

EEO PUBLIC FILE REPORT

FOR

**WINN
Columbus, IN**

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2006

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WINN'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, 2006, the station filled the following full-time vacancies:

Marketing Consultant
Afternoon News Anchor
Marketing Consultant
Marketing Consultant

The station interviewed a total of 18 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>
White River Broadcasting Company On-Air Recruitment	8
The Republic	5
FPC Job Connection	2
IBA Job Bank	2
Internal Posting	1

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

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

Recruitment Source That Referred the Hiree: The Republic

Date Vacancy Opened: May 18, 2005

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: July 12, 2005

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WCSI	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	0	no
WKKG	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	1	no
WINN	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	0	no
WWWY	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	1	no

The Republic	333 2 nd Street Columbus, IN 47201	Cathy Klaes	812-379-5601	5	no

Job Title of Vacancy: Afternoon News Editor

Recruitment Source That Referred the Hiree:

IBA Job Bank

Date Vacancy Opened: August 14, 2005

Total Number of Persons Interviewed for the Vacancy:

5

Date Vacancy Filled: September 9, 2005

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
IBA Job Bank	indianabroadcasters.org	Linda Compton	317-573-0119	2	no
WCSI	3212 Washington Street Columbus, IN 47203	Kevin Keith	812-378-7255	0	no
WINN	3212 Washington Street Columbus, IN 47203	Kevin Keith	812-378-7255	1	no
WKKG	3212 Washington Street Columbus, IN 47203	Kevin Keith	812-378-7255	1	no
WWWY	3212 Washington Street Columbus, IN 47203	Kevin Keith	812-378-7255	0	no
Internal Posting	3212 Washington Street Columbus, IN 47203	Kevin Keith	812-378-7255	1	no

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hiree:

WKKG & Word of Mouth (two openings filled during this

recruitment campaign)

Date Vacancy Opened: September 15, 2005

Total Number of Persons
Interviewed for the
Vacancy:

6

Date Vacancy Filled: December 9, 2005

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WCSI	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	1	no
WINN	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	2	no
WKKG	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	1	no
WWWY	3212 Washington Street Columbus, IN 47203	Judy Watkins	812-372-4448	0	no
FPC Job Connection	fpcjobconnection.com	Kurt Heminger	419-422-5151	2	no
IBA Job Bank	indianabroadcasters.org	Linda Compton	317-573-0119	0	no

Please Note: A Marketing Consultant position (position A) became open on July 21, 2005. Candidate A was hired on December 16, 2005 and their first date of employment was January 3, 2006. Another Marketing Consultant position (position B) became open on September 9, 2005. Candidate B was hired on December 16, 2005 and their first date of employment was January 3, 2006. A single exhaustive recruitment campaign was conducted for both position A and position B as the open positions were recruited simultaneously and viable candidates were discovered during the single recruitment campaign.

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
3	Co-Sponsored Job Fair April 2, 2005	IBA Broadcaster Job Fair White River Broadcasting had booth space and provided news coverage and promotional announcements – event was co-sponsored by the Indiana Broadcasters Association – the booth was manned by Ron Green, WRBI General Manager and represented all White River Broadcasting stations
1	Participation in Career Fair April 6, 2005	Batesville High School Career Fair White River Broadcasting had booth space and provided news coverage and promotional announcements – event was sponsored by Batesville High School - the booth was manned by Mary Mattingly, WRBI News Director and represented all White River Broadcasting stations
7	Richard E. Daugherty Scholarship April 18, 2005	Kurt Heminger, White River Broadcasting 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
10	Findlay High School Communications Final Exam Interviews May 20, 2005	Kurt Heminger, White River Broadcasting 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	Hugh O'Brian Youth Leadership Conference May 20, 2005	Gary Stevens, Corporate Accounts Sales Manager, attended the conference as a panelist for media/communications at the University of Findlay and coordinated by the United Way of Hancock County – representing all Findlay Publishing Company radio stations
1	Participation in Career Fair July 14, 2005	Indiana Black Expo Employment Opportunity Fair White River Broadcasting had booth space and provided news coverage and promotional announcements – event was sponsored by the Indiana Broadcasters Association – the booth was manned by John Foster, WCSI/WKKG/WINN/WWY Director of Programming and represented all White River Broadcasting stations
16	Milan High School Class Presentation October 10, 2005	Caz Burdette, WRBI Program Director - representing all White River Broadcasting stations, gave a presentation to high school students regarding various career opportunities in the broadcast industry
3	Co-Sponsored Job Fair October 25, 2005	IBA Broadcaster Job Fair White River Broadcasting had booth space and provided news coverage and promotional announcements – event was co-sponsored by the Indiana Broadcasters Association – the booth was manned by Tasha Mann, WCSI/WKKG/WINN/WWY General Manager and represented all White River Broadcasting stations

4	Participation in Career Fair November 29, 2005	C4 Career Majors Fair White River Broadcasting had booth space and provided news coverage and promotional announcements – event was sponsored by Columbus East High School – the booth was manned by Scott Michaels, WKKG-WWWY Program Director; Rich Anthony, WINN Program Director; Kevin Keith, WCSI-WKKG-WINN-WWWY News Director and John Foster, WCSI-WKKG-WINN-WWWY Director of Programming and represented all White River Broadcasting stations
6	Continuing Outreach	WCSI (wcsiradio.com), WKKG (wkkg.com), WINN (goodtimeoldies.com) and WWY (y106.com) web sites include 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 WCSI, WKKG, WINN and WWY the first week of each month requesting local organizations to refer qualified applicants to the 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.