

EEO PUBLIC FILE REPORT

FOR

**WRBI
Batesville, IN**

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2012

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WRBI'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, 2012, the station filled the following full-time vacancies:

No full-time vacancies were filled between April 1, 2011 and March 31, 2012.

The station interviewed a total of 0 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:

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

ATTACHMENT B

MENU OPTION ACTIVITIES

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

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|--|---|
| 4 | Guest Lecturer April 1, 2011 | Bluffton University Findlay Publishing Company Vice President Kurt Heminger, was a guest lecturer for a communications class and discussed employment opportunities within the broadcast industry and interview skills and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair April 14, 2011 | Owens Community College The Findlay Publishing Company had booth space—Findlay Publishing Company Human Resource Manager Dee participated in the job fair and represented all Findlay Publishing Company radio stations |
| 10 | Dana Chair Presentation April 27, 2011 | University of Findlay Findlay Publishing Company Vice President Dave Glass, participated in a presentation to University of Findlay business students regarding job opportunities within the communications industry |
| 1 | Participation in Career Expo May 11, 2011 | Harrison College The White River Broadcasting Company participated in the career expo - WWWY Brand Manager Tonya Haze participated in the expo and represented all Findlay Publishing Company radio stations |

| | | |
|---|--|---|
| 7 | OAB Foundation Scholarships June 15, 2011 | Findlay Publishing Company Vice President Dave Glass, participated in the selection process of the Ohio Association of Broadcasters scholarship recipients for college students enrolled in the broadcast field |
| 1 | Participation in Job Fair June 28, 2011 | Ohio Center for Broadcasting The Findlay Publishing Company participated in the Ohio Center for Broadcastings Spring Job Fair – Findlay Publishing Company Vice President Kurt Heminger participated in the job fair representing all Findlay Publishing Company radio stations |
| 1 | Participation in Career Fair July 14, 2011 | 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 – WCSI/WKKG/WINN/WWY General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Career Fair October 19, 2011 | Columbus Signature Academy Career Fair The White River Broadcasting Company participated in the Columbus Signature Academy Career Fair – WKKG Brand Manager Scott Michaels participated in the job fair and represented all Findlay Publishing Company radio stations |

| | | |
|----|--|---|
| 14 | Participation in Webinar October 19, 2011 | OAB Human Resources Webinar OAB's counsel of Vorys, Sater, Seymour and Pease LLP discussed Top Ten Employment Law Issues – Findlay Publishing Company Vice President Dave Glass, Findlay Publishing Company Vice President Kurt Heminger, Findlay Publishing Company Human Resource Manager John Dee and WFIN/WKXA/WBUK General Manager Mike Holman participated in the webinar – representing all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair October 29, 2011 | 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 – WRBI General Manager Ron Green participated in the job fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair November 15, 2011 | University of Findlay The Findlay Publishing Company had booth space – Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair November 30, 2011 | C4 Career Fair The White River Broadcasting Company participated in the C4 Career Fair Job Fair – WINN Brand Manager Rich Anthony, WKKG Brand Manager Scott Michaels, WWY Brand Manager Tonya Haze, Director of Programming John Foster and News Director Mark Webber participated in the career fair and represented all Findlay Publishing Company radio stations |

| | | |
|---|--|---|
| 1 | Participation in Job Fair February 11, 2012 | 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 – WCSI/WKKG/WINN/WWWY General Manager Tasha Mann participated in the job fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Career Day March 19, 2012 | Bowling Green State University The Blanchard River Broadcasting Company participated in BGSU's Telecommunications Career Day by participating in an industry panel and talking with students on the job opportunities within the broadcast industry – WFIN/WKXA/WBUK General Manager Mike Holman participated in the career fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair March 20, 2012 | University of Findlay The Findlay Publishing Company had booth space– Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations |
| 1 | Participation in Job Fair March 30, 2012 | Owens Community College Collegiate Employ-Net Spring Job Fair The Findlay Publishing Company had booth space– Findlay Publishing Company Human Resource Manager John Dee participated in the job fair and represented all Findlay Publishing Company radio stations |

| | | |
|----|---|--|
| 10 | Participation in Mentoring Program 2011-2012 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 |
| 6 | Continuing Outreach | WRBI (wrbiradio.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 WRBI 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.