

**EEO PUBLIC FILE REPORT**

**FOR**

**WCSI  
Columbus, IN**

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

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WCSI'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 March 31, 2010, the station filled the following full-time vacancies:

News Director  
Marketing Consultant  
Marketing Consultant  
Marketing Consultant

The station interviewed a total of 9 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>
WCSI On-Air Recruitment	2
WKKG On-Air Recruitment	0
WINN On-Air Recruitment	0
WWWY On-Air Recruitment	0
Word of Mouth	1
In-House Posting	1
Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Bank	1
Tennessee Association of Broadcasters Job Bank	0
National Association of State Broadcasters Association Job Bank	0
The Republic	0
Radio Grit	0
Seymour Tribune	0
Franklin Daily Journal	0
Career Builder	1
Monster Dot Com	0

The Ohio & Illinois Centers for Broadcasting Job Bank	0
Indiana Radio Job Bank	0
Radio Business Report Job Bank	0
Talkers Dot Com Job Bank	0
All Access Job Bank	1
Mass Media Jobs	1
University of Indianapolis Career Center	0
TV and Radio Jobs Job Bank	0
Seymour Chamber of Commerce	0
Indiana University Career Development Center	0
Broadcast Compliance Services	0
Ball State University Job Bank	0
Marian College Career Center	0
West Central Ohio Job Bank	0
University of Findlay Career Center	0
Ohio Northern University Career Center	0
Wabash College Career Development	0
Ball State University Career Services	0
Findlay Publishing Company Job Connection	1
Radio On-Line Job Opportunities	0
South Asian Journalists Association	0
American Women in Radio & Television	0
Association for Women in Communications	0
Black Broadcasters Alliance	0
California Chicano News Media Association	0
Emma L. Bowen Foundation for Minority Interests in Media	0
International Women's Media Foundation	0
National Association of Black Journalists	0
National Association of Hispanic Journalists	0
National Association of Minority Media Executives	0
National Lesbian & Gay Journalists Association	0
Native American Journalists Association	0
Native American Public Telecommunications	0
Unknown Source	0

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**

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** News Director

**Recruitment Source That Referred the Hiree:** In-House Candidate

**Date Vacancy Opened:** March 13, 2009

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** April 30, 2009

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
In-House Candidate	3212 Washington Street Columbus, IN 47203	John Foster	(812) 372-4448	1	No
Indiana Broadcasters Job Bank	indianabroadcasters.org	Linda C. Compton	(317) 573-0119	1	No
All Access Job Bank	allaccess.com			1	No
University of Indianapolis Career Center	1400 East Hanna Avenue Indianapolis, Indiana 46227	Scott Uecker	(317) 788-6133	0	No
FPC Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	(419) 422-5151	0	No
Ohio Association of Broadcasters Job Bank	oab.org/jobs	Christine Merritt	(614) 228-4052	0	No
Word of Mouth		John Foster	(812) 372-4448	0	No
Ivy Tech College Job Bank	http://www.ivytech.edu/student-services/job-zone.html			0	No

Mass Media Jobs				1	No
Indiana Radio Watch	indianaradio.net	Blaine Thompson		0	No
University of Southern Indiana Job Bank	usi.edu/careers			0	No
Radio On-Line Job Opportunities	jobs.radio-online.com			0	No
Radio Business Report	rbr.com/			0	No
Indiana University Career Development Center	myinterfase.com/indiana-careerdev/job.aspx			0	No
West Central Ohio Wording Ed	workinged.com			0	No
Ohio Center for Broadcasting Job Bank	9000 Sweet Valley Drive Valley View, OH 44125	Gary James	(216) 447-9117	0	No
Radio Grit Job Bnk	radiogrit.com			0	No
Broadcast Compliance Services	bcsok.com			0	No
National Alliance of State Broadcasters Associations	careerpage.org			0	No
South Asian Journalists Association	saja.org		(212) 854-0191	0	No
American Women in Radio & Television	awrt.org		(703) 506-3290	0	No
Association for Women in Communications	woncom.org		(703) 370-7436	0	No
Black Broadcasters Alliance	thebba.org			0	No
California Chicano News Media Association	ccnma.org		(213) 437-4408	0	No

Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		(202) 637-4494	0	No
International Women's Media Foundation	iwmf.org		(202) 496-1992	0	No
National Association of Black Journalists	nabj.org		(301) 445-7100	0	No
National Association of Hispanic Journalists	nahj.org		(202) 662-7145	0	No
National Association of Minority Media Executives	namme.org		(703) 854-7178	0	No
National Lesbian & Gay Journalists Association	nlgja.org		(202) 588-9888	0	No
Native American Journalists Association	naja.com		(605) 677-5282	0	No
Native American Public Telecommunications	nativetelcom.org		(402) 472-3522	0	No

To: EEO File  
Fr: Kurt Heminger  
Dt: May 22, 2009

The Marketing Consultant position became available due the resignation of the previous Marketing Consultant on May 13, 2009. A full recruitment campaign was not conducted for the Marketing Consultant position due to the fact an extensive recruitment campaign had been undertaken in June 2008 through January 2009 for a Marketing Consultant. A candidate from the original recruitment campaign (the #2 top candidate) was hired for this most recent opening. Station management felt a follow-up recruitment campaign would not generate any additional qualified Marketing Consultant candidates.

The selected individual's first date of employment was May 21, 2009.

To: EEO File  
Fr: Kurt Heminger  
Dt: October 7, 2009

The Marketing Consultant position became available due the resignation of a previous Marketing Consultant on October 1, 2009. A full recruitment campaign was not conducted for this Marketing Consultant position due to the fact an extensive recruitment campaign had been undertaken from July 17, 2009 through August 27, 2009 for a Marketing Consultant position. A candidate from the original recruitment campaign was hired for this most recent opening. Station management felt a follow-up recruitment campaign would not generate any additional qualified Marketing Consultant candidates.

The selected individual's first date of employment was October 6, 2009.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:**      **Marketing Consultant**

**Recruitment Source That Referred the Hiree:**      **on-air**

**Date Vacancy Opened:**      **7/18/09**

**Total Number of Persons Interviewed for the Vacancy:**      **5**

**Date Vacancy Filled:**      **11/11/09**

### Recruitment Sources Used to Fill the Vacancy

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
WCSI On-Air Recruitment	3212 Washington Street Columbus, IN 47202-1789	Tasha Mann	(812) 372-4448	2	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47202-1789	Tasha Mann	(812) 372-4448	0	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47202-1789	Tasha Mann	(812) 372-4448	0	No
WWWY On-Air Recruitment	3212 Washington Street Columbus, IN 47202-1789	Tasha Mann	(812) 372-4448	0	No
Indiana RadioWatch Newsletter	6523 Emmons Drive Fort Wayne, IN 46835	Blaine Thompson		0	No
In-House Posting		Tasha Mann	(812) 372-4448	0	No
The Ohio & Illinois Centers for Broadcasting Job Bank	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Gary James	(216) 447-9117	0	No

Career Builder	careerbuilder.com			1	No
Broadcast Compliance Services	bcs-ok.com			0	No
West Central Working Ed Job Bank	workinged.com			0	No
National Alliance of State Broadcast Associations Job Bank	careerpage.org/			0	No
Ohio Association of Broadcasters Job Bank	88 East Broad Street Suite 1180 Columbus, OH 43212		(614) 228-4052	0	No
Indiana Broadcasters Association	3003 E. 9 <sup>th</sup> Street Suite 161 Indianapolis, IN 46280		(317) 573-0119	0	No
Seymour (IN) Chamber of Commerce	105 Chestnut Street Seymour, IN 47274		(812) 522-3681	0	No
University of Southern Indiana Career Placement	usi.edu			0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	(419) 422-5151	1	No
Marian College Career Placement	marian-csm.symplicity.com			0	No
Indiana University Career Development Center	myinterfase.com/ americana-careerdev/job.aspx			0	No
South Asian Journalists Association	saja.org		(212) 854-0191	0	No
American Women in Radio & Television	awrt.org		(703) 506-3290	0	No
Association for Women in Communications	woncom.org		(703) 370-7436	0	No
Black Broadcasters Alliance	thebba.org			0	No

California Chicano News Media Association	ccnma.org		(213) 437-4408	0	No
Emma L. Bowen Foundation for Minority Interests in Media	emmabowenfoundation.com		(202) 637-4494	0	No
International Women's Media Foundation	iwmf.org		(202) 496-1992	0	No
National Association of Black Journalists	nabj.org		(301) 445-7100	0	No
National Association of Hispanic Journalists	nahj.org		(202) 662-7145	0	No
National Association of Minority Media Executives	namme.org		(703) 854-7178	0	No
National Lesbian & Gay Journalists Association	nlgja.org		(202) 588-9888	0	No
Native American Journalists Association	naja.com		(605) 677-5282	0	No
Native American Public Telecommunications	nativetelcom.org		(402) 472-3522	0	No
Word of Mouth				1	No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

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

Activity Classification	Type of Activity	Brief Description
1	Participation in Career Day April 22, 2009	Central Middle School - Columbus White River Broadcasting participated in a career day, discussing employment opportunities within the broadcast industry – White River Broadcasting Director of Programming John Foster participated in the career day and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair April 29, 2009	Ohio Center for Broadcasting Job Fair Meg Stevens, WKXA Program Director, participated in the job fair and represented all Findlay Publishing Company radio stations
7	Richard E. Daugherty Scholarship May 4, 2009	Kurt Heminger, Findlay Publishing Company Vice President, participated in the selection process of the recipient of a scholarship for college students enrolled in the broadcast/music/arts field – representing all Findlay Publishing Company radio stations
1	Guest Lecturers at The Ohio Center for Broadcasting May 6, 2009	Tom Sheldon, Blanchard River Broadcasting News Director and Meg Stevens, WKXA Program Director were guest lecturers to discuss employment opportunities within the broadcast industry, education requirements and interview tips - 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
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
1	Participation in Career Expo May 20, 2009	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
7	OAB Foundation Scholarships June 3, 2009	David Glass, White 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
10	Participation in Mentoring Program 2009-2010 School Year	Batesville High School WRBI participates in a mentoring program for high school juniors and seniors who are interested in a career in the communications field – WRBI News Director Mary Mattingly coordinates the program for White River Broadcasting

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 help 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, White River Broadcasting Company President, participated in a presentation to University of Findlay business students regarding job opportunities within the broadcast 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
6	Continuing Outreach	WCSI (wcsiradio.com) web site includes on-going recruitment ads for future on-air and marketing consultant positions: ( <a href="http://www.fpcjobconnection.com/currentjobs.htm">http://www.fpcjobconnection.com/currentjobs.htm</a> )
6	Continuing Outreach	Outreach announcements are broadcast on WCSI 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.