

Annual EEO Report

The Annual EEO Report is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule and covers the time period beginning March 31, 2008 to April 1, 2009.

GENERAL POLICY

WKID Radio, owned and operated by Dial Broadcasting Inc., is an equal opportunity employer. WKID Radio affords equal opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and has adopted an EEO program designed to fully utilize the skills of qualified persons.

The FCC's EEO Rule requires this report to contain the following:

- A list of any and all full-time vacancies filled by the station during the applicable period.
- The recruitment sources utilized to fill any vacancy and sources available including organizations utilized for notifications pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule.
- Data reflecting the total number of persons interviewed for any full-time vacancies during the applicable period.
- A brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rule.

APPENDIX A (JOB VACANCY INFORMATION)

WKID Radio makes available and accepts employment applications and resumes at any time.

APPENDIX B (RECRUITMENT RESOURCES)

WKID Radio utilizes recruitment resources, including employment agencies, state employment agencies and referral sources, to attract qualified job applicants.

Recruitment Resources

**Ohio Center for Broadcasting
Cincinnati OH
Contact: Gary James
216-447-9117**

**Indiana Employment Service
Madison IN
812-265-3734**

**Switzerland County High School
Intern Program
Contact: Sharon Hansel
812-427-2626**

**Broadcast Compliance Services
Web Service bcs-ok.com
Contact: Robin Cooper
866-227-4336**

**Indiana Broadcasters Association
Indianapolis IN
Contact: Gwen Penning
800-342-6276**

APPENDIX C (NARRATIVE DESCRIPTIONS)

POLICY DISSEMINATION

WKID Radio maintains a policy of communication to employees and prospective employees as follows:

- **Utilizing an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies.**
- **Has posted a notice informing job applicants and employees that WKID Radio is an equal opportunity employer and that they may notify appropriate governmental agencies if they believe that they have been discriminated against.**

RESPONSIBILITY FOR IMPLEMENTATION

The General Manager of WKID Radio is the official company representative designated to have responsibility for implementing the station's EEO program.