

EEO Public File Report

For

WRBI

Batesville, Indiana

This EEO Public File Report covers the one-year period ending on
March 31, 2017.

NO VACANCY
FOR THE YEAR 2016

Attachment B

EEO Option Activities

ACTIVITIES WRBI HAS ENGAGED IN THE FOLLOWING OUTREACH
ACTIVITIES DURING THE YEAR COVERED BY THIS REPORT:

Guest Lecturer -- Caz Burdette Program Director at 3 local High Schools Job
Fairs

September 20, 2016

April 12, 2016

May 3, 2016

Participation in Mentoring Program 2015-17 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/Office Manager coordinates the program for WRBI

Continuing Outreach

WRBI (wrbiradio.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions:

Outreach announcements are broadcast on WRBI the first week of each month requesting local organizations to refer qualified applications to WRBI for employment opportunities.

Opportunities In Broadcasting

WRBI conducts two (2) Reality Checks at local 7 local high schools for eighth grade students. Disseminating information as to employment opportunities and the tools necessary to gain a career in broadcasting.

EEO Public File Report

for

WRBI

Batesville, Indiana

This EEO Public file Report covers the one-year period ending on March 31, 2016.

EEO Public File Report

This EEO Public File Report is filed in WRBI's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communication Commission's (FCC) rules. During the one-year period ending on March 31, 2016, the station filled the following full-time vacancies:

- News Director
 - Vacancy Open: December 12, 2015
 - Vacancy Filled: January 4, 2016
 - Interviewees/Applicants: 3
 - Recruitment Sources:
 - WRBI Radio
 - Indiana Broadcasters Association (IBA)
 - Herald-Tribune
 - Greensburg Daily News
 - Versailles Republican
 - Osgood Journal
 - WRBI Website
- Traffic Manager
 - Vacancy Open: February 15, 2016
 - Vacancy Filled: February 22, 2016
 - Interviewees/Applicants: 9
 - Recruitment Sources:
 - WRBI Radio
 - WRBI Website
 - Indiana Broadcasters Association (IBA)

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 hire for each full-time vacancy;
- The total number of person 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

Job Title: News Director

Date Vacancy Opened: December 12, 2015

Date Vacancy Filled: January 4, 2016

Recruitment Source that referred the Hire: WRBI Radio

Total Number of Persons Interviewed for the Vacancy: 3

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source	Did the Source Request Notification?
WRBI Radio	Batesville, IN	Ronald Green	812-934-5111	1	No
Indiana Broadcasters Association (IBA)	Indianapolis, IN	Gwen Piening	800-342-6276	1	No
Herald-Tribune	Batesville, IN	Treva James	877-253-7755	0	No
Greensburg Daily News	Greensburg, IN	Treva James	877-253-7755	0	No
Versailles Republican	Versailles, IN	Linda Chandler	812-689-1111	0	No
Osgood Journal	Osgood, IN	Linda Chandler	812-689-1111	0	No
WRBI Website	Batesville, IN	Ronald Green	812-934-5111	1	No

Interviewee/Applicant Information

Interview Number	Interviewee/Applicant's Name	Referral Source
1	Darren Engleking	WRBI Radio
2	Barry A. Welsh	IBA
3	Amanda J. Westerfeld	WRBI Website

Job Title: Traffic Manager

Date Vacancy Opened: February 15, 2016

Date Vacancy Filled: February 22, 2016

Recruitment Source that referred the Hire: WRBI Radio

Total Number of Persons Interviewed for the Vacancy: 9

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source	Did the Source Request Notification?
WRBI Radio	Batesville, IN	Ronald Green	812-934-5111	4	No
Indiana Broadcasters Association (IBA)	Indianapolis, IN	Gwen Piening	800-342-6276	0	No
WRBI Website	Batesville, IN	Ronald Green	812-934-5111	5	No

Interviewee/Applicant Information

Interview Number	Interviewee/Applicant's Name	Referral Source
1	Christa Harness	WRBI Radio
2	Robin Deondra Bacle	WRBI Website
3	Cindy Hays	WRBI Radio
4	Katherine Davison	WRBI Website
5	Kimberly Kessens	WRBI Website
6	Ervin Smith	WRBI Website
7	Carol Geis	WRBI Radio
8	Tonia L. Hanson	WRBI Website
9	Bradley J. Meyer	WRBI Radio

Attachment B

EEO Option Activities

WRBI has engaged in the following outreach activities during the year covered by this report:

- Establishment of a mentoring program for station personnel.
 - A mentoring program was established between the newly hired news director and a former news director beginning in February, 2016.
- Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
 - Reality Check at Jac-Cen-Del School Corporation, October 22, 2015
 - Reality Check at East Central School Corporation, March 18, 2015
 - News Director presented "How We Find News" to Jac-Cen-Del Second Grade, April, 2015
 - News Director spoke to broadcast students at South Ripley, May, 2015
- Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
 - Batesville High School Student Derek Davidson Intern, February-May 2015
 - Batesville High School Student Amanda Westerfeld Intern, July-November 2015

**EEO PUBLIC FILE REPORT
FOR
WRBI
Batesville, IN**

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2015

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WIRE'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, 2015, the station filled the following full-time vacancies:

One full-time vacancy was filled between April 1, 2014 and March 31, 2015.

The station interviewed a total of 2 people for all full-time vacancy 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:

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 VACANCY

Job Title: News Director

**Recruitment Source that
Referred this hire: Personal Reference**

Date Vacancy Opened: January 20, 2015

**Total Number of Persons Interviewed
For this Vacancy: 2**

Date Vacancy filled: February 17, 2015

INTERVIEWEE INFORMATION

<u>Interviewee #</u>	<u>Interviewee Name</u>	<u>Referral Source</u>				
1	Hannah Carlock	Personal Reference				
2	Victoria Byers	WRBI On Air				
<u>Name of Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone</u>	<u>Total # of Interviews Referred by The Source for Vacancy</u>	<u>Did source Request Notification?</u>	
WRBI On Air Recruitment	P.O. Box 201, Batesville, IN	Ron Green	812-934-5111	2	NO	
Ohio Assoc Broadcasters	oab.org/jobs	Chrisine Merritt	614-228-4052	0	NO	
Indian Broadcasters Assoc	indianabroadcasters.org/opportunities	Linda Compton	317-573-0119	0	NO	
South Asian Journalist Assoc	saja.org		212-854-0191	0	NO	
American Women In Radio & TV	awrt.org		703-506-3290	0	NO	
Black Broadcasters Alliance	thebba.org		412-829-9788	0	NO	
California Chicano News Media Assn	cenma.org		213-437-4408	0	NO	
Emma L. Bown Foundation For Minority Interests In Media	emmabowenfoundation.com		202-637-4494	0	NO	
Personal Referral	IBA – Indiana Broadcasters Assn		317-573-0119	0	NO	

ATTACHMENT B

Menu Option Activities

WRBI has engaged in the following outreach activities during the year covered by this report:

Guest Lecturer Fairs

Caz Burdette Program Director speaks at 4 local high School Job Fairs.

***April 16, 2014**

***May 1, 2013**

***September 18, 2013**

***September 29, 2013**

Participate in Job Fair

IBA Job Fair s- General Manager Ron Green

Participation in Mentoring Program 2014-2015 School Year

WRBI Participates in a mentoring program for high school juniors and seniors who are interested in a career in the communications field – former WRBI News Director Steven Harmeyer coordinates the program for WRBI.

Continuing Outreach

WRBIRADIO.COM includes on-going recruitment ads for future on-air and marketing consultant positions.

Outreach announcements are broadcast on WRBI the first week of each month requesting local organizations to refer qualified applications to WRBI for employment opportunities.

Opportunities in Broadcasting

WRBI conducts two (2) Reality Checks each year at 7 local high schools for eighth grade students. Disseminating information as to employment opportunities and the tools necessary to gain a career in broadcasting.

**EEO PUBLIC FILE REPORT
FOR
WRBI
Batesville, IN**

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2014

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WRBI'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, 2014, the station filled the following full-time vacancies: one full-time vacancie was filled between April 1, 2012 and March 31, 2013.

The station interviewed a total of 5 people for all full-time vacancy 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:

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 VACANCY

Job Title: Office Receptionist/Traffic Manager

**Recruitment Source that
Referred this hire: Personal Reference**

Date Vacancy Opened: August 15, 2013

**Total Number of Persons Interviewed
For this Vacancy: 5**

Date Vacancy filled: August 30, 2013

INTERVIEWEE INFORMATION

Interviewee #	Interviewee Name	Referral Source
1	Jackie Fritsch	Personal Reference
2	Max Heidlidge	WRBI On Air
3	Alex Ehler	WRBI On Air
4	Miles K. R. Sharpless	WRBI On Air
5	Colleen M. Dietz	IBA Job site

<u>Name of Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone</u>	<u>Total # of Interviews Referred by The Source for Vacancy</u>	<u>Did source Request Notification?</u>
WRBI On Air Recruitment	P.O. Box 201, Batesville, IN	Ron Green	812-934-5111	3	NO
Ohio Assoc Broadcasters	oab.org/jobs	Christine Merritt	614-228-4052	0	NO
Indian Broadcasters Assoc	indianabroadcasters.org/opportunities	Linda Compton	317-573-0119	1	NO
South Asian Journalist Assoc	saja.org		212-854-0191	0	NO
American Women In Radio & TV	awrt.org		703-506-3290	0	NO
Black Broadcasters Alliance	thebba.org		412-829-9788	0	NO
California Chicano News Media Assn	cenma.org		213-437-4408	0	NO
Emma L. Bown Foundation For Minority Interests In Media	emmabowenfoundation.com		202-637-4494	0	NO
Personal Referral	IBA – Indiana Broadcasters Assn		317-573-0119	1	NO

ATTACHMENT B

Menu Option Activities

WRBI has engaged in the following outreach activities during the year covered by this report:

Guest Lecturer Fairs

Caz Burdette Program Director speaks at 4 local high School Job Fairs.

***April 17, 2013**

***May 2, 2013**

***September 19, 2013**

***September 26, 2013**

Participate in Job Fair

IBA Job Fair s- General Manager Ron Green

Participation in Mentoring Program 2012-2013 School Year

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 Steven Harmeyer coordinates the program for WRBI.

Continuing Outreach

WRBIRADIO.COM includes on-going recruitment ads for future on-air and marketing consultant positions.

Outreach announcements are broadcast on WRBI the first week of each month requesting local organizations to refer qualified applications to WRBI for employment opportunities.

Opportunities in Broadcasting

WRBI conducts two (2) Reality Checks each year at 7 local high schools for eighth grade students. Disseminating information as to employment opportunities and the tools necessary to gain a career in broadcasting.

**EEO PUBLIC FILE REPORT
FOR
WRBI
Batesville, 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 WRBI'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:

One full-time vacancie was filled between April 1, 2012 and March 31, 2013.

The station interviewed a total of 7 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:

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 VACANCY

Job Title: Office Receptionist/Traffic Manager

**Recruitment Source that
Referred this hire: Personal Reference**

Date Vacancy Opened: May 14, 2012

**Total Number of Persons Interviewed
For this Vacancy: 7**

Date Vacancy filled: May 20, 2012

INTERVIEWEE INFORMATION

<u>Interviewee #</u>	<u>Interviewee Name</u>	<u>Referral Source</u>
1	Rebecca Wintz Sittloh	Personal Reference
2	Tonay Sue Garenman	Findlay Publishing Job connection site
3	Diane Gunter	WRBI On Air
4	Susan D O'Farrell	WRBI On Air
5	Heather N Amberger Hountz	WRBI On Air
6	Tracey Struewing	WRBI On Air
7	M Kathleen Bohman	WRBI On Air

<u>Name of Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Phone</u>	<u>Total # of Interviews Referred by The Source for Vacancy</u>	<u>Did source Request Notification?</u>
WRBI On Air Recruitment	P.O. Box 201, Batesville, IN	Ron Green	812-934-5111	5	NO
Personal Referral	N/A	N/A	N/A	1	NO
Findlay Publishing	fpjobconnection/currentjobs.htm	Kurth Heminger	419-422-5151	1	NO
Ohio Assoc Broadcasters	oab.org/jobs	Christine Merritt	614-228-4052	0	NO
Indian Broadcasters Assoc	indianbroadcasters.org/opportunities	Linda Compton	317-573-0119	0	NO
South Asian Journalist Assoc	saja.org		212-854-0191	0	NO
American Women In Radio & TV	awrt.org		703-506-3290	0	NO
Black Broadcasters Alliance	thebba.org		412-829-9788	0	NO
California Chicano News Media Assn	ccnma.org		213-437-4408	0	NO
Emma L. Bowen Foundation For Minority Interests In Media	emmabowenfoundation.com		202-637-4494	0	NO

ATTACHMENT B
Menu Option Activities

WRBI has engaged in the following outreach activities during the year covered by this report:

Guest Lecturer Fairs

Caz Burdette Program Director speaks at 3 local high School Job Fairs.

***April 16, 2012**

***May 1, 2012**

***September 20, 2012**

Participate in Job Fair

IBA Job Fair s- General Manager Ron Green

***October 10, 201**

***March 16, 2013**

**Participation in Mentoring Program
2012-2013 School Year**

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 WRBI.

Continuing Outreach

WRBIRADIO.COM includes on-going recruitment ads for future on-air and marketing consultant positions.

www.fpcjobconnection.com/currentjobs.htm

Outreach announcements are broadcast on WRBI the first week of each month requesting local organizations to refer qualified applications to WRBI for employment opportunities.

Opportunities in Broadcasting

WRBI conducts two (2) Reality Checks each year at 7

**local high schools for eighth grade students.
Disseminating information as to employment
opportunities and the tools necessary to gain a
career in broadcasting.**