
WFMG/WKBV/WZZY

2016 EEO Compliance

Attachment C

Annual EEO Public File Report Form

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(s); **WFMG/WKBV Richmond, Indiana & WZZY Winchester, Indiana**, and is required to be placed in the public inspection files of this station, and posted on their website, if they have a website.

The information contained in the Report covers the time period beginning **April 1, 2015** to and including **March 31, 2016** (the “Applicable Period”).

The FCC’s Rule requires that this Report contain the following information:

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(s) utilized to fill the vacancy (including, if applicable, organization entitled to notification pursuant to Section 73.208(c)(1)(ii) of the EEO Rule, which should be separately identified), 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 73.2080(c)(2) of the FCC rules.

For purposes of the Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer.

Federal Communications Commission

FCC MB - CDBS Electronic Filing

Account number: 355689

**Description: 2016 BROADCAST MID-TERM RPT. FOR RODGERS
BROADCASTING CORP.**

Application Reference Number: 20160401ABP

Successfully filed at Apr 1 2016 11:51AM

Based on the information supplied, no fee is required.

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Federal Communications Commission Washington, D.C. 20534		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
FCC 397					
BROADCAST MID-TERM REPORT				FOR COMMISSION USE ONLY FILE NO. - 20160401ABP	
Legal Name of the Licensee RODGERS BROADCASTING CORP.					
Mailing Address 2301 W. MAIN STREET					
City RICHMOND		State or Country (if foreign address) IN		Zip Code 47374 - 3829	
Telephone Number (include area code) 7659626533			E-Mail Address (if available)		
FCC Registration Number 0003780350		Facility ID Number 41845		Call Sign WFMG	
TYPE OF BROADCAST STATION:	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International		Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV		
Application Purpose <input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
[Station List]					
Station List					
List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through III should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.					
Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)	
WFMG	41845	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	RICHMOND, IN	<input type="radio"/> Yes <input checked="" type="radio"/> No	
WKBV	41848	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	RICHMOND, IN	<input type="radio"/> Yes <input checked="" type="radio"/> No	

WZZY	71415	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WINCHESTER, IN	<input type="radio"/> Yes <input checked="" type="radio"/> No
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SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:

Name MARK N. LIPP		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027197503

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification].

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

Consider as "full-time" employees all those permanently working 30 or more hours a week.

Section I

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? Yes No

If yes, you do not have to file this form with the FCC. However, you have the option to complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.

CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed <i>David Rodgers</i>	Name of Respondent DAVID A. RODGERS
Title PRESIDENT	Telephone No. (include area code) 7659626533
Date 4/1/2016	

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

Section II	
RESPONSIBILITY FOR IMPLEMENTATION	
A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:	
Name: STEVEN FREY	Title: MARKET MANAGER
It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.	

Section III	
MID-TERM REPORT	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT

We have estimated that each response to this collection of information will average 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0922.

THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 1

Description: EEO PUBLIC FILE REPORTS

THE 2015 AND 2016 EEO PUBLIC FILE REPORTS ARE ATTACHED BELOW.

Attachment 1

Description
2015 EEO Public File Report
2016 EEO Public File Report

WFMG(FM), WKBV(AM), WZZY(FM)
EEO PUBLIC FILE REPORT
April 1, 2015-March 31, 2016

I. VACANCY LIST

See Master Recruitment Source List ("MRSL") for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Advertising Sales	A, C, E, I	E

WFMG(FM), WKBV(AM), WZZY(FM)
EEO PUBLIC FILE REPORT
 April 1, 2015-March 31, 2016

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

	Recruitment Sources (Name, Address, Telephone, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Indiana Work One (<i>entitled source</i>) work-one.org 710 Eastern Avenue.; Connersville IN 47331 Heather Flanigan; 765.825.8659	2
B	Rushville Republican 315 N. Main; Rushville, IN 46173 T. Biden; 800.750.5049 x 4563	0
C	On-Air Advertising: WIFE-FM 406 ½ Central Ave; Connersville IN 47331 Michelle Bottomley; 765.825.6411	1
D	On-Air Advertising: WLPK(AM) 406 ½ Central Ave; Connersville IN 47331 Michelle Bottomley; 765.825.6411	0
E	On-Air Advertising: WFMG(FM) 2301 W. Main Street; Richmond, IN 47374 Steve Frey; 765.962.6533	1
F	Indiana Broadcasters Association indianabroadcaster.org 14074 Trade Center Dr., Suite 141; Fishers, IN 46038 Gwen Piening; 800.342.6276	0
G	Monster.com 315 N. Main; Rushville, IN 46173 T. Biden; 800.750.5049 x 4563	0
H	Indiana Career Connect 710 Eastern Avenue.; Connersville IN 47331 Jared Lanich; 765.825.8581	0
I	Rush Co. Economic Development (<i>see Section III</i>) Job Fair John McCane; 765.938.3232	1
Total Number of Interviewees for All Positions		5

WFMG(FM), WKBV(AM), WZZY(FM)
EEO PUBLIC FILE REPORT
 April 1, 2015-March 31, 2016

III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)		
1	Participate in Job Fair	On Thursday, July 16, 2015, our SEU participated in the 2015 Indiana Black Expo sponsored by the Indiana Broadcasters Association. Our company's owner and General Manager manned a booth and spoke with attendees about career opportunities in radio broadcasting and job openings with the SEU.
2	Participate in Job Fair	On Tuesday, August 4, 2015, our SEU participated in the 2015 Indiana Sixth Congressional District Job Fair. Our Program Director manned a booth collecting resumes, interviewing qualified candidates and informing attendees about career opportunities in radio broadcasting and jobs openings within the SEU.
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On Thursday, September 17, 2015, a group of high school students from Whitewater Technical Career Center toured our facilities led by our Station Manager and one of our On-Air Personalities. The tour included interaction with staff members in various departments during which information about how radio stations operate and the opportunities available for a future career in broadcasting were discussed.
4	Participate in Job Fair	On Saturday, September 26, 2015, our SEU sponsored the Rush County Economic Development Job Fair. Our company's Station Manager manned a booth, collected resumes, interviewed qualified candidates and informed attendees about career opportunities in radio broadcasting and job openings within the SEU.
5	Participate in Job Fair	On Wednesday, October 14, 2015, our SEU participated in the Ivy Tech Community College for Richmond IN and Henry County IN 2015 Employment Fair. Our Operations Manager and Senior Marketing Manager manned a booth collecting resumes, interviewing qualified candidates and informing attendees about career opportunities in radio broadcasting and job openings within the SEU.