

2013

## **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, 2012 to, and including, March 22, 2013

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	SALES PERSON - WIBN	EMPLOYEE REFERRAL
2	SALES PERSON - WIBN	EMPLOYEE REFERRAL
3	SALES PERSON – WIBN	AIR COMMERCIAL WIBN
4	SALES PERSON – WIBN	EMPLOYEE REFERRAL
5	SALES/ON AIR PERSON – WIBN	EMPLOYEE REFFERRAL
6	SALES PERSON – WRIN/WLQI	RENSSELAER REPUBLICAN
7	SALES PERSON - WRIN/WLQI	INDUSTRY REFERRAL
8	SALES PERSON – WRIN/WLQI	AIR COMMERCIAL WLQI
9	SALES PERSON – WRIN/WLQI	KV POST NEWSPAPER

## APPENDIX B: DETAILED VACANCY INFORMATION

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

POSITION: SALES - WIBN 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
WIBN WEBSITE	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
AIR COMMERCIAL-WIBN	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
EMPLOYEE REFERRAL	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
LAFAYETTE JOURNAL & COURIER		217 N. 6 <sup>TH</sup> ST LAFAYETTE, INDIANA	765-456-3223	2	NO

POSITION: SALES - WIBN 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
WIBN WEBSITE	JOHN BALVICH	BOX D, RENSSELAER, IN 47978	219-866-4104	3	NO
EMPLOYEE REFERRAL	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL – WIBN	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL – WLQI	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
SHOPPER NEWS	JOHN BALVICH	BOX D, RENSSELAER, IN 47978	219-866-4104	1	NO



**POSITION: SALES - WIBN****REFERRAL SOURCE(S) : AIR COMMERCIAL WIBN**

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
LIFE EMPLOYMENT SERVICE	CHARLIE HOOVLER	600 LIFE BLDG, 300 MAIN ST LAFAYETTE IN 47901	765-741-0278	2	NO
AIR COMMERCIAL – WIBN	JOHN BALVICH	BOX D RENSSELAER INDIANA	219-866-4104	1	NO
WIBN WEBSITE	JOHN BALVICH	BOX D RENSSELAER INDIANA	219-866-4104	2	NO
LAFAYETTE JOURNAL & COURIER		217 N. 6 <sup>TH</sup> ST LAFAYETTE INDIANA	765-456-3223	1	NO

**POSITION: SALES - WIBN****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
AIR COMMERCIAL – WRIN	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL - WLQI	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL – WIBN	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
EMPLOYEE REFERRAL	JOHN BALVICH	BOX D RENSSELAER, INDIANA 47978	219-866-4104	1	NO

**POSITION: SALES/ON AIR - WIBN RERRAL 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
AIR COMMERCIAL - WIBN	JOHN BALVICH	BOX D, RENSSELAER, IN 47978	219-866-4104	1	NO
EMPLOYEE REFERRAL	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
LAFAYETTE JOURNAL & COURIER		217 N. 6 <sup>TH</sup> LAFAYETTE, INDIANA 47901	765-456-3223	2	NO
WEBSITE ALLACCESS.COM	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	4	NO

**POSITION: SALES - WRIN/WLQI REFERRAL SOURCE(S) OF HIREE: RENSSELAER REPUBLICAN**

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, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL-WLQI	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
RENSSELAER REPUBLICAN	LAURA MORRICAL	117 N. RENSSELAER, RENSSELAER IN 47978	219-866-5111	3	NO
SHOPPER NEWS		117 N. RENSSELAER, RENSSELAER, IN 47978	219-866-5111	1	NO
KV POST NEWSPAPER	LAURA MORRICAL	117 N. RENSSELAER, RENSSELAER IN 47978	219-866-5111	2	NO

**POSITION: SALES - WRIN/WLQI**  
**REFERRAL**

**REFERRAL SOURCE(S) OF HIREE: INDUSTRY**

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
KV POST NEWSPAPER	LAURA MORRICAL	117 N RENSSELAER, RENSSELAER, IN 47978	219-866-5111	2	NO
RENSSELAER REPUBLICAN	LAURA MORRICAL	117 N. RENSSELAER, RENSSELAER, IN 47978	219-866-5111	1	NO
REFERRAL	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	1	NO
AIR COMMERCIAL – WIBN	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
AIR COMMERCIAL – WLQI	JOHN BALVICH	BOX D, RENSSELAER, IN 47978	219-866-4104	1	NO

**POSITION: SALES - WRIN/WLQI**  
**COMMERCIAL-WLQI**

**REFERRAL SOURCE(S) OF HIREE: 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, RENSSELAER IN 47978	219-866-4104	2	NO
AIR COMMERCIAL - WLQI	JOHN BALVICH	BOX D, RENSSELAER IN 47978	219-866-4104	2	NO
KV POST NEWSPAPER	LAURA MORRICAL	117 N. RENSSELAER, RENSSELAER, IN 47978	219-866-5111	1	NO
WIBN WEBSITE	JOHN BALVICH	BOX D, RENSSELAER, RENSSELAER, IN 47978	219-866-4104	1	NO
AUCTION PLUS SHOPPER		827 N. HALLECK, DEMOTTE, INDIANA 46310	219-987-5111	1	NO
KV WORKS	TERRI JORDAN	116 N. VAN RENSSELAER, RENSSELAER, IN 47978	219-866-4330	1	NO



**POSITION: SALES –WRIN/WLQI**

**REFERRAL SOURCE(S) OF HIRE: KV POST NEWSPAPER**

NAME OF ORGANIZATION NOTIFIED OF JOB VACANCY	CONTACT PERSON	ADDRESS	PHONE NUMBER	# OF INTERVIEWEES REFERRED	DID RECRUITMENT SOURCE REQUEST NOTIFICATION
AIR COMMERCIAL – WLQI	JOHN BALVICH	BOX D, RENSSELAER, IN 47978	219-866-4104	2	NO
KV POST NEWSPAPER		117 N. VAN RENSSELAER, RENSSELAER, IN 47978	219-866-5111	1	NO
ACTION PLUS SHOPPER	JOHN BALVICH	827 N. HALLECK, DEMOTTE, INDIANA 46310	219-987-5111	1	NO
KV WORKS	TERRI JORDAN	116 N. VAN RENSSELAER, RENSSELAER IN 47978	219-866-4330	1	NO

**Total number of Interviewees Referred: For the period from March 23, 2012 to March 22, 2013 this Employment Unit interviewed 63 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 are currently hosting interns from West Central High School, Francesville, Indiana. The stations are also currently hosting an intern from Olivet Nazarene College, Bourbonnais, Illinois. 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. 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 6 tours this year to local schools, boy & girl scouts and other groups. The tours offer an opportunity for young people 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.

### ***JOB FAIRS:***

Brothers Broadcasting participated in a Career Day on Tuesday April 10, 2012 at Kankakee Valley High School, in Demotte Indiana. Job opportunities in broadcasting were encouraged and explained. The company accepted employment applications.

Brothers Broadcasting participated in Broadcasters Career Fair hosted by the JA Biztown at West Central High School on Tuesday October 23, 2012. Job interviewing began after applicants filled out appropriate forms for different positions in the radio broadcast industry.



### ***JOB SHADOW***

WRIN & WLQI in conjunction with local area colleges offers job shadowing to communication students. During the current year one college student participated in various day parts as to the functions of the station on a daily basis. He 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.

## **APPENDIX D: EEO CONTACT INFORMATION FOR EMPLOYMENT UNIT**

Mailing Address: Brothers Broadcasting Corporation

PO Box D

Rensselaer, Indiana 47978

Telephone Number: (219) 866-4104

Contact Person/Title: John Balvich/President

E-mail Address: [johnb1560wrin@gmail.com](mailto:johnb1560wrin@gmail.com)

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