

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 – 2020

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, 2019 to March 31, 2020.

1. There were three full-time hires during this reporting period for the position of Sales Account Executive.

2. The recruitment sources used to fill these vacancies:

<i>Recruiting Source</i>	<i>Phone Number</i>	<i>Contact</i>
IBA Career Fair in Carmel, IN March 30, 2019 & Oct, 23, 2019		
Indeed.com	800-462-5842	www.indeed.com
WILO website	765-639-3338	www.clintoncountydailynews.com
On-air announcements WILO & WSHW		
employee referral		

3. Recruitment source for each full-time position filled:
For Position #1 – INDEED
For Positions #2 & #3 - Employee Referral

4. Data reflecting the total number of persons interviewed for full-time vacancies and the recruitment sources used:
INDEED – 6 persons interviewed
EMPLOYEE REFERRALS – 6 persons interviewed

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 IBA Career Fair held 30, 2019 in Carmel Indiana. Job applications were accepted at this event.
- Kaspar Broadcasting staff manned a booth at the IBA Career Fair held Oct. 23, 2019 in Carmel Indiana. Job applications were accepted at this event.

Toward Initiative #5 – Establishment of an intern program directed 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.
- 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 3rd Annual Kaspar Media “Points of Light Volunteer Fair” held April 9, 2019 at the 51 West Conference Center in Frankfort Indiana.
- Interested individuals were free to pick up employment information at our WILO Senior Fair on Sept. 25, 2019.
- Kaspar Broadcasting continues to welcome tours of the station to community and youth groups at no charge. On February 4, 2019 Cub Scout Pack #338 visited and received a guided tour of the Frankfort studios.
- Throughout the year, station personnel give tours of the facility to individuals – listeners, applicants, and other guests.
- Employment and internship opportunities are listed on our website www.clintoncountydailynews.com.
- WILO hosts AG DAY each March – a live on-air program with experts in the ag field – for listeners in our agricultural 8-county broadcast area. As well as on the radio, this program is telecast live and archived on www.hoosierlandtv.com.