

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 – 2024

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, 2023 to March 31, 2024.

* During this period, radio station WSHW was sold. Closing date was October 20, 2023.

* Kaspar Broadcasting employs less than 5 full-time employees, and is therefore technically exempted from filing this report under FCC rules.

1. There were no full-time job openings filled during this reporting period.
2. The recruitment sources used to fill these vacancies: none
3. The recruitment source for each full-time position filled: none
4. Data reflecting the total number of persons interviewed for full-time vacancies and the recruitment sources used: none
5. A list and brief description of initiatives undertaken:

Toward Initiative #1 – Participation in job fairs.

- IBA Career Fair March 23, 2024

Toward Initiative #5 – Establishment of an intern program.

- Internships, required or voluntary, are offered at our facility.

- We also offer “job shadow” opportunities to high school and college students. In this past year, one high school student participated.
- Employment and internship opportunities are listed on our websites: www.clintoncountydailynews.com, www.boonecountydailynews.com, and www.carrollcountydailynews.com.

Toward Option #16 –Other activities disseminating information about employment opportunities.

- Kaspar Broadcasting continues to welcome tours of the station to community, area leaders, clients, listeners, youth groups, and other guests.
- At the following events, signage regarding employment opportunities were displayed:
Points of Light Volunteer Fair (station event), Clinton County Fair broadcast booth, and the WILO Senior Fair.