

**EEO PUBLIC FILE REPORT**

**FOR**

**WKKG  
Columbus, IN**

This EEO Public File Report  
Covers the One-Year Period  
Ending on March 31, 2011

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in WKKG'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, 2011, the station filled the following full-time vacancies:

Marketing Consultant  
WKKG Morning Show Co-Host  
Marketing Consultant  
Receptionist/Traffic Coordinator  
Marketing Consultant  
Marketing Consultant

The station interviewed a total of 58 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	0
WKKG On-Air Recruitment	10
WINN On-Air Recruitment	2
WWWY On-Air Recruitment	4
Word of Mouth	17
In-House Posting	2
Ohio Association of Broadcasters Job Bank	0
Indiana Broadcasters Association Job Bank	2
Tennessee Association of Broadcasters Job Bank	0
National Association of State Broadcasters Association Job Bank	0
The Republic	5
Simply Hired Job Bank	1
Radio Grit	0
Seymour Tribune	0

Franklin Daily Journal	0
Career Builder	0
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	0
Mass Media Jobs	0
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	15
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
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**

To: EEO File  
Fr: Kurt Heminger  
Dt: May 6, 2010

The Marketing Consultant position became available due the resignation of a previous Marketing Consultant on April 9, 2010. A full recruitment campaign was not conducted for this Marketing Consultant position due to the fact a previous employee, employed as a Marketing Consultant, had inquired about returning to White River Broadcasting as a Marketing Consultant. Station management felt a recruitment campaign would not generate a more qualified Marketing Consultant candidate. The selected individual's first date of employment was May 6, 2010.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** WKKG Morning Show Co-Host

**Recruitment Source That Referred the Hiree:**

**FPC Job Connection**

**Date Vacancy Opened:** October 1, 2009

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

**6**

**Date Vacancy Filled:** June 1, 2010

### 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 Posting	3212 Washington Street Columbus, IN 47203	John Foster	812-372-4448	1	No
FPC Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	3	No
All Access	allaccess.com	Joel Denver	310-457-6616	0	No
IBA Job Bank	indianabroadcasters.org		317-573-0119	1	No
OAB Job Bank		Christine Merritt	614-228-4052	0	No
Simply Hired Job Bank	simplyhired.com	Dion Lim		1	No
Indiana RadioWatch Newsletter	6523 Emmons Drive Fort Wayne, IN 46835	Blaine Thompson		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

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
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
Radio Business Report Job Bank	rbr.com			0	No
Harrison College Job Bank				0	No
Marian College Career Placement	marian-csm.symplicity.com			0	No
Indiana University Career Development Center	myinterfase.com/ ame na-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	ame.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				0	No

To: EEO File  
Fr: Kurt Heminger  
Dt: August 2, 2010

The receptionist/traffic coordinator position became available due the promotion of our previous receptionist/traffic coordinator to Marketing Consultant on August 16, 2010. A full recruitment campaign was not conducted for the receptionist/traffic coordinator position due to the fact our office manager and general manager both had a professional relationship with an individual who possessed all the skills and experience needed for the receptionist/traffic coordinator position. Station management felt a recruitment campaign would not generate a more qualified receptionist/traffic coordinator candidate. The selected individual's first date of employment was August 2, 2010.

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Marketing Consultant

**Recruitment Source That Referred the Hiree:**

**Internal Promotion**

**Date Vacancy Opened:** July 1, 2010

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

22

**Date Vacancy Filled:** July 19, 2010 (part-time)  
August 16, 2010 (full-time)

### 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 47203	Tasha Mann	812-372-4448	0	No
WKKG On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
WINN On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
WWWY On-Air Recruitment	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
Word of Mouth				0	No
Ohio Association of Broadcasters Job Bank	<a href="http://oab.org/jobs">oab.org/jobs</a>	Christine Merritt	614-228-4052	0	No
Indiana Broadcasters Association	<a href="http://indianabroadcasters.org/opportunities">indianabroadcasters.org/opportunities</a>	Linda Compton	317-573-0119	0	No

National Association of State Broadcast Associations	careerpage.org/			0	No
The Republic	333 2 <sup>nd</sup> Street Columbus, IN 47201	Kevin Pancake	419-422-5151	0	No
In-House Posting	3212 Washington Street Columbus, IN 47203	Tasha Mann	812-372-4448	0	No
Indiana University Career Development Center	myinterfase.com/indiana-careerdev/job.aspx			0	No
Broadcast Compliance Services	bcs-ok.com			0	No
West Central Ohio Job Bank	workinged.com			0	No
Findlay Publishing Company Job Connection	fpcjobconnection/currentjobs.htm	Kurt Heminger	419-422-5151	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
Indiana Radio	http://www.indianaradio.net/	Blaine Thompson		0	No
Radio Business Report Job Bank	rbr.com	Kurt Heminger	419-422-5151	0	No
Hanover College Career Center			812-866-7127	0	No
University of Southern Indiana Career Center				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

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Marketing Consultant

**Recruitment Source That Referred the Hiree:**

wkkg.com

**Date Vacancy Opened:** 10/12/10

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

15

**Date Vacancy Filled:** 10/13/10

### 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 Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	0	No
WCSI Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WKKG Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	3	No
WKKG Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	2	No
WINN Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WINN Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	0	No
WWVY Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WWVY Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
The Republic	333 2 <sup>nd</sup> Street, Columbus, IN	Cathy Klaes	812-372-7811	2	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
monster.com	monster.com			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
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	0	No
Marian College Career Placement	marian-csm.symplicity.com			0	No
Indiana University Career Development Center	myinterfase.com/ame_nacareerdev/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				4	No

## FULL-TIME VACANCY EEO INFORMATION

**Job Title of Vacancy:** Marketing Consultant

**Recruitment Source That Referred the Hiree:**

The Republic

**Date Vacancy Opened:** 10/12/10

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

15

**Date Vacancy Filled:** 11/22/10

### 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 Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	0	No
WCSI Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WKKG Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	3	No
WKKG Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	2	No
WINN Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WINN Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	0	No
WWVY Radio	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
WWVY Internet	P.O. Box 1789, Columbus, IN	Tasha Mann	812-372-4448	1	No
The Republic	333 2 <sup>nd</sup> Street, Columbus, IN	Cathy Klaes	812-372-7811	2	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
monster.com	monster.com			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
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	0	No
Marian College Career Placement	marian-csm.symplicity.com			0	No
Indiana University Career Development Center	myinterfase.com/ame_nacareerdev/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				4	No

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

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

Activity Classification	Type of Activity	Brief Description
2	Sponsor and Participation in Career Fair April 15, 2010	JOB Solutions Expo The Findlay Publishing Company was a co-sponsor of 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 Career Expo April 28, 2010	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	Richard E. Daugherty Scholarship May 5, 2010	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

14	Participation in Webinar May 11, 2010	IBA EEO Webinar Kurt Heminger, Findlay Publishing Company Vice President participated in a webinar presented by the Michigan Association of Broadcasters through the Indiana Broadcasters Association – webinar content included guidelines for recruitment, hiring and termination of potential and current employees
10	Findlay High School Communications Final Exam Interviews May 18, 2010	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
7	OAB Foundation Scholarships June 9, 2010	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
1	Participation in Career Fair July 15, 2010	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
14	Participation in Webinar September 28, 2010	OAB Human Resources Webinar OAB’s counsel of Vorys, Sater, Seymour and Pease LLP discussed current EEO issues and suggested guidelines for hiring, pay, promotion and discharge of employees – Kurt Heminger Findlay Publishing Company Vice President participated in the webinar – representing all Findlay Publishing Company radio stations

1	Participation in Job Fair October 26, 2010	University of Findlay The Findlay Publishing Company had booth space – John Dee, Findlay Publishing Company Human Resource Manager participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair October 27, 2010	Ohio Center for Broadcasting The Findlay Publishing Company participated in the Ohio Center for Broadcastings Fall Job Fair – Kurt Heminger Findlay Publishing Company Vice President participated in the job fair representing all Findlay Publishing Company radio stations
10	Findlay High School Communications Final Exam Interviews January 5, 2011	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
1	Participation in Job Fair February 15, 2011	University of Findlay The Findlay Publishing Company had booth space– John Dee, Findlay Publishing Company Human Resource Manager participated in the job fair and represented all Findlay Publishing Company radio stations
1	Participation in Job Fair February 19, 2011	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 Director of Programming John Foster participated in the job fair and represented all Findlay Publishing Company radio stations

10	Participation in Mentoring Program 2010-2011 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	WKKG (wkk.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 WKKG 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.