

**EEO PUBLIC FILE REPORT**

**FOR**

**WKKG  
Columbus, IN**

This EEO Public File Report  
Covers the One-Year Period  
Ending on March 31, 2017

## 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, 2017, the station filled the following full-time vacancies:

- 1) Marketing Consultant
- 2) WKKG Morning Show Co-Host

The radio station interviewed a total of 29 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	1
WKKG On-Air Recruitment	4
WINN On-Air Recruitment	0
WWWY On-Air Recruitment	0
WCSI Website Banner	0
WKKG Website Banner	2
WINN Website Banner	0
WWWY Website Banner	1
In-House Promotion	0
Personal Referral/Word of Mouth	4
In-House Posting	0
Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Fair	0
Indiana Broadcasters Association Job Bank	8
Illinois Broadcasters Association Job Bank	0
National Association of State Broadcasters Association Job Bank	0
The Republic	1

Facebook Ad	4
Broadcast Compliance Services	0
Ohio/Illinois Center for Broadcasting Job Bank	0
Indiana Radio Watch Job Bank	1
Radio Business Report Job Bank	0
Findlay Publishing Company Job Connection	2
indeed.com	1
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:**

WKKG On-Air

**Date Vacancy Opened:** April 29, 2016

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

14

**Date Vacancy Filled:** June 20, 2016

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
WCSI On-Air Recruitment	3212 Washington Street Columbus, IN 47203	John Foster	812-372-4448	1	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47203	John Foster	812-372-4448	3	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	John Foster	812-372-4448	0	No
WWWY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	John Foster	812-372-4448	0	No
wcsiradio.com banner ad	wcsiradio.com	Kevin Pancake	419-422-5151	0	No
wkkg.com banner ad	wkkg.com	Kevin Pancake	419-422-5151	2	No
1061theriver.com banner ad	1061theriver.com	Kevin Pancake	419-422-5151	1	No
win1049.com banner ad	win1049.com	Kevin Pancake	419-422-5151	0	No
The Republic	333 Second Street Columbus, IN 47201	Kevin Pancake	419-422-5151	1	No

Personal Contact	3212 Washington Street Columbus, IN 47203	Bob Morrison	812-372-4448	0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No
Facebook Ad	facebook.com			4	No
Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opportunities	Dave Arland	317-770-0970	1	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Bob Morrison	812-372-4448	0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	0	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Elizabeth Grattan	216-447-9117	0	No
Indiana Radio	indianaradio.net/	Blaine Thompson		0	No
Craigs List	craigslist.com			0	No
Indeed Job Bank	indeed.com			1	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

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** WKKG Morning Show Co-Host

**Recruitment Source That Referred the Hiree:**

IBA Job Fair

**Date Vacancy Opened:** September 14, 2015

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

15

**Date Vacancy Filled:** March 13, 2017

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
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	1	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
WWWY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Robert Morrison	812-372-4448	0	No
Personal Referral/Word of Mouth				4	No
Ohio Association of Broadcasters Job Bank	<a href="http://oab.org/jobs">oab.org/jobs</a>	Christine Merritt	614-228-4052	0	No
Indiana Broadcasters Association Job Bank	<a href="http://indianabroadcasters.org/opportunities">indianabroadcasters.org/opportunities</a>	Dave Arland	317-573-0119	7	No
Indiana Broadcasters Association Job Fair		Dave Arland	317-573-0119	0	No

National Association of State Broadcast Associations	careerpage.org/			0	No
University of Indianapolis Job Bank	http://www.uindy.edu/		317-788-3368	0	No
All Access	allaccess.com	Joel Denver	310-457-6616	0	No
Tom Taylor Job Posting	rtk-media.com	Kristy Scott	818-591-6815	0	No
Broadcast Compliance Services	bcs-ok.com		301-998-6136	0	No
Indeed Job Posting	indeed.com				
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	2	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Elizabeth Grattan	216-447-9117	0	No
Indiana Radio Watch	indianaradio.net/	Blaine Thompson		1	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

## 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	Richard E. Daugherty Scholarship April 26, 2016	Daugherty Scholarship Selection Kurt Heminger, Findlay Publishing Company Vice President and Blanchard River Broadcasting Company 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
1	Participation in Job Fair April 30, 2016	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Spring Career Fair by providing event pre-promotion announcements and booth space – White River Broadcasting Business Manager Christine Nelson participated in the job fair and represented all Findlay Publishing Company radio stations
7	The Ohio Association of Broadcasters Kids Scholarship May 12, 2016	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

1	Participation in Job Fair September 14, 2016	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 September 22, 2016	Explorers Career Exploration/Job Fair The Findlay Publishing Company had booth space— Findlay Publishing Company Human Resource Manager John Dee and Blanchard River Broadcasting General Manager Michael Holman participated in the job fair and represented all Findlay Publishing Company radio stations
4	Participation in Business Presentation Competition September 27, 2016	University of Findlay Blanchard River Broadcasting General Manager Michael Holman participated in an IA DECA business presentation competition as a judge and represented all Findlay Publishing Company radio stations
14	Participation in Employment Law Webinar November 16, 2016	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current employment laws, discrimination issues and overall employment law guidance – Findlay Publishing Company VP/Director of Broadcast David Glass, Findlay Publishing Company VP/Information Technology Manager Kurt Heminger, Findlay Publishing Company Human Resource Manager John Dee and Findlay Publishing Company Director of Finance Randy Ward participated in the webinar and represented all Findlay Publishing Company radio stations

	Participation in Mock Interview Day February 1, 2017	University of Findlay The Findlay Publishing Company participated in mock interviews to help University of Findlay students improve their interviewing skills and receive other interview feedback to enhance their interviewing techniques – Findlay Publishing Company Human Resource Manager John Dee and Blanchard River Broadcasting General Manager Michael Holman participated and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 18, 2017	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA’s Spring Career Fair by providing event pre-promotion announcements and booth space – White River Broadcasting Station Manager Robert Morrison and White River Broadcasting Business Manager Christine Nelson participated in the job fair and represented 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: ( <a href="http://www.fpcjobconnection.com/currentjobs.htm">http://www.fpcjobconnection.com/currentjobs.htm</a> )
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.