

EEO PUBLIC FILE REPORT

FOR

**WFIN
Findlay, OH**

This EEO Public File Report Covers the One-Year Period Ending on May 31, 2009.

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WFIN'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, 2009, the station filled the following full-time vacancies:

Marketing Consultant – List #8
Marketing Consultant – List #11

The station interviewed a total of 2 people 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
Findlay Publishing Company Job Connection	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**

Job Title of Vacancy:	Marketing Consultant – List #8	Recruitment Source That Referred the Hiree:	Word of Mouth
Date Vacancy Opened:	June 6, 2008	Total Number of Persons Interviewed for the Vacancy:	1
Date Vacancy Filled:	June 16, 2008		

The Marketing Consultant position became available due to the resignation of the previous Marketing Consultant on June 6, 2008. At the time the candidate was interviewed, no marketing consultant positions were available. The candidate was later hired to fill the position of marketing consultant (list #8). Management felt the candidate was a high-caliber marketing consultant candidate, had prior radio selling experience and no better candidate would be found with a full recruitment campaign. Additionally, the time involved to conduct a full recruitment campaign, it was possible this candidate would no longer be available. Therefore, a full recruitment campaign was not conducted.

The applicant was hired and his first date of employment was June 16, 2008.

Job Title of Vacancy: **Marketing Consultant – List #11**

**Recruitment Source That
Referred the Hiree:** **FPC Job Connection**

Date Vacancy Opened: **July 9, 2008**

**Total Number of Persons
Interviewed for the
Vacancy:** **1**

Date Vacancy Filled: **November 24, 2008**

The marketing consultant position became available due to the resignation of the previous marketing consultant on July 9, 2008. The decision was made to not hire a replacement for this position due to the lack of recent sales revenue generated by this particular sales position.

In September 2008, an agreement was signed to purchase an additional radio station (WBUK-FM) from Clear Channel Communications. The station purchase was consummated in December 2008.

Management felt with the additional radio station, an additional marketing consultant would be required. During this period of time, a marketing consultant candidate surfaced who was returning to the area in late November. Management interviewed the candidate and felt this person was a highly qualified marketing consultant candidate and 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 November 24, 2008.

ATTACHMENT B

MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
10	Findlay High School Communications Final Exam Interviews July 24, 2008	Kurt Heminger, Findlay Publishing Company Vice President, participated in the school's final exam by interviewing students planning a career in communications – representing all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews July 24, 2008	John Dee, Findlay Publishing Company Human Resource Manager, participated in the school's final exam by interviewing students planning a career in communications – representing all Findlay Publishing Company radio stations
1	Participation in Career Fair September 25, 2008	JOBSolutions Expo The Findlay Publishing Company had booth space – event was sponsored by University of Findlay – 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

14	Participation in EEO Teleconference October 14, 2008	Ohio Association of Broadcasters Kurt Heminger, Findlay Publishing Company Vice President participating in a teleconference regarding current rules and regulations regarding EEO compliance – teleconference was led by the OAB’s FCC legal counsel of Brooks, Pierce, McLendon, Humphrey & Leonard LLP. Kurt Heminger represented all Findlay Publishing Company radio stations
1	Participation in Job Fair November 19, 2008	Indiana Broadcasters Association The White River Broadcasting Company participated in the career expo by providing event pre-promotion announcements and booth space – White River Broadcasting Director of Programming John Foster participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 7, 2009	Indiana Broadcasters Association The White River Broadcasting Company participated in the career expo by providing event pre-promotion announcements and booth space – WRBI General Manager Ron Green participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 17, 2009	University of Findlay The Findlay Publishing Company had booth space– John Dee, Findlay Publishing Company Human Resource Manager represented all Findlay Publishing Company radio stations
10	Dana Chair Presentation February 24, 2009	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 Career Day April 22, 2009	John Foster, White River Broadcasting Company Director of Programming, participated in a career day at Central Middle School discussing broadcast job opportunities and education options and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair April 29, 2009	Ohio Center For Broadcasting The Findlay Publishing Company had booth space – Meg Stevens, WKXA Program Director represented all Findlay Publishing Company radio stations
10	Guest Lecturer May 6, 2009	Ohio Center For Broadcasting Meg Stevens, WKXA Program Director and Tom Sheldon, Blanchard River Broadcasting News Director discussed broadcast job opportunities and education options and represented all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews May 19, 2009	John Dee, Findlay Publishing Company Human Resource Manager, participated in the school's final exam by interviewing students planning a career in communications – representing all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews May 19, 2009	Kurt Heminger, Findlay Publishing Company Vice President, participated in the school's final exam by interviewing students planning a career in communications – representing all Findlay Publishing Company radio stations
1	Participation in Job Fair May 20, 2009	Upper Sandusky Chamber of Commerce The Findlay Publishing Company had booth space and provided promotion of the event through a pre-promotional advertising campaign and a remote broadcast – Kurt Heminger, Findlay Publishing Company Vice President, represented all Findlay Publishing Company radio stations

6	Continuing Outreach	WFIN (wfin.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 WFIN one week each month requesting local organizations to refer qualified applicants to Blanchard 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.