

Kaspar Broadcasting Co., Inc. is an Equal Opportunity Employer and we encourage all qualified persons of any race, ethnicity, gender, religion, and age to apply for job vacancies.

## WILO-AM      WSHW-FM ANNUAL EEO PUBLIC FILE REPORT – 2016

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the Federal Communication Commission’s 2002 Equal Employment Opportunity Rule. This report has been prepared on behalf of the Station Employment Unit (Kaspar Broadcasting Co., Inc.) that is comprised of the following stations:

WILO-AM Frankfort, IN  
WSHW-FM Frankfort, IN

The FCC requires this Report be placed in the public inspection files of these stations, and posted on their websites. The information contained in the Report covers the time period beginning April 1, 2015 to March 31, 2016.

1. There was one full-time hire during this reporting period:

| Position | Position Title |
|----------|----------------|
| # 1      | Sales          |

2. The recruitment sources used to fill these vacancies:

| <i>Recruiting Source</i>   | <i>Phone Number</i> | <i>Contact Name</i>  | <i>Address</i> | <i>City</i> | <i>State</i> | <i>ZIP</i> | <i>Fax Number</i> |
|--|---------------------|--|----------------|-------------|--------------|------------|-------------------|
| <b>POSITION # 1</b>  |                     |  |                |             |              |            |                   |
| Central Indiana Newspaper Group<br>* Frankfort Times (5/wk)<br>* monster.com (30 days) | 800-356-4262        | ECHOMEDIA.COM<br>classifieds@thehp.com<br>Keonna Jones           |                |             | MI           |            | 269-429-8344      |
| Kokomo Perspective newspaper<br>* Wed. issue only                                      | 765-452-0055        | Kathy McCarter cell: 765-437-0430<br>kathy@kokomoperspective.com | 209 N Main St  | Kokomo      | IN           | 46901      | 765-457-7209      |
| Indeed.com<br>* www.indeed.com   | 800-462-5842        |  |                |             |              |            |                   |

|  |              |             |                                  |           |    |       |              |
|--|--------------|-------------|----------------------------------|-----------|----|-------|--------------|
| WSHW 99.7FM<br>* on-air announcements<br>* <a href="http://www.shine99.com">www.shine99.com</a>  | 765-659-3338 | Russ Kaspar | 1401 W Barner St<br>P.O. Box 545 | Frankfort | IN | 46041 | 765-654-3484 |
| WILO 1570AM & WILO2 94.1FM<br>* on-air announcements<br>* <a href="http://www.clintoncountydailynews.com">www.clintoncountydailynews.com</a> | 765-659-3338 | Russ Kaspar | 1401 W Barner St<br>P.O. Box 545 | Frankfort | IN | 46041 | 765-654-3484 |
| employee referral  | 765-659-3338 | Russ Kaspar | 1401 W Barner St<br>P.O. Box 545 | Frankfort | IN | 46041 | 765-654-3484 |
| general inquiry  |              |             |                                  |           |    |       |              |
| unknown  |              |             |                                  |           |    |       |              |

3. Recruitment source for each full-time position filled:

| Recruitment Source | # 1 Sales |
|--------------------|-----------|
| Indeed.com         | X         |

4. Data reflecting the total number of persons interviewed for full-time vacancies and the recruitment sources used:

| Position  | Indeed.com | WILO/WSHH<br>on-air announcements<br>or websites | Employee<br>Referral | General<br>Inquiry | Unknown | Total # of<br>Persons<br>Interviewed |
|-----------|------------|--|----------------------|--------------------|---------|--------------------------------------|
| # 1 Sales | 12         | 2  | 3                    | 2                  | 2       | 21                                   |

5. A list and brief description of initiatives undertaken to satisfy the requirements to complete four menu options within a two-year period:

Toward Initiative #2 – Hosting of at least one job fair.

- Kaspar Broadcasting held a Job Fair March 22, 2016 at our location. The event was publicized with on-air promos on WILO & WSHW, with notices on our websites [www.shine99.com](http://www.shine99.com) and [www.clintoncountydailynews.com](http://www.clintoncountydailynews.com), with signage on our office counter, and with newspaper ads placed in The Frankfort Times & Kokomo Perspective. Open positions and application materials were displayed and made available to interested people.

Toward Initiative #5 – Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

- Our company offers high school seniors and college students the opportunity to conduct their internship, required or voluntary, in radio broadcasting at our facilities. Students are afforded the opportunity to learn basic broadcasting skills, production techniques, radio & TV equipment & operations, basic FCC standards and requirements, along with news gathering, writing and producing. This year we have had 3 young people take advantage of this opportunity.
- Our company also offers “job shadow” opportunities to high school and college students.

- October 7 & 8, 2015 we held an Open House for several intern candidates identified at the September 30<sup>th</sup> Career Fair (see Initiative #10). Intern candidates were invited to the radio station to meet with our Operations Director, get a tour of the radio station, and complete some paperwork.

Toward Initiative #7 – Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

- During the month of February 2016, ads promoting a scholarship to college students offered by the International Broadcasters Idea Bank and funded by SESAC were aired on WILO & WSHW. Also, applications were made available here in the office.

Toward Initiative #10 – Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

- On September 17, 2015, our Operations Director along with help of one our interns, participated in “Careers on Wheels” at Clinton Prairie Elementary School. Vehicles associated with local businesses were displayed, and information about different careers was presented.
- On September 30, 2015, our station manager participated in the first “Clinton County Career Success Coalition’s Career Fair”. This event, open to all high school students, showed students options for careers. A sign-up sheet was available for those students interested in our intern program. The event was sponsored by the Clinton County Learning Network/Purdue Extension Office.
- On Jan. 19, 2016 our Shine 99 mascot Sunny Ray danced at convocation at Frankfort Middle School designed to introduce a new reading program to students. Two staff members were involved.

Toward Initiative #14 – Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

- Sept. 14, 2015, the Station Manager reviewed EEO regulations with Department Heads. There were 4 in attendance.

Toward Option #16 – Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

- Employment information was displayed and accessible to interested people at the WILO & Shine 99 Home, Garden & Auto Show April 10 & 11, 2015.
- Interested individuals were free to pick up employment information at our WILO Senior Citizens Fair on Sept. 23, 2015.
- On March 19, 2016, we hosted the 22<sup>nd</sup> Annual Shine 99 Woman’s Fair in Kokomo, Indiana. The station maintained a booth at the fair with information available concerning a career in radio broadcasting and a current open position with our company.
- Tours of our radio station are offered to area youth groups & families throughout the year.
- Employment and internship opportunities are listed on our websites [www.shine99.com](http://www.shine99.com) and [www.clintoncountydailynews.com](http://www.clintoncountydailynews.com).