
WFMG/WKBV/WZZY

2023 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, 2023**, to and including **March 31, 2024** (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.

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 April 1, 2022 – March 31, 2023

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: Clayton Hans (Hire date: 02/26/24)	1-10, 12, 13	2
On-Air broadcaster Hired: Blake Borgardt (Hire date: 08/25/23)	10, 11, 12	11

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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 Mickaela Melvin; 800.342.6272 mickaela@IndianaBroadcasters.org	Y	0
2	Indeed.com	N	0
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 Tom Schamel; 765.962.6533	N	0
5	On-Air Advertising: WFMG FM Radio 2301 W. Main St. Richmond, IN 47374 Tom Schamel; 765.962.6533	N	6
6	On-Air Advertising: WKBV AM/FM Radio 2301 W. Main. St. Richmond, IN 47374 Tom Schamel; 765.962.6533	N	0
7	WZZY www.todaysmusicmix.com 211 S Main St. Winchester, Indiana 47394 Tom Schamel; 765.962.6533	N	0
8	On-Air Advertising: WZZY FM Radio 2301 W. Main. St. Richmond, IN 47374 Tom Schamel; 765.962.6533	N	0
9	Indiana Career Connect	N	0
10	Whitewater Broadcasting Job Fair	N	3
11	AllAccess.com (radio industry job posting site)	N	13
12	Veterans Resource and Hiring Event	N	1
13	Word of Mouth Referral	Y	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			24

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Hosted Veteran's Resource and Hiring Event	Whitewater Broadcasting hosted the Veteran's Resource event focused on employment opportunities and benefit resources for local Veterans in our area. The event was on October 19, 2023. It was held with the Department of Veterans Affairs. Resumes were collected from interested candidates.
2	Attended University of Indianapolis Job Fair	Whitewater Broadcasting attended the first UIndy Job Fair held on the UIndy campus April 13, 2023. Assistant General Manager Rick Duncan spoke to attendees about career opportunities in radio broadcasting. Resumes were collected from interested candidates.
3	Attended Indiana Broadcasters Hiring Fair	Whitewater Broadcasting attended Indiana Broadcasters Hiring Fair in Carmel, IN on March 23, 2024. Sales Manager Tom Schamel spoke to attendees about career opportunities in radio broadcasting. Resumes were collected from interested candidates.