

EEO PUBLIC FILE REPORT

FOR

**WKXA-FM
Findlay, OH**

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2016

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WKXA's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31, 2016, the station filled the following full-time vacancies:

- 1) News Anchor/Reporter
- 2) Receptionist/Traffic Coordinator
- 3) Promotions Coordinator

The radio station interviewed a total of 11 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WFIN On-Air Recruitment	1
WKXA On-Air Recruitment	2
WBUK On-Air Recruitment	0
WFIN Website Banner	0
WKXA Website Banner	2
WBUK Website Banner	0
The Courier	2
In-House Promotion	0
Employee Referral	2
In-House Posting	1
In Office Temp Employee	1
Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Fair	0
Indiana Broadcasters Association Job Bank	0
Illinois Broadcasters Association Job Bank	0
National Association of State Broadcasters Association Job Bank	0

The Republic	0
Facebook Recruitment Ad	0
Broadcast Compliance Services	0
Ohio/Illinois Center for Broadcasting Job Bank	0
Radio Business Report Job Bank	0
Findlay Publishing Company Job Connection	0
monster.com	0
indeed.com	0
All Access Job Bank	0
Radio Advertising Bureau	0
Radio Discussions Job Bank	0
Tom Taylor Radio NOW	0
South Asian Journalists Association	0
American Women in Radio & Television	0
Association for Women in Communications	0
Black Broadcasters Alliance	0
California Chicano News Media Association	0
Emma L. Bowen Foundation for Minority Interests in Media	0
International Women's Media Foundation	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
National Association of Minority Media Executives	0
National Lesbian & Gay Journalists Association	0
Native American Journalists Association	0
Native American Public Telecommunications	0
Unknown Source	0

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Anchor/Reporter

Recruitment Source That Referred the Hiree:

The Courier

Date Vacancy Opened: July 17, 2015

Total Number of Persons Interviewed for the Vacancy:

4

Date Vacancy Filled: August 10, 2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	0	No
WFIN Web Banner	wfin.com	Kevin Pancake	419-422-5151	0	No
WKXA Web Banner	wkxa.com	Kevin Pancake	419-422-5151	2	No
WBUK Web Banner	1063thefox.com	Kevin Pancake	419-422-5151	0	No
WFIN On-Air Recruitment		Mike Holman	419-422-4545	0	No
WKXA On-Air Recruitment		Mike Holman	419-422-4545	0	No
WBUK On-Air Recruitment		Mike Holman	419-422-4545	0	No
Indeed.com	indeed.com	Kurt Heminger	419-422-5151	0	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Elizabeth Gratten	216-447-9117	0	No

Indiana Broadcasters Association Job Bank	indianabroadcasters.org/opportunities	Gwen Piening	317-573-0119	0	No
Personal Referral				0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	614-228-4052	0	No
The Courier		Kevin Pancake	419-422-5151	1	No
The Review Times		Kevin Pancake	419-422-4545		
In-House Posting	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	812-372-4448	1	No
All Access Job Bank	allaccess.com	Joel Denver	310-457-6616	0	No
South Asian Journalists Association	saja.org		212-854-0191	0	No
American Women in Radio & Television	awrt.org		703-506-3290	0	No
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org			0	No
California Chicano News Media Association	ccnma.org		213-437-4408	0	No
Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		202-637-4494	0	No
International Women's Media Foundation	iwmf.org		202-496-1992	0	No
National Association of Black Journalists	nabj.org		301-445-7100	0	No
National Association of Hispanic Journalists	nahj.org		202-662-7145	0	No
National Association of Minority Media Executives	namme.org		703-854-7178	0	No

National Lesbian & Gay Journalists Association	nlgja.org		202-588-9888	0	No
Native American Journalists Association	naja.com		605-677-5282	0	No
Native American Public Telecommunications	nativetelcom.org		402-472-3522	0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Receptionist/Traffic Coordinator

Recruitment Source That Referred the Hiree:

The Courier

Date Vacancy Opened: October 19, 2015

Total Number of Persons Interviewed for the Vacancy:

7

Date Vacancy Filled: November 23, 2015

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
The Courier	701 West Sandusky Street Findlay, OH 45840	Kevin Pancake	419-422-5151	1	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	0	No
In-House Posting	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	419-422-4545	0	No
WFIN On-Air Recruitment	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	419-422-4545	1	No
WKXA On-Air Recruitment	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	419-422-4545	2	No
WBUK On-Air Recruitment	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	419-422-4545	0	No
WFIN Website Banner Ad	wfin.com	Kevin Pancake	419-422-4545	0	No
WKXA Website Banner Ad	wkxa.com	Kevin Pancake	419-422-4545	0	No
WBUK Website Banner Ad	1063thefox.com	Kevin Pancake	419-422-4545	0	No

Employee Referral		Mike Holman	419-422-4545	2	No
In Office Temp Employee	551 Lake Cascades Parkway Findlay, OH 45840	Mike Holman	419-422-4545	1	No
American Women in Radio & Television	awrt.org		703-506-3290	0	No
Association for Women in Communications	woncom.org		703-370-7436	0	No
Black Broadcasters Alliance	thebba.org			0	No
California Chicano News Media Association	ccnma.org		213-437-4408	0	No
Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		202-637-4494	0	No
International Women's Media Foundation	iwmf.org		202-496-1992	0	No
National Association of Black Journalists	nabj.org		301-445-7100	0	No
National Association of Hispanic Journalists	nahj.org		202-662-7145	0	No
National Association of Minority Media Executives	namme.org		703-854-7178	0	No
National Lesbian & Gay Journalists Association	nlgja.org		202-588-9888	0	No
Native American Journalists Association	naja.com		605-677-5282	0	No
Native American Public Telecommunications	nativetelcom.org		402-472-3522	0	No

To: EEO File
Fr: Kurt Heminger
Dt: December 27, 2015

Radio station management determined a full-time promotions coordinator individual was required. Prior to this, a part-time employee had been fulfilling a portion of the duties of this position. A full recruitment campaign was not conducted for this position due to the fact the existing part-time promotions coordinator was an individual who possessed the skills, experience and abilities needed for this position. Station management felt a recruitment campaign would not generate a more qualified promotions coordinator candidate. The individual was promoted to fulltime status on December 27, 2015.

ATTACHMENT B

MENU OPTION ACTIVITIES

Radio Station WKXA has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
7	Richard E. Daugherty Scholarship May 3, 2015	Daugherty Scholarship Selection Kurt Heminger, Findlay Publishing Company Vice President and Blanchard River Broadcasting Company Brand Manager Bill Rice participated in the selection process of the recipient of a scholarship for college students enrolled in the broadcast/music/arts field – representing all Findlay Publishing Company radio stations
1	Participation in Job Fair September 3, 2015	University of Findlay The Findlay Publishing Company had booth space– Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair October 3, 2015	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA’s Fall Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting Business Manager Christine Nelson participated in the job fair and represented all Findlay Publishing Company radio stations

1	Participation in Job Expo October 6, 2015	U.S. Army/Putnam County Education Service Center “Bridge The Gap” The Blanchard River Broadcasting Company had booth space and provided promotion of the event through a pre-promotional announcements and booth space – Blanchard River Broadcasting General Manager Mike Holman and WBUK Brand Manager Eric Siewert represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 9, 2016	University of Findlay The Findlay Publishing Company had booth space– Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair March 30, 2016	Columbus Learning Center The White River Broadcasting Company participated in the Columbus Learning Center Job/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting Station Manager John Foster and White River Broadcasting Brand Managers Brad Jackson, Kelsey James and Rich Anthony participated in the job fair and represented all Findlay Publishing Company radio stations
7	Richard E. Daugherty Scholarship April 26, 2016	Daugherty Scholarship Selection Kurt Heminger, Findlay Publishing Company Vice President and Blanchard River Broadcasting Company Brand Manager Bill Rice participated in the selection process of the recipient of a scholarship for college students enrolled in the broadcast/music/arts field – representing all Findlay Publishing Company radio stations

1	Participation in Job Fair April 30, 2016	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Spring Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting Business Manager Christine Nelson participated in the job fair and represented all Findlay Publishing Company radio stations
7	The Ohio Association of Broadcasters Kids Scholarship May 12, 2016	OAB Kids Scholarship Selection David Glass, Findlay Publishing Company Vice President, participated in the selection process of the recipient of a scholarship for college students – representing all Findlay Publishing Company radio stations
6	Continuing Outreach	WKXA (wkxa.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: (http://www.fpcjobconnection.com/currentjobs.htm)
6	Continuing Outreach	Outreach announcements are broadcast on WKXA the first week of each month requesting local organizations to refer qualified applicants to White River Broadcasting for employment opportunities

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);

7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.