

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, 2018 to, and including, March 22, 2019

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 do 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– WRIN/WLQI	ON AIR COMMERCIAL WLQI
2	TRAFFIC DIRECTOR – WIBN/WLQI/WRIN	REHIRE
3	SALES MANAGER – WIBN/WLQI/WRIN	LINKEDIN

APPENDIX B: DETAILED VACANCY INFORMATION

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

POSITION: ON AIR PERSONALITY WRIN/WLQI - REFERRAL SOURCE OF HIREE: ON AIR COMMERCIAL WLQI

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
AIR COMMERCIAL WRIN	JOHN BALVICH	BOX D RENSSELAR IN 47978	219-866-4104	1	NO
AIR COMMERCIAL WLQI	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	1	NO
WLQI WEB SITE 977wlqi.com	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	0	NO

POSITION: TRAFFIC DIRECTOR- WIBN/WLQI/WRIN REFERRAL SOURCE OF HIREE: REHIRE

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
REHIRE	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL WIBN	JOHN BALVICH	BOX D RENSSEALER IN 47978	219-866-4104	0	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
RENSSELAER REPUBLICAN	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	1	NO

POSITION: SALES MANAGER- WIBN/WLQI/WRIN REFERRAL SOURCE OF HIRE: LINKEDIN

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
LINKEDIN	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL WIBN	JOHN BALVICH	BOX D RENSSEALER IN 47978	219-866-4104	0	NO
ZIPRECRUITER	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
INDEED.COM	JOHN BALVICH	BOX D RENSSELAER IN 47978	219-866-4104	1	NO

Total number of Interviewees Referred: For the period from March 23, 2018 to March 22, 2019 this Employment Unit interviewed 6 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, have established an internship program to allow students to apply their formal course work in a day-to-day setting. The program is offered 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. For those interested in an internship, contact WIBN at [\(765\) 385-2373](tel:7653852373) or WLQI/WRIN at [219-866-4104](tel:2198664104).

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 broadcast community events and information on air during the broadcast day, which links the community to area activities, etc.

Brothers Broadcasting Corporation participated in an Indiana Blood Drive held at Franciscan Hospital in Rensselaer on Tuesday February 19, 2019. Registered 38 people and collected 26 units of blood for the commitment to help local citizens.

RADIO STATION TOURS FOR COMMUNITY GROUPS INTERESTED IN BROADCASTING

WRIN WLQI & WIBN gave 2 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 April 24, 2018, Remington Library Homeschooled children

Tour on Wednesday October 17, 2018, Boy Scouts Troop Rensselaer

JOB FAIRS:

Brothers Broadcasting participated in Community Job Fair at Jasper County Fairgrounds on Saturday May 23, 2018. Opportunities in radio broadcasting were discussed and company accepted employment applications.

Brothers Broadcasting participated in the Indiana Broadcasters Association Job Fair on Wednesday September 19, 2018. Opportunities in radio broadcasting and sales were explained. Company accepted employment applications.

Brothers Broadcasting participated in Kankakee Valley School Job Fair at the Kankakee Valley High School on Thursday September 27, 2018. Opportunities in radio broadcasting were encouraged and explained and the company accepted employment applications.

Brothers Broadcasting participated in the Fall Job Fair at the Harold and Jean Miner South Extension in Watseka Illinois on Thursday November 15, 2018. Opportunities in radio broadcasting and sales were explained. Company accepted employment applications.

JOB SHADOW

WRIN & WLQI in conjunction with local area colleges offers job shadowing to communication students. College students were invited to participate in various day parts as to the functions of the station on a daily basis. WRIN & WLQI also invited 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.

**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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