

WFMS(FM), WJJK(FM), WRWM(FM)
and employees at **WXNT(AM), WNTR(FM) and WZPL(FM)**¹
EEO PUBLIC FILE REPORT
April 1, 2018 – March 31, 2019

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Operations Manager	1, 11, 25-26, 38, 40, 44-47	40
Digital Director/WFMS On-Air MIDDAYS	1-3, 6-19, 22-26, 30, 35-38, 40-43, 47	1

¹ As of March 1, 2019, the SEU has provided more than 15% of the weekly programming time on stations WXNT(AM), Indianapolis, IN (Facility ID 47145), WNTR(FM), Indianapolis, IN (Facility ID 47143), and WZPL(FM), Greenfield, IN (Facility ID 47144), pursuant to a Local Marketing Agreement. Accordingly, this EEO public file report also addresses the EEO program for the above stations as of March 1, 2019 (for the last 30 days).

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Website www.allaccess.com	No	5
2	Ball State University Career Center Lucina Hall, Room 220 Muncie, IN 47306 (765) 285-1522 Fax: (765) 285-3757 careercenter@bsu.edu	No	0
3	Butler University Internship & Career Services Atherton Union – Room 315 4600 Sunset Ave. Indianapolis, IN 46208 (317) 940-8425 ics@butler.edu	No	0
4	Career Builder Website (in conjunction with Indianapolis Star) www.CareerBuilder.com	No	0
5	Craig’s List Website www.indianapolis.craigslist.org	No	0
6	Cumulus Media Website www.cumulusradio.com	No	1
7	Cumulus Business Managers bm@cumulus.com	No	0
8	Employee Referral	No	2
9	Equal Employment Office Indianapolis phyllis.tucker-wells@eoc.gov	No	0
10	Harrison College (Formerly Indiana Business College) Anderson Campus 140 E. 53 rd Street Anderson, IN 46031 (765) 644-7514 Fax: (765) 644-5724 careerservices@harrison.edu	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Indeed Website www.indeed.com	No	4
12	Indiana Black Expo 3145 N. Meridian Street Indianapolis, IN 46208 (317) 924-2702 Fax: (317) 925-6624 communications@indianablackexpo.com	No	0
13	Indiana Broadcasters Association 3003 E. 98 th Street, Suite 161 Indianapolis, IN 46280 (317) 573-0019 (x104) Fax: (317) 573-0895 Attn: Gwen Piening pieningiba@aol.com	No	9
14	Indiana State University Career Center HMSU, Room 139 200 N. Seventh Street Terre Haute, IN 47809 (812) 237-8887 Fax: (812) 237-2621 Isu-career-center@mail.indstate.edu	No	0
15	Indiana Student Chapter IUPUI- Society of Professional Journalists IUPUI 535 W. Michigan Street IT 569 Indianapolis, IN 46202 (317) 278-5328 dperkins@iupui.edu	No	0
16	Indiana Student Chapter University of Southern Indiana- Society of Professional Journalists 8600 University Boulevard Evansville, IN 47712 (812) 465-1125 emgibson@usi.edu	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Indiana University 625 N. Jordan Avenue Bloomington, IN 47405 (812) 855-5234 Fax: (812) 855-2121 iucareer@indiana.edu	No	0
18	IUPUI (Indiana University Purdue University Indianapolis) 400 University Boulevard Indianapolis, IN 46202 (317) 274-5555 clkendall@iupui.edu	No	0
19	Internal Posting	No	1
20	SEU Internship Program (see Section III)	No	0
21	SEU Job Fairs (see Section III)	No	0
22	LinkedIn Website www.linkedin.com	No	1
23	Martin Luther King Jr. Multi-Service Center Brandon Ware 40 West 40 th Street Indianapolis, IN 46208 (317) 923-4581 bware@mlkccindy.org	No	0
24	National Organization for Women-Indiana Chapter P. O. Box 2264 Indianapolis, IN 46208 Attn: Melissa Fadeley Indiana.now.chapter@gmail.com	No	0
25	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 (614) 245-0555 Attn: Alvis Moore, Placement Director amoore@beonair.com and Phil Brown, School Director pbrown@beonair.com	Yes	0
26	Ohio Center for Broadcasting – Cincinnati Alexandria Powell apowell@beonair.com	Yes	0
27	On-Air Announcements (one or more SEU stations)	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Participate Event/Program Sponsored by Educational Institution (<i>see Section III</i>)	No	0
29	Professional Referral	No	0
30	Purdue University Career Center West Lafayette, IN 47907 (765) 494-3981 hire@purdue.edu	No	0
31	Regional Help Wanted Website www.RRegionalHelpWanted.com	No	0
32	IBA Scholarship Program (<i>see Section III</i>)	No	0
33	Station Website Postings (<i>all SEU stations</i>)	No	0
34	Traffic Directors Guild of America 26000 Avenida Aeropuerto, Bldg 114 San Juan Capistrano, CA 92675 www.tdga.org	No	0
35	University of Notre Dame 248 Flanner Hall Notre Dame, IN 46556 (574) 631-5200 ndcps@nd.edu	No	0
36	University of Southern Indiana 8600 University Boulevard Evansville, IN 47712 (812)464-1865 Usi1careerspt@usi.edu	No	0
37	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 (812) 888-4501 career&employer@vinu.edu	No	0
38	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, e.g. diversityjobs.com, monster.com and topusajobs.com)</i>	No	1
39	Internal Transfer/Promotion	No	0
40	Cumulus Job Board	No	15
41	Monster (www.Monster.com)	No	0

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42	Glass Door (www.glassdoor.com)	No	0
43	Link Up (www.linkup.com)	No	0
44	Country Aircheck (www.countryaircheck.com)	No	0
45	The Morning Mouth (ww.themorningmouth.com)	No	0
46	RAMP (ramp247.com)	No	0
47	SEU Facebook Pages	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in program sponsored by educational institution relating to careers in broadcasting.	Warren Central High School’s Radio & Television Broadcast Class invited two of our SEU’s On-Air Personalities to speak to the class on April 12, 2018. They spoke with a large group of students about career opportunities in radio broadcasting and answered questions
2	Internship Program	Between May 7, 2018 and August 1, 2018 our SEU hosted one student intern from Ball State University. The intern was supervised by our Director of Sales and assisted with various tasks related to Sales and Marketing such as putting presentations together, entering sales orders, sales research, attending sales calls with veteran sales representatives. This intern also helped put together remote packages, etc. that were sold by the Promotions Department and “shadowed” on-air personalities and the Production Director to get a complete picture of all that is involved in operating a group of radio stations.
3	Internship Program	Between May 20, 2018 and August 8, 2018 our SEU hosted one student intern from Indiana University in Bloomington, Indiana. The intern was supervised by our Marketing Director. He interned in Promotions Dept. assisting with various tasks including putting together promotion proposals, scheduling part time Promotion Dept. employees for events, monitoring other stations web activity, loading events on station websites, packing bags for events, preparing on-site forms, preparing promotional notes. She attended meetings including Station Brain Storming meeting that involve Sales Dept., Programming Dept. and Promotions Dept., where ideas were discussed for Sales team to sell. She also worked with Front Desk answering phones, prize fulfillment.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in Job Fair	On September 19, 2018 our SEU participated in the Indiana Broadcasters Association Fall Job Fair at The 502 East Event Centre in Carmel, IN. Our Asst. Program Director attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU and accepted resumes from interested attendees.
5	Participate in Collegiate Career Expo	On November 15, 2018, our SEU participated in the Collegiate Career Expo at Indianapolis Convention Center sponsored by the College Career Center Consortium. Thirteen of Indiana's finest colleges and universities are represented at this Expo. Our SEU's Market Manager and Sales Manager attended this event and answered student's questions about career opportunities in broadcasting and the SEU's internship program.
6	Participate in program sponsored by educational institution relating to careers in broadcasting.	Ball State University Department of Telecommunications invited the SEU's Digital Sales Manager to speak to the class on November 7, 2018. She spoke with a large group of students about career opportunities in radio broadcasting and answered questions
7	Participate in Scholarship Program	On January 1, 2019, our SEU assisted the Indiana Broadcasters Association ("IBA") with its Scholarship Program. Our SEU ran Public Service Announcements and posted information about the Program on our station's websites to encourage participation. Our Market and Business Managers received, reviewed and evaluated applications received by the IBA and submitted their recommendations to the scholarship committee.
8	Participate in Career Fair	On February 13, 2019, our SEU participated in The United Career Fair Professional Sales Event at the Four Points Sheraton Indianapolis location. Our SEU's Digital Sales Manager attended this event and spoke with professional sales candidates from a large variety of backgrounds and explained sales in radio broadcasting, discussed current vacancies within the SEU and accepted resumes from interested attendees.

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9	Participate in Collegiate Career Expo	On February 20, 2019, our SEU participated in the Ball State University Student Career Fair on the Ball State University Campus in Muncie, Indiana. Our Market Manager and Digital Sales Manager attended this event and answered student's questions about career opportunities in broadcasting as well as the SEU's internship program.
10	Participate in program sponsored by educational institution relating to careers in broadcasting.	On February 21, 2019, our SEU participated as a judge in the Indiana Association of School Broadcasters High School and College Competitions. She judged a competition and spoke to participants about broadcast opportunities and answered questions.
11	Host event/program for an educational institution relating to careers in broadcasting	On March 4, 2019, a student from Butler University "job shadowed" our Marketing Director and observed a day doing marketing responsibilities including putting together promotion proposals, scheduling part time Promotion Dept. employees for events, monitoring other stations web activity, loading events on station websites. She all shadowed on on-air personality and observed how a show is put together, how live traffic reads are factored into a broadcast, how to conduct an Emergency Alert System test and, generally, how timing is everything when broadcasting live.
12	Participate in Job Fair	On March 30, 2019 our SEU participated in the Indiana Broadcasters Association Fall Job Fair at The 502 East Event Centre in Carmel, IN. Our Market Manager, Director of Sales and Digital Sales Manager attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU and accepted resumes from interested attendees.