

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 – 2023

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, 2022 to March 31, 2023.

1. There were three full-time job openings for Sales Positions filled during this reporting period.
2. The recruitment sources used to fill these vacancies:
 - KBC Job Fair
 - Indeed
 - websites www.clintoncountydailynews.com & www.boonecountydailynews.com
 - employee referrals
3. The recruitment source for each full-time position filled: one was filled through the Kaspar Media Job Fair, and two were filled by Employee Referrals.
4. Data reflecting the total number of persons interviewed for full-time vacancies and the recruitment sources used:

8 persons interviewed for Sales Positions

Sources> KBC Job Fair – 1, INDEED – 3, Employee Referrals – 4

5. A list and brief description of initiatives undertaken to satisfy the requirements to complete two menu options within a two-year period: (WILO & WSHW employs 9 full-time employees)

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.

- Kaspar Broadcasting continues to welcome tours of the station to community, area leaders, clients, 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 2022, Kaspar Broadcasting broadcasts on both stations, and continues to broadcast as needed, NAB and IBA announcements regarding COVID restrictions and safety measures.
- 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. September 28, 2022 the 32nd WILO Senior Fair was held. Senior citizens were treated to a day of fun, friendship and food. Area businesses promoted their services and programs. A table sign about radio career opportunities at KBC plus applications were made available to interested individuals.