
WFMG/WKBV/WZZY

2020 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 – Richmond, Indiana, 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, 2020** to and including **March 31, 2021** (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.

WFMG, WKBV, WZZY
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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
Marketing Representative/Advertising Sales Hired: Ken Stalling Jr. (start date 09/21/20)	2,5,10,12	10
On-air Personality/Social Media Coordinator Hired: Chloe Tyson (start date 12/07/20)	1,11	1

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Indiana Broadcasters Association indianabroadcasters.org 14074 Trade Center Drive #141; Fishers, IN 46038 Sam Klemet; 800.342.6272 sam@indianabroadcasters.org	Y	2
2	Indeed.com	N	10
3	Indiana Dept of Workforce Development workone@dwd.in.gov 715 W. 21 st St. Connersville, IN 47331 Brian Rhea/Jared Lanich 765.825.8581	Y	0
4	WFMG/WKBV www.g1013.com 2301 W Main St., Richmond, Indiana 47374 Stephen Clark 765.962.6533	N	0
5	On-Air Advertising: WFMG FM Radio 2301 W. Main St. Richmond, IN 47374 Stephen Clark; 765.962.6533	N	3
6	On-Air Advertising: WKBV AM/FM Radio 2301 W. Main. St. Richmond, IN 47374 Stephen Clark; 765.962.6533	N	0
7	WZZY www.todaysmusicmix.com 211 S Main St. Winchester, Indiana 47394 Stephen Clark 765.962.6533	N	0
8	On-Air Advertising: WZZY FM Radio 2301 W. Main. St. Richmond, IN 47374 Stephen Clark; 765.962.6533	N	0
9	Indiana Career Connect	N	0
10	Whitewater Broadcasting Job Fair	N	5
11	AllAccess.com (radio industry job posting site)	N	1
12	Virtual Veteran’s Resource and Hiring Event	N	1
13	Word of Mouth Referral	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			22

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Hosted Whitewater Broadcasting Job Fair	Whitewater Broadcasting hosted annual Whitewater Broadcasting Job Fair held in the Starr Gennett Building in Richmond on September 15, 2020. Company SEUs, including Station Manager, Stephen Clark, spoke to attendees about career opportunities in radio broadcasting. Resumes were collected from interested candidates.
2	Hosted Virtual Veteran's Resource and Hiring Event	Whitewater Broadcasting hosted a virtual Veteran's Resource event focused on employment opportunities and benefit resources for local Veteran's in our area. The campaign began on October 5, 2020 and ran through November 14, 2020. The event was conducted through our station's social media platforms. Resumes were collected from interested candidates.