

**WFMS(FM), WJJK(FM), WNDX(FM)<sup>1</sup>  
 WXNT(AM), WNTR(FM) and WZPL(FM)<sup>2</sup>  
 EEO PUBLIC FILE REPORT  
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**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
Program Director WNDX	1-3, 7-19, 21, 23-26, 30, 35-38, 40-42, 46	8
On-Air/Music Director WFMS	1-3, 7-19, 21, 23-26, 30, 35-38, 40-42, 46	40
Media Solution Specialist (Sales)	2-3, 7-19, 21, 23-26, 30, 35-38, 40-42	21
Graphic Designer	2-3, 7-19, 21, 23-26, 30, 35-38, 40-42	8
Programming Assistant (WZPL)	2-3, 7-19, 21, 23-26, 30, 35-42, 46	39

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<sup>1</sup> Station WYRG(FM), Lawrence, IN (Facility ID 71438), changed its call sign to WNDX(FM) on May 28, 2019.

<sup>2</sup> On May 9, 2019, Radio License Holding SRC LLC acquired Stations WXNT(AM), Indianapolis, IN (Facility ID 47145), WNTR(FM), Indianapolis, IN (Facility ID 47143), and WZPL(FM), Greenfield, IN (Facility ID 47144), See BALH/BAL-20190213AAX-Z. Prior to May 9, 2019, the SEU provided more than 15% of the weekly programming time on these Stations pursuant to a Local Marketing Agreement.

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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	<b>All Access Website</b> www.allaccess.com	No	1
2	<b>Ball State University</b> Career Center Lucina Hall, Room 220 Muncie, IN 47306 (765) 285-1522 Fax: (765) 285-3757 careercenter@bsu.edu	No	0
3	<b>Butler University</b> Internship & Career Services Atherton Union – Room 315 4600 Sunset Ave. Indianapolis, IN 46208 (317) 940-8425 ics@butler.edu	No	0
4	<b>Career Builder Website</b> (in conjunction with Indianapolis Star) www.CareerBuilder.com	No	0
5	<b>Craig’s List Website</b> www.indianapolis.craigslist.org	No	0
6	<b>Cumulus Media Website</b> www.cumulusradio.com	No	0
7	<b>Cumulus Business Managers</b> bm@cumulus.com	No	0
8	<b>Employee Referral</b>	No	2
9	<b>Equal Employment Office Indianapolis</b> phyllis.tucker-wells@eeoc.gov	No	0
10	<b>Harrison College</b> (Formerly Indiana Business College) Anderson Campus 140 E. 53 <sup>rd</sup> 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	<b>Indeed Website</b> www.indeed.com	No	23
12	<b>Indiana Black Expo</b> 3145 N. Meridian Street Indianapolis, IN 46208 (317) 924-2702 Fax: (317) 925-6624 communications@indianablackexpo.com	No	0
13	<b>Indiana Broadcasters Association</b> 3003 E. 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 (317) 573-0019 (x104) Fax: (317) 573-0895 Attn: Gwen Piening pieningiba@aol.com	No	2
14	<b>Indiana State University</b> 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	<b>Indiana Student Chapter IUPUI- Society of Professional Journalists</b> IUPUI 535 W. Michigan Street IT 569 Indianapolis, IN 46202 (317) 278-5328 dperkings@iupui.edu	No	0
16	<b>Indiana Student Chapter University of Southern Indiana- Society of Professional Journalists</b> 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	<b>Indiana University</b> 625 N. Jordan Avenue Bloomington, IN 47405 (812) 855-5234 Fax: (812) 855-2121 iucareer@indiana.edu	No	0
18	<b>IUPUI (Indiana University Purdue University Indianapolis)</b> 400 University Boulevard Indianapolis, IN 46202 (317) 274-5555 clkendall@iupui.edu	No	0
19	<b>Internal Posting</b>	No	2
20	<b>SEU Internship Program</b> (see Section III)	No	0
21	<b>SEU Job Fairs</b> (see Section III)	No	0
22	<b>LinkedIn Website</b> www.linkedin.com	No	0
23	<b>Martin Luther King Jr. Multi-Service Center</b> Brandon Ware 40 West 40 <sup>th</sup> Street Indianapolis, IN 46208 (317) 923-4581 bware@mlkccindy.org	No	0
24	<b>National Organization for Women-Indiana Chapter</b> P. O. Box 2264 Indianapolis, IN 46208 Attn: Melissa Fadeley Indiana.now.chapter@gmail.com	No	0
25	<b>Ohio Center for Broadcasting-Columbus</b> 5330 East Main Street Suite 200 Columbus, OH 43213 (614) 245-0555 Attn: Alvis Moore, Placement Director <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> and Phil Brown, School Director <a href="mailto:pbrown@beonair.com">pbrown@beonair.com</a>	Yes	0
26	<b>Ohio Center for Broadcasting – Cincinnati</b> Alexandria Powell <a href="mailto:apowell@beonair.com">apowell@beonair.com</a>	Yes	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
27	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
28	<b>Participate in Event/Program Sponsored by Educational Institution</b> ( <i>see Section III</i> )	No	0
29	<b>Professional Referral</b>	No	0
30	<b>Purdue University</b> Career Center West Lafayette, IN 47907 (765) 494-3981 hire@purdue.edu	No	0
31	<b>Regional Help Wanted Website</b> www.RRegionalHelpWanted.com	No	0
32	<b>IBA Scholarship Program</b> ( <i>see Section III</i> )	No	0
33	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
34	<b>Traffic Directors Guild of America</b> 26000 Avenida Aeropuerto, Bldg 114 San Juan Capistrano, CA 92675 www.tdga.org	No	0
35	<b>University of Notre Dame</b> 248 Flanner Hall Notre Dame, IN 46556 (574) 631-5200 ndcps@nd.edu	No	0
36	<b>University of Southern Indiana</b> 8600 University Boulevard Evansville, IN 47712 (812)464-1865 Usi1careerspt@usi.edu	No	0
37	<b>Vincennes University</b> Career Center 1002 N. First Street Vincennes, IN 47591 (812) 888-4501 career&employer@vinu.edu	No	0
38	<b>Zip Recruiter Website</b> 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	6
39	<b>Internal Transfer/Promotion</b>	No	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
40	<b>Cumulus Job Board</b>	No	28
41	<b>Monster (www.Monster.com)</b>	No	0
42	<b>Glass Door (www.glassdoor.com)</b>	No	1
43	<b>Link Up (www.linkup.com)</b>	No	0
44	<b>Country Aircheck (www.countryaircheck.com)</b>	No	0
45	<b>The Morning Mouth (ww.themorningmouth.com)</b>	No	0
46	<b>RAMP (ramp247.com)</b>	No	0
47	<b>SEU Facebook Pages</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>66</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in program sponsored by educational institution relating to careers in broadcasting	On April 12, 2019, two of our SEU's On-Air Personalities were invited to Warren Central High School's Radio & Television Broadcast Class to speak to the students about career opportunities in radio broadcasting and answer any of their questions.
2	Participate in Collegiate Career Expo	On April 18, 2019, our SEU participated in the University of Indianapolis Spring 2019 Communication Career Fair on its campus in downtown, Indianapolis. Our Marketing Director and Assistant Program Director attended this event and answered student's questions about career opportunities in broadcasting as well as the SEU's internship program.
3	Participate in Job Fair	On October 23, 2019, our SEU participated in the Indiana Broadcasters Association Fall Job Fair at The 502 East Event Centre in Carmel, IN. Our Market Manager 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.
4	Participate in Job Fair	On December 5, 2019, our SEU participated in the Recruit Military Job Fair at the Murat Shrine Temple, Indianapolis, IN. Our 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.
5	Participate in program sponsored by educational institution relating to careers in broadcasting	On January 15, 2020, our SEU's Digital Sales Manager was invited to speak to a large group of students in the Department of Telecommunications at Ball State University about career opportunities in radio broadcasting and answer their questions.
6	Participate in Collegiate Career Expo	On February 19, 2020, our SEU participated in the Ball State University Student Career Fair on its 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.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Participate in Scholarship Program	On January 1, 2020, 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 stations’ 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 Collegiate Career Fair	On February 20, 2020, our SEU participated in the Ball State University Student Career Fair on its 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.
9	Participate in Job Fair	On March 28, 2020, our SEU was to participate in the Indiana Broadcasters Association (“IBA”) Spring Job Fair at The 502 East Event Centre in Carmel, IN. However, because of threat posed by the Coronavirus, IBA converted its traditional Spring job fair to an on-line, virtual job fair. Our Market Manager, Director of Sales, and Digital Sales Manager accepted on-line appointments to speak to participants and answer questions about career opportunities in broadcasting, talked about current vacancies within the SEU, and accepted resumes from interested participants.
10	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.