

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 – 2021

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 period beginning April 1, 2020 to March 31, 2021.

1. There were no full-time job openings posted or filled during this reporting period.
2. The recruitment sources used to fill these vacancies: N/A
3. Recruitment source for each full-time position filled: N/A
4. Data reflecting the total number of persons interviewed for full-time vacancies and the recruitment sources used: N/A
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.
 - Due to COVID 19 restrictions, there were no job fairs attended or held by Kaspar Broadcasting.

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.
- Employment and internship opportunities are listed on our websites: www.clintoncountydailynews.com and www.boonecountydailynews.com.

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.

- Our company Application for Employment was reviewed and updated to ensure compliance with all FCC/EEO regulations.
- Kaspar Broadcasting continues to welcome tours of the station to community and youth groups at no charge. 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 websites: www.clintoncountydailynews.com and www.boonecountydailynews.com.
- Throughout the year, Kaspar Broadcasting has broadcast, and continues to broadcast, NAB and IBA announcements regarding COVID restrictions and safety measures on WILO and WSHW.
- In partnership with the Clinton County Chamber of Commerce, WILO initiated a daily Monday thru Friday program called “Leading in Uncertain Times” to deliver reliable, timely, and ever-changing information to the public regarding the COVID 19 pandemic. Local community leaders were among our pool of telephone guests.
- The following events represent additional ways that Kaspar Broadcasting serves the local community, demonstrating the flexibility of radio programming and of its staff:
 1. 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.
 2. In place of our annual WILO Senior Fair, usually held in-person, a virtual Senior Fair was held on October 14th & 15th, with special WILO Radio & Hoosierland TV programming. Sessions included several representatives from organizations that serve senior citizens, as well as discussion of relevant issues.