

EEO PUBLIC FILE REPORT

FOR

WFIN
Findlay, OH

This EEO Public File Report
Covers the One-Year Period
Ending on May 31, 2025

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, 2025, the station filled the following full-time vacancies:

Office Manager

The radio station interviewed a total of 5 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>
WFIN On-Air Recruitment	0
WKXA On-Air Recruitment	0
WBUK On-Air Recruitment	0
WFIN Website Banner	0
WKXA Website Banner	0
WBUK Website Banner	0
Advantage Digital Ad Campaign	0
Personal Contact	1
In-House Posting	0
Ohio Association of Broadcasters Job Bank	0
Facebook Recruitment Ad	0
International College of Broadcasting	0
Findlay Publishing Company Job Connection	0
Specs Howard School of Media	0
Ohio University Job Board	0
indeed.com	4
Indiana RadioWatch Newsletter	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: Office Manager

Recruitment Source That Referred the Hiree:

Personal Contact

Date Vacancy Opened: March 20, 2025

Total Number of Persons Interviewed for the Vacancy:

5

Date Vacancy Filled: May 15, 2025

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?
Indeed	indeed.com	Dave Glass	419-422-4545	4	N
Personal Contact		Mike Holman	419-422-4545	1	N

Note: The number of recruitment sources was intentionally limited due to the particular circumstances surrounding the need to fill the position.

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 Psychological Safety in the Workplace Webinar October 17, 2024	Ohio Association of Broadcasters The Blanchard River Broadcasting participated in a webinar on “Psychological Safety in the Workplace” – Findlay Publishing Company EVP/COO Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
14	Participation in Employment Law Webinar November 6, 2024	Ohio Association of Broadcasters The Findlay Publishing Company participated in the OAB’s annual webinar regarding updates on employment law-related issues - Findlay Publishing Company President/CEO David Glass, EVP/COO Kurt Heminger and Blanchard River Broadcasting General Manager Mike Holman participated in the webinar and represented all Findlay Publishing Company radio stations
4	Participation in Media Day February 11, 2025	Hancock County Youth Leadership Blanchard River Broadcasting Brand Manager Rex Howard spoke to students on careers in the field of communication – topics included the various occupations available in broadcasting, education requirements and a general question and answer session

7	Richard E. Daugherty Scholarship March 21, 2025	Daugherty Scholarship Selection EVP/COO 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
1	Career Expo March 27, 2025	Raise The Bar – Hancock County Blanchard River Broadcasting participated in Arts & Media Career Expo with area high school students on careers in the field of communication – topics included the various occupations available in broadcasting, education requirements and a general question and answer session - Findlay Publishing Company President/CEO David Glass and Blanchard River Broadcasting General Manager Mike Holman, WFIN Morning Show Host Chris Oaks, WKXA Morning Show Host and Brand Manager Rex Howard, WBUK Morning Show Host and Brand Manager Eric Siewert, Corporate Chief Engineer Burley Stapley and Blanchard River Broadcasting Production Director Jay Harris participated and represented all Findlay Publishing Company radio stations

14	Participation in Employment Law Webinar March 27, 2025	Cincinnati Insurance Company The Findlay Publishing Company participated in webinar covering expected changes to workplace regulations, wage laws, labor standards and implications for employers regarding hiring, remote work and workplace safety and best practices for compliance and risk management - Findlay Publishing Company President/CEO David Glass, EVP/COO Kurt Heminger participated in the webinar and represented all Findlay Publishing Company radio stations
1	Participation in Career Fair March 29, 2025	Indiana Broadcasters Association The White River Broadcasting Company participated in the Spring Career Fair by providing event pre-promotion announcements and booth space – WCSI/WKKG/WINN/WWY General Manager Bob Morrison participated in the job fair and represented all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews May 13, 2025	Findlay Publishing Company EVP/COO 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	Job Shadow May 21, 2025	Blanchard River Broadcasting hosted an Elmwood School student – topics included the various occupations available in broadcasting (specifically shadowing 3 morning shows and production director), education requirements – 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: (https://fpcjobconnection.com/)
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.