

EEO PUBLIC FILE REPORT

FOR

**WKXA
Findlay, OH**

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2023

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, 2023, the station filled the following full-time vacancies:

WBUK Afternoon Announcer/Assistant Program Director

The radio station interviewed a total of 3 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>
---------------------------	--

None used due to no openings.

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

To: EEO File
Fr: Kurt Heminger
Dt: September 27, 2022

The WBUK Afternoon Announcer/Assistant Program Director position became available due the resignation of our previous Afternoon Announcer/Assistant Program Director on August 5, 2022. A full recruitment campaign was not conducted for this position due to the fact two current part-time announcers and another outside individual possessed the skills and experience needed for this position. These three individuals were interviewed and promoting one of the current part-time associates was justified. Station management felt a full recruitment campaign would not generate any additional qualified candidates. The selected individual's first date of employment was September 26, 2022.

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
14	Participation in Cultivating More Inclusive Work Environments Training Webinar June 15, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on the challenges, opportunities and responsibilities of an equitable and inclusive work culture – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
14	Participation in FCC EEO Rules Training July 12, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current FCC EEO rules – Findlay Publishing Company VP Kurt Heminger and Findlay Publishing Company VP/Director of Broadcast David Glass participated in the webinar and represented all Findlay Publishing Company radio stations
14	Participation in Hiring & Retaining Diverse Talent Training Webinar August 11, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on the challenges, opportunities and responsibilities of an equitable and inclusive work culture – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations

4	Participation in Career Fair October 3, 2022	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Bob Morrison participated in the career fair and represented all Findlay Publishing Company radio stations
14	Participation in Employment Law Webinar November 2, 2022	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current employment laws, “The Great Resignation”, “Quiet Quitting”, EEOC and OSHA updates – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
4	Job Shadow November 8, 2022	WKXA Program Director/Brand Manager Rex Bibler hosted a Van Buren High School student on careers in the field of broadcasting – topics included the various occupations available in broadcasting, education requirements and a general question and answer session – and represented all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews December 13, 2022	Findlay Publishing Company VP Kurt Heminger participated in the school's final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations

14	Participation in Workers Compensation Law Webinar February 10, 2023	Eastman & Smith, LTD. The Findlay Publishing Company participated in a seminar on current workers compensation employment laws – Findlay Publishing Company VP Kurt Heminger participated in the seminar and represented all Findlay Publishing Company radio stations
4	Participation in Career Day March 15, 2023	Tiffin University STEAM Career Fair Blanchard River Broadcasting General Manager Mike Holman spoke to students on careers in the field of broadcasting – topics included the various occupations available in broadcasting, education requirements and a general question and answer session
4	Participation in Career Fair March 25, 2023	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA’s Career/Internship Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Bob Morrison participated in the career fair and represented all Findlay Publishing Company radio stations
7	Richard E. Daugherty Scholarship March 31, 2022	Daugherty Scholarship Selection Findlay Publishing Company VP Kurt Heminger and WFIN 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

10	Findlay High School Communications Final Exam Interviews May 16, 2023	Findlay Publishing Company VP Kurt Heminger participated in the school's final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations
4	Cory-Rawson Middle School The Amazing Shake May 24, 2023	WKXA Program Director/Brand Manager Rex Bibler interviewed the 3 finalists in front of an audience at Cory-Rawson Middle School – The Amazing Shake is a live competition that utilizes community leaders and role models in the school to teach students about professional skills for success – representing all Findlay Publishing Company radio stations -
7	The Ohio Association of Broadcasters Kids Scholarship May 30, 2023	OAB Kids Scholarship Selection Findlay Publishing Company VP/Director of Broadcast David Glass participated in the selection process of the recipient of a scholarship for college students – representing all Findlay Publishing Company radio stations
6	Continuing Outreach	The WKXA (wkxa.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: (https://fpcjobconnection.com/)
6	Continuing Outreach	Outreach announcements are broadcast on WKXA the first week of each month requesting local organizations to refer qualified applicants to Blanchard 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.