Participation in Career Day May 10, 2012	Center Middle School White River Director of Programming John Foster spoke to approximately 100 middle school 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
7	Richard E. Daugherty Scholarship May 15, 2012	Daugherty Scholarship Selection Kurt Heminger, Findlay Publishing Company Vice President, 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

10	Findlay High School Communications Final Exam Interviews May 18, 2012	Kurt Heminger, Findlay Publishing Company Vice President and John Dee, Findlay Publishing Company Human Resource Manager – participated in the school’s final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations
7	The Ohio Association of Broadcasters Kids Scholarship June 7, 2012	OAB Kids Scholarship Selection David Glass, Findlay Publishing Company Vice President, participated in the selection process of the recipient of a scholarship for college students – representing all Findlay Publishing Company radio stations
1	Participation in Career Fair July 27, 2012	Indiana Broadcasters Association The White River Broadcasting Company participated in the Indiana Black Expo Employment Opportunity Fair by providing event pre-promotion announcements and booth space – WCSI/WKKG/WINN/WWY General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair October 5, 2012	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA’s Fall Job Fair by providing event pre-promotion announcements and booth space – WRBI General Manager Ron Green participated in the job fair and represented all Findlay Publishing Company radio stations

1	Participation in Job Fair October 10, 2012	College and Career Center The White River Broadcasting Company participated in the Career and Internship Fair – White River Broadcasting Brand Managers Rich Anthony, Brad Jackson and Director of Programming John Foster participated in the career fair and represented all Findlay Publishing Company radio stations
14	Participation in Webinar October 18, 2012	OAB Human Resources Webinar OAB's counsel of Vorys, Sater, Seymour and Pease LLP discussed an Employment Law Issues –Findlay Publishing Company Vice President David Glass, Findlay Publishing Company Vice President Kurt Heminger and Findlay Publishing Company Human Resource Manager John Dee participated in the webinar – representing all Findlay Publishing Company radio stations
1	Participation in Job Fair November 1, 2012	University of Findlay The Findlay Publishing Company had booth space– Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations
4	Participation in Radio Production Presentation December 11, 2012	Bluffton University The Blanchard River Broadcasting Company participated in a radio production presentation and talking with students on the job opportunities within the broadcast industry – WFIN/WKXA/WBUK Brand Managers Eric Siewert and Dave Crosser participated in the event and represented all Findlay Publishing Company radio stations

10	Findlay High School Communications Final Exam Interviews December 20, 2012	Kurt Heminger, Findlay Publishing Company Vice President participated in the school's final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations
1	Participation in Job Fair March 12, 2013	University of Findlay The Findlay Publishing Company had booth space – Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair March 16, 2013	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Spring Job Fair by providing event pre-promotion announcements and booth space – WCSI/WKKG/WINN/WWY General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations
10	Participation in Mentoring Program 2012-2013 School Year	Batesville High School WRBI participates in a mentoring program for high school juniors and seniors who are interested in a career in the communications field – WRBI News Director Mary Mattingly coordinates the program for White River Broadcasting
6	Continuing Outreach	WKKG (wkkg.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: (http://www.fpcjobconnection.com/currentjobs.htm)
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.