

Annual EEO Public File Report

Brothers Broadcasting Corporation stations WIBN, WLQI, and WRIN.

The purpose of this EEO Public File Report ("this Report") is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's EEO Rules.

This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations in the Brothers Broadcasting Corporation cluster:

WIBN, Earl Park, IN

WLQI, Rensselaer, IN

WRIN, Rensselaer, IN

The information contained in this Report covers full-time vacancy data and recruitment initiatives for the time period beginning March 23, 2016 to, and including, March 22, 2017

The Commission's EEO Rules require that this Report contain the following additional information:

1. A list of all full-time vacancies filled by the Station Employment Unit during the Reporting Period; identified by job title (see Appendix A);
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the Commission's EEO rules, which should be separately identified, identified by name, address, contact person, and telephone number (see Appendix B);
3. The recruitment source that referred the hiree for each full-time vacancy during the Reporting Period (see Appendix A);
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Reporting Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies (see Appendix B); and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the Commission's EEO Rules during the Reporting Period (see Appendix C).

For the purposes of this Report, a vacancy was deemed "filled" not simply when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Stations WIBN, WLQI, and WRIN are an equal opportunity employer. Stations WIBN, WLQI, and WRIN does not discriminate or permit discrimination on the basis of race or ethnicity in the placement of advertising.

APPENDIX A: VACANCIES FILLED

The following is general information on the positions filled for the reporting period.

| | Job Title | Recruitment Source Referring Hiree |
|---|---------------------------|------------------------------------|
| 1 | ON AIR PERSONALITY - WIBN | EMPLOYEE REFERRAL |
| 2 | SALES PERSON – WRIN/WLQI | EMPLOYEE REFERRAL |
| 3 | SALES PERSON - WIBN | REHIRE |
| 4 | | |

APPENDIX B: DETAILED VACANCY INFORMATION

The following is detailed information on the recruiting sources used for the positions filled above.

POSITION: ON AIR PERSONALITY - REFERRAL SOURCE(S) OF HIREE: WIBN
WEB SITE EMPLOYEE REFERRAL

| NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY | CONTACT PERSON | ADDRESS | PHONE NUMBER | # OF INTERVIEWEES REFERRED | DID RECRUITMENT SOURCE REQUEST NOTIFICATION |
|--|----------------|---------------------------|--------------|----------------------------|---|
| AIR COMMERCIAL WIBN | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 765-385-2373 | 0 | NO |
| WIBN WEB SITE 981wibn.com | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 219-866-4104 | 1 | NO |

POSITION: SALES - WRIN/WLQI REFERRAL SOURCE(S) OF HIREE: EMPLOYEE REFERRAL

| NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY | CONTACT PERSON | ADDRESS | PHONE NUMBER | # OF INTERVIEWEES REFERRED | DID RECRUITMENT SOURCE REQUEST NOTIFICATION |
|--|----------------|-----------------------------|---------------|----------------------------|---|
| EMPLOYEE REFERRAL | JOHN BALVICH | PO BOX D RENSSEAER IN 47978 | 2519-866-4104 | 1 | NO |
| AIR COMMERCIAL WRIN | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |
| WLQI FACEBOOK 97.7 FM WLQI, THE "Q" | JOHN BALVICH | BOX D, RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |
| AIR COMMERCIAL - WLQI | JOHN BALVICH | BOX D, RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |

**POSITION: SALES – WIBN
COMMERCIAL REHIRE**

SOURCE(S) OF HIREE: WIBN AIR

| NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY | CONTACT PERSON | ADDRESS | PHONE NUMBER | # OF INTERVIEWEES REFERRED | DID RECRUITMENT SOURCE REQUEST NOTIFICATION |
|--|----------------|---------------------------------|--------------|----------------------------|---|
| AIR COMMERCIAL WIBN | JOHN BALVICH | BOX D RENSSEALER IN 47978 | 219-866-4104 | 1 | NO |
| AIR COMMERCIAL WRIN | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |
| AIR COMMERCIAL WLQI | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |
| WIBN WEB SITE 981wibn.com | JOHN BALVICH | BOX D RENSSELAER IN 47978 | 219-866-4104 | 0 | NO |

Total number of Interviewees Referred: For the period from March 23, 2016 to March 22, 2017 this Employment Unit interviewed 3 interviewees for full-time job vacancies.

APPENDIX C: SUPPLEMENTAL RECRUITMENT INITIATIVES

The following is a brief summary of the Supplemental Recruitment Initiatives undertaken during the period covered by this report.

BROTHERS BROADCASTING CORPORATION INTERNSHIP PROGRAM:

WIBN, WLQI, and WRIN radio, collectively known herein as Brothers Broadcasting Corporation, offers internships to any high school and college students interested in pursuing a career in the broadcasting industry. This program is designed to allow students to apply their formal course work in a day-to-day setting, which provides the intern the opportunity to acquire the skills needed for broadcast employment. The stations hosted interns from St. Joseph College, Collegeville IN. For those interested in an internship, contact WIBN at (765) 385-2373 or WLQI/WRIN at 219-866-4104.

COMMUNITY/CONTACT INFORMATION:

Brothers Broadcasting Corporation regularly posts community events and information on our Facebook pages and WIBN web site 981wibn.com, WLQI web site wlqi977.com and WRIN web site 1560bearcountry.com Stations also broadcasts community events and information on air during the broadcast day, which links the community to area activities, etc.

RADIO STATION TOURS

WRIN WLQI & WIBN gave 3 tours this year to local schools, boy & girl scouts and other groups. The tours offer an opportunity for citizens to learn how a radio station works including job opportunities in the various departments. The tours are at the stations facilities and are given by staff members.

Tour on Tuesday November 15, 2016 at 4:30 P.M. Cub Scouts, Rensselaer, Indiana

Tour on Monday January 23, 2017 at 5:00 P.M. Boy Scouts, Rensselaer, Indiana

Tour on Thursday February 2, 2017 at 10:00 A.M. Retired Iron Farmers, Rensselaer Indiana

JOB FAIRS:

Brothers Broadcasting participated in Greater Lafayette Commerce Business Expo at 4 Points by Sheraton West Lafayette Indiana on Thursday April 7, 2016. Opportunities in radio broadcasting were discussed and company accepted employment applications.

Brothers Broadcasting participated in the Greater Lafayette Chamber Class of 2016 Job Fair Tuesday April 26, 2016 at the Tippecanoe County 4-H Fairgrounds, West Pavilion. Opportunities in radio broadcasting and sales were explained. Company accepted employment applications.

Brothers Broadcasting participated in the Annual IBA Spring Career Fair at the Marriott Indianapolis North Hotel in Indianapolis on Saturday April 30, 2016. Opportunities in radio broadcasting and sales were discussed and company accepted employment applications.

Brothers Broadcasting participated in JA Biztown Job Fair at Rensselaer Central High School Rensselaer Indiana on Friday February 17, 2017. Opportunities in radio broadcasting were encouraged and explained and the company accepted employment applications.

JOB SHADOW

WRIN & WLQI in conjunction with local area colleges offers job shadowing to communication students. College students are invited to participate in various day parts as to the functions of the station on a daily basis. Students also participated in community events and remotes on the weekends. WRIN & WLQI invites students from the local High Schools to job shadow in the

morning shows. WRIN& WLQI serves 7 area Counties Schools and the purpose was to educate the students in the operation of a radio station

Brothers Broadcasting is currently working with Work One of Indiana, providing a young adult with job skills in a radio broadcasting experience. His hopes are to be in radio broadcasting and completing his GED.

APPENDIX D: EEO CONTACT INFORMATION FOR EMPLOYMENT UNIT

Mailing Address: Brothers Broadcasting Corp.

WRIN/WLQI/WIBN

PO Box D

Rensselaer, IN 47978

Telephone: (219) 866-4104

Contact Person/Title: John Balvich

President

E-Mail: johnb1560wrin@gmail.com

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