

EEO PUBLIC FILE REPORT

FOR

**WKXA-FM
Findlay, OH**

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WKXA's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on May 31, 2010, the station filled the following full-time vacancies:

Marketing Consultant #11

The station interviewed a total of 1 person for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Word of Mouth	1

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

To: EEO File
Fr: Kurt Heminger
Dt: June 8, 2009

A marketing consultant position became available due to the termination of the previous marketing consultant on February 20, 2009. The decision was made to not hire a replacement for this position due to the economy and the lack of recent sales revenue generated by this particular sales position.

In May 2009, a marketing consultant candidate surfaced who had years of radio experience and came highly recommended by a former co-worker of hers who now worked for our company. Management interviewed the candidate and felt this person was a highly qualified marketing consultant candidate who had contacts in this specific sales area (Ottawa and Lima) and could generate sales on the list previously serviced by the former marketing consultant. Furthermore, management felt no better candidate would be found with a full recruitment campaign and the time involved to conduct a full recruitment campaign. Therefore, a full recruitment campaign was not conducted.

The applicant was hired and her first date of employment was June 8, 2009

ATTACHMENT B
MENU OPTION ACTIVITIES

Radio Station WKXA has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
7	OAB Foundation Scholarships June 3, 2009	David Glass, Blanchard River Broadcasting Company President, participated in the selection process of the Ohio Association of Broadcasters scholarship recipients for college students enrolled in the broadcast field
1	Participation in Career Fair July 16, 2009	Indiana Broadcasters Association The White River Broadcasting Company participated in the Indiana Black Expo Employment Opportunity Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations
2	Sponsor and Participation in Career Fair September 10, 2009	JOB Solutions Expo The Findlay Publishing Company helped sponsor a Career Fair – the booth was manned by Kurt Heminger, Findlay Publishing Company Vice President and John Dee, Findlay Publishing Company Human Resource Manager and represented all Findlay Publishing Company radio stations – John Dee was also a member of the Expo planning committee

1	Participation in Job Fair October 29, 2009	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Fall Job Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 17, 2010	University of Findlay The Findlay Publishing Company had booth space– John Dee, Findlay Publishing Company Human Resource Manager and represented all Findlay Publishing Company radio stations
10	Dana Chair Presentation February 24, 2010	David Glass, Blanchard River Broadcasting Company President, participated in a presentation to University of Findlay business students regarding job opportunities within the communications industry
1	Participation in Job Fair March 6, 2010	Indiana Broadcasters Association The White River Broadcasting Company participated in the IBA's Spring Job Fair by providing event pre-promotion announcements and booth space – White River Broadcasting General Manager Ron Green participated in the job fair and represented all Findlay Publishing Company radio stations

1	Participation in Job Fair April 13, 2010	The White River Broadcasting Company participated in Ivy Tech Community College's Career Expo at the Columbus Learning Center – WRB Office Manager Christine Nelson, WWVY Program Director Tonya Haze, WKKG Program Director Scott Michaels, WINN Program Director Rich Anthony, WRB News Director Lani Weigler and WRB General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair April 15, 2010	Owens Community College The Findlay Publishing Company had booth space– John Dee, Findlay Publishing Company Human Resource Manager and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair April 28, 2010	Wyandot County Career Expo The Blanchard River Broadcasting Company participated in the career expo by providing a 2-hour remote broadcast, event pre-promotion announcements, booth space and Kurt Heminger, Findlay Publishing Company Vice President, participated in the expo and represented all Findlay Publishing Company radio stations
10	Central Middle School Career Day May 5, 2010	John Foster, White River Broadcasting Director of Programming, participated in a presentation to middle school students regarding job opportunities within the communications industry
10	Whiteland High School Career Day May 14, 2010	Mike, Sullivan, White River Broadcasting Production Director, participated in a presentation to middle school students regarding job opportunities within the communications industry

6	Continuing Outreach	WKXA (wkxa.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: (http://www.fpcjobconnection.com/currentjobs.htm)
6	Continuing Outreach	Outreach announcements are broadcast on WKXA the first week of each month requesting local organizations to refer qualified applicants to White River Broadcasting for employment opportunities

* For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.