

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 – 2017

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, 2016 to March 31, 2017.

1. There were nine full-time hires during this reporting period:

Position	Position Title
# 1	Sales - Kokomo
#2	Sales - Kokomo
#3	Sales - Kokomo
#4	Sales - Kokomo
#5	Sales - Lafayette
#6	Sales - Lafayette
#7	Telemarketing
#8	Operations Director
#9	Traffic

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>
Kokomo Area Spring Job Fair 04/07/2016 Indiana University Kokomo & Indiana University Kokomo	765-455-9301	Tracy Springer carserv@iuk.edu	Career Services 2300 S Washington St P.O. Box 9003	Kokomo	IN	46904-9003	765-455-9537
Indiana Broadcasters Assoc. * www.indianabroadcasters.org * Job Fair 04/30/2016 * Job Fair 02/18/2017	317-573-0119 800-342-6276	Gwen Piening Ext. 104 gwen@indianabroadcasters.org	3003 E 98 th St Ste#161	Indianapolis	IN	46280	317-573-0895

Kaspar Broadcasting Co., Inc. WSHW 99.7FM & WILO 1170AM * on-air announcements * www.shine99.com	765-659-3338	Russ Kaspar	1401 W Barner St P.O. Box 545	Frankfort	IN	46041	765-654-3484
Indeed.com * www.indeed.com	800-462-5842						
Ziprecruiter.com							
employee referral							
general inquiry							

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

Recruitment Source	Position #1	Position #2	Position #3	Position #4	Position #5	Position #6	Position #7	Position #8	Position #9
Indeed.com		x	x	x	x	x	x		x
Ziprecruiter.com	x								
General Inquiry								x	

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

Position	Kokomo Job Fair	IBA Job Fair	KBC On-air	Indeed.com	Ziprecruiter.com	Employee Referral	General Inquiry	Total # of Persons Interviewed
#1 Sales – Ko.	4	1		4	3	1	2	15
#2 Sales – Ko.				1				1
#3 Sales – Ko.				5		1		6
#4 Sales – Ko.				1				1
#5 Sales – Laf.				3		1	1	5
#6 Sales – Laf.			1	2			1	4
#7 Telemarketing				4		2		6
#8 Op. Dir.					1			1
#9 Traffic				3		1		4
TOTALS	4	1	1	23	4	6	4	43

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 #1 – Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

- KBC manned a booth at the Kokomo Area Spring Job Fair April 7, 2016. Attendees included students of both Ivy Tech Community College and Indiana University Kokomo who are interested in internship and employment opportunities.
- IBA hosted a Job Fair Saturday April 30, 2016. We accepted job applications at this event.
- February 18, 2017, rented and manned a booth at the Broadcasters Career/Internship Fair. We collected resumes and met with qualified candidates.

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.

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 were aired on WSHW promoting a scholarship to college students offered by the International Broadcasters.
- Also during the month of February on WSHW, we promoted the scholarship program offered to college students by the International Broadcaster Idea Bank and funded by SESAC.

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 8 & 9, 2016.
- WSHW mascot Sunny Ray & company participated in the Suncrest Elementary School’s Annual Dawg Jog to promote healthy living to their students. This event was held May 13, 2016.
- On May 24, 2016, Sunny Ray joined the Blue Ridge Elementary students at their Field Day, and to celebrate their last day of school.
- Interested individuals were free to pick up employment information at our WILO Senior Citizens Fair on Sept. 28, 2016.
- Employment and internship opportunities are listed on our websites www.shine99.com and www.clintoncountydailynews.com.