

**EEO PUBLIC FILE REPORT**

**FOR**

**WFIN  
Findlay, OH**

This EEO Public File Report  
Covers the One-Year Period  
Ending on May 31, 2022

## 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, 2022, the station filled the following full-time vacancies:

(no vacancies during the aforementioned period)

The radio 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:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
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None used due to no openings.

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

Activity Classification	Type of Activity	Brief Description
14	Participation in Employment Law Webinar October 19, 2021	Eastman & Smith, LTD. The Findlay Publishing Company participated in a webinar on current employment laws as the world emerged from the COVID-19 pandemic – Findlay Publishing Company VP Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
14	Participation in Employment Law Webinar November 9, 2021	Ohio Broadcasters Association The Findlay Publishing Company participated in a webinar on current employment laws, discrimination issues and overall employment law guidance – Findlay Publishing Company VP Kurt Heminger and Findlay Publishing Company VP/Director of Broadcast David Glass participated in the webinar and represented all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews January 7, 2022	Findlay Publishing Company VP Kurt Heminger participated in the school's final exam by interviewing students planning a career in Communications – representing all Findlay Publishing Company radio stations

4	Participation in Career Day March 21, 2021	New Riegel School WKXA Program Director/Brand Manager Rex Bibler spoke to K-12 students on careers in the field of broadcasting – topics included the various occupations available in broadcasting, education requirements and a general question and answer session
7	Richard E. Daugherty Scholarship March 31, 2021	Daugherty Scholarship Selection Findlay Publishing Company VP Kurt Heminger and WFIN Brand Manager Bill Rice 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
7	The Ohio Association of Broadcasters Kids Scholarship May 26, 2022	OAB Kids Scholarship Selection Findlay Publishing Company VP/Director of Broadcast David Glass participated in the selection process of the recipient of a scholarship for college students – representing 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: ( <a href="https://fpcjobconnection.com/">https://fpcjobconnection.com/</a> )
6	Continuing Outreach	Outreach announcements are broadcast on WFIN 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.