

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 – 2019

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, 2018 to March 31, 2019.

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

Position	Position Title
# 1	Sales
#2	Sales

2. The recruitment sources used to fill these vacancies:

<i>Recruiting Source</i>	<i>Phone Number</i>	<i>Contact</i>	<i>Address</i>	<i>City</i>	<i>State</i>	<i>ZIP</i>	<i>Fax Number</i>
Indiana University Kokomo Career Fair Nov. 6, 2018	765-455-9301	www.iuk.edu/jobs/AcctBuilder.html	Career Services 2300 S Washington St P.O. Box 9003	Kokomo	IN	46904-9003	765-455-9537
Indeed.com	800-462-5842	www.indeed.com					
WILO website	765-639-3338	www.clintoncountydailynews.com					
employee referral							
Boone County Chamber of Commerce	765-482-1320	director@boonechamber.org	221 N Lebanon St	Lebanon	IN	46052	

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

Recruitment Source	Position #1	Position #2
Indeed.com	x	
Employee Referral		x

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

Position	Indeed.com	Employee Referral	General Inquiry	Total # of Persons Interviewed
#1 Sales	7	2	1	10
#2 Sales	4	2	0	6
TOTALS	11	4	1	16

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.

- Kaspar Broadcasting Station Manager manned a booth at the Indiana University Kokomo Career Fair held November 6, 2018 in Carmel Indiana. Job applications were accepted at this event.

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

- Our company participated in a county-wide 5th Grade Career Day. Students from five schools participated.
- 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.
- Our company also offers “job shadow” opportunities to high school and college students.

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 2nd Annual Kaspar Media “Points of Light Volunteer Fair” held April 17, 2018 at the Clinton County 4-H Building.
- Interested individuals were free to pick up employment information at our WILO Senior Fair on Sept. 26, 2018.
- Kaspar Broadcasting continues to welcome tours of the station to community and youth groups at no charge. On January 22, 2019 Cub Scout Pack #338 visited and received a guided tour of the Frankfort studios.
- Kaspar Media held an Open House at our corporate offices in Frankfort Indiana March 20, 2019. Listeners, business partners, and community leaders were invited to tour the newly remodeled facilities.
- Employment and internship opportunities are listed on our website www.clintoncountydailynews.com.