

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT

(To be filed with broadcast license renewal application)

(For FCC Use Only)
Code No.

Legal Name of the Licensee White Pine Community Broadcasting, Inc		
Mailing Address 28 N. Stevens Street		
City Rhinelander	State or Country (if foreign address) WI	ZIP Code 54501
Telephone Number (include area code) 715-362-6000	E-Mail Address (if available) jessie@wxpr.org	
	Facility ID Number 72220	Call Sign WXPR

TYPE OF BROADCAST STATION :

Commercial Broadcast Station

Noncommercial Broadcast Station

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Radio | <input type="checkbox"/> TV | <input type="checkbox"/> Educational Radio |
| <input type="checkbox"/> Low Power TV | <input type="checkbox"/> International | <input type="checkbox"/> Educational TV |

List call sign and location of all stations included on this report. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through IV should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (city, state)	Time Brokerage Agreement (check applicable box)
WXPR	72220	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
WXPW	72222	<input type="checkbox"/> AM <input checked="" type="checkbox"/> FM <input type="checkbox"/> TV		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No
		<input type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		<input type="checkbox"/> Yes <input type="checkbox"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name Jessie Dick		Street Address 28 N. Stevens Street	
City Rhinelander	State WI	Zip Code 54501	Telephone No. (715) 362-6000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

Yes No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

Does your station employment unit employ fewer than five full-time employees?
Consider as "full-time" employees all those permanently working 30 or more hours a week.

Yes No

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

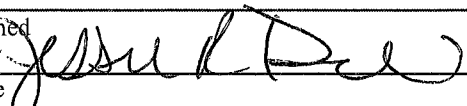
CERTIFICATION

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT
(U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed 	Name of Respondent Jessie Dick
Title Station Manager	Telephone No. (include area code) 715-362-6000
Date 7-31-18	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME	TITLE
Jessie Dick	Station Manager

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT

Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

Exhibit No.
Exhibit 1

II. NARRATIVE STATEMENT

Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.

Exhibit No.
Exhibit 2

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. If you do not provide the information requested on this report, the report may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Your response is required to obtain the requested authority. We have estimated that each response to this collection of information will average 1 hour, 30 minutes. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

2018 ANNUAL EEO PUBLIC FILE REPORT
White Pine Community Broadcasting, Inc.

Station(s): WXPR, WXPW
Community(ies) of License: Rhinelander, Wausau
Reporting Period: August 1, 2017- July 31, 2018
No. of Full-time Employees: 5 – 10 X / More than 10 _____
Small Market Exemption: Yes

During the Reporting Period, at total of 1 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

3-1-17 Pete Rondello and Jessie Dick selected participants in “Mad Money” hosted by Rhinelander Partners in Education, which teaches career choices, conducts interviews, and provides information on broadcast careers to graduating students.

4-22-17 Mackenzie Martin provided information about broadcast portions of the Sustainability Fair, hosted at the Nicolet College Lakeside Center. Station employment information and internship materials were made available.

10-18-17 Ken Krall and Jessie Dick provided a tour and presentation of broadcast opportunities to Leadership Oneida County program participants during Media Day.

2-27-18 Jessie Dick selected participants in “Mad Money” hosted by Rhinelander Partners in Education, which teaches career choices, conducts interviews, and provides information on broadcast careers to graduating students.

4-22-18 Participated in the Sustainability Fair, hosted at Nicolet College. Station employment information was made available.

Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.

4-15-17 WXPR/ WXPW hosted a business open house at the main studios through the Rhinelander Area Chamber of Commerce. In addition to tours and general information about the radio station, career options were shared.

12-15-17 WXPR/WXPW volunteers and staff hosted a community open house at the main studios. Tours were given and career information was shared. Participant voices were used on the air.

4-22-18 Hosted a community open house. Tours were given and career information was shared. Participant voices were used on the air.

6-27-18 Mackenzie Martin and Jessie Dick presented to Rhinelander Kiwanis.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5-7-18	Membership & Marketing Dir	Personal Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Personal Referrals	3
wxpr.org/employment	1

RECRUITING SOURCES USED

Job Title of Position: Membership and Marketing Director Date of Hire: May 7, 2018

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Star Journal	N	24 W Rives St.	Eileen Persike	715-369-3331

		Rhineland, WI 45401		starjournal@mmlocal.com
River News/ Lakeland Times	N	P.O. Box 790 • Minocqua, WI 54548	Jay Anderle	(715) 356-5236 jayanderle@rivernews online.com
WXPR Bulletin Board	N	28 N Stevens St	Jessie Dick	715-362-6000 jessie@wxpr.org
WXPR Facebook Ad	N	Facebook	Jessie Dick	715-362-6000 jessie@wxpr.org
WXPR.ORG	N	wxpr.org/employment	Jessie Dick	715-362-6000 jessie@wxpr.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Annual EEO Narrative 2018

White Pine Community Broadcasting, Inc.

For the period of August 1, 2017 through July 31st, 2018, White Pine Community Broadcasting, Inc. (WXPR;WXPW) filled one full-time position, that being the Membership and Marketing Director position.

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, White Pine Community Broadcasting Inc. achieved broad and inclusive outreach to diverse segments of the community by maintaining an extensive schedule of tours, public speaking engagements, community events, and participation in career fairs in which we offered information about employment and volunteer opportunities in the broadcast field.

In June and July of 2018, White Pine Community Broadcasting, Inc. continued its Internship Program. The internship program reflects our commitment to enhance understanding, education and provide expanded opportunities related to careers in broadcasting.