

WEDJ FM & WSYW AM
ANNUAL EEO PUBLIC FILE REPORT
April 1, 2013 - March 31, 2014

I. VACANCY LIST

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

	Job Title	Recruitment Sources (“RS”) Used to Vacancy	RS Referring Hiree
1	Account Executive	8, 18, 20-23, 26, 36, 59-60, 67	22
2	Account Executive	16, 21, 28	16

WEDJ FM & WSYW AM

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2013 - March 31, 2014

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Cindy Hershman Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 clhershman@bsu.edu 765-285-5634	N	0
2	Gary Beaulieu Butler University 4600 Sunset Avenue Indianapolis, IN 46208 career@butler.edu 317-940-9383	N	0
3	Alan McNabb Indiana University 625 North Jordan Bloomington, IN 47405 mcnabba@indiana.edu 812-855-5234	N	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2554	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 th Street Indianapolis, IN 46208 219-981-4957	N	0
6	Luis Villarreal McVay Media 119 Elkington LP Laredo, TX 78045 956-235-0945	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Libby Davis University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 ocs@uindy.edu 317-788-3296	N	0
8	Linda Compton Indiana Broadcasters Association 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 comptoniba@aol.com 317-573-0119	N	0
9	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 sharonm@indyrecorder.com 317-924-5143	N	0
10	Left Blank Intentionally	N	0
11	Joyce Rogers Indiana Black Expo 3145 N. Meridian St Indianapolis, IN 46208	N	0
12	Lori Ann Edinborough University of Notre Dame Indiana Careers at Notre Dame 248 Flanner Hall Notre Dame, IN 46556 ndcps@nd.edu 574-631-0960	N	0
13	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-951-0005	N	0
14	Hose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 Voz2@cs.com 317-423-0954	N	0
15	Left Blank Intentionally	N	0
16	Ryan Marques Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2200	N	1
17	Client Referral	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
18	Internal Posting	N	0
19	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
20	Industry Peer	N	0
21	Posting on Station Website	N	5
22	Employee Referral	N	2
23	Job Fair	N	2
24	Radioalair.com P.O. Box 160167 Sacramento, CA 95816 916-669-9309	N	0
25	Radioandrecords.com 5055 Wilshire Boulevard Suite 600 Los Angeles, CA 90036 323-954-3400	N	0
26	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
27	Rehire	N	0
28	On-Air Announcements on WEDJWSYW	N	1
29	Unsolicited Walk In	N	0
30	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 4042 West 71 st Street, Suite A Indianapolis, IN 46268 317-291-4499	N	0
31	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
32	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
33	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
34	NAACP 4805 Mt. Hope Drive Baltimore, MD 21215 877-622-2798	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
35	<p>Namia Deleon Employment One 3081 N. High School Road Indianapolis, IN 46224 jobs4in.com 317-240-0800</p>	N	0
36	<p>Terry Wilson The Ohio Center for Broadcasting Columbus Campus 5330 East Main, Suite 200 Columbus, OH 43213 FunJobsOnAir.com BeOnAir.com 614-655-5250</p>	N	0
37	<p>Mike Zimmerman Ben Davis Career Center 1200 N. Girl School Road Indianapolis, IN 46214 mike.zimmerman@wayne.k12.in.us 317-243-5532</p>	N	0
38	<p>Benediction University Career Center Benedictine Univ. Krasa Center, Room 010 5700 College Road Lisle, IL 60532 career@ben.edu 630-829-6040</p>	N	0
39	<p>Benediction University Springfield Career Center 1500 N. Fifth Street Springfield, IL 62702 careerdevelopment@sci.edu 217-525-1420</p>	N	0
40	<p>Marcy Fry Harrison College 140 East 53rd Street Anderson, IN 46031 marcy.fry@harrison.edu 765-644-5724</p>	N	0
41	<p>Dominican University-IL Career Ctr-Dominican Univ 7900 West Division Street River Forest, IL 60305 careers@dom.edu 708-524-6786</p>	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
42	Illinois Central College Career Center 1 College Drive East Peroria, IL 61635 cschmidt@icc.edu 309-694-5153	N	0
43	Marc Scharnowske INCAA-Jobsource PO Box 149 Anderson, IN 46015 mscharnowske@madisoncty.com 765-641-6510	N	0
44	Bryon Alston Indianapolis Ten Point Coalition 3549 Blvd, PL, Suite 22 Indianapolis, IN 46208 balston@indytenpoint.org 317-924-0733	N	0
45	Kenneth Pyles International College of Broadcasting 6 S Smithville Road Dayton, OH 45431 swackkid@yahoo.com 937-258-8251	N	0
46	Rod Williamson J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 rwilliamson@msdwt.k12.in.us 317-259-5265	N	0
47	Nancy Riddle-Mills Jewish Community Center 6701 Hoover Road Indianapolis, IN 46260 nriddlemills@jccindy.org 317-251-9467	N	0
48	Marcia Goldstone Jewish Community Relations Council 1100 W 42 nd Street Indianapolis, IN 46208 m_goldstone@indyjrc.org 317-926-2935	N	0
49	Kalamazoo College Career Center 1200 Academy Street Kalamazoo, MI 49006 career@kzoo.edu 269-337-7183	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
50	Kent State University Career Services Center 261 Schwartz Center PO Box 5190 Kent, OH 44242 scsjobs@kent.edu 330-672-2360	N	0
51	Jennifer Pizer Lincoln College of Technology Career Center 7225 Winton Drive #128 Indianapolis, IN 46268 pizer@lincolntech.com 317-632-5553	N	0
52	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0
53	Barbara Benson Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 bbenson@marian.edu 317-955-6364	N	0
54	Martin Luther King Jr. Mutli Service Center 40 West 40 th Street Indianapolis, IN 46208 info@mlk-msc.org 317-923-4581	N	0
55	Joe Kelly – Placement Director Ohio Center for Broadcasting-Columbus 5330 East Main Street, Ste 200 Columbus, OH 43213 placement.columbus@beonair.com	N	0
56	Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu 765-494-3981	N	0
57	Purdue University North Central Office of Career Development Lib/Stu/Fac Bldg Rm 28 Westville, IN 46391 careers@pnc.edu 219-785-5498	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
58	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrigan@southseastcommunityservices.org 317-236-7400	N	0
59	Southern Illinois University – Carbondale University Center Services Woody Hall B-204 Mailcode 4703 Carbondale, IL 62910 careerservices@siu.edu 618-453-2391	N	0
60	Southern Illinois University – Edwardsville Career Center SIUE Edwardsville, IL 62026 sseiber@siue.edu 618-650-3708	N	0
61	University of Michigan The Career Center 515 E. Jefferson 3200 Student Activities Bldg Ann Arbor, MI 48109 careercenter@umich.edu 734-764-7460	N	0
62	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
63	Radio Online LLP 3500 Tripp Ave Amarillo, TX 79121-1637 radio-online.com 800-352-7503	N	0
64	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, CO 80126 mediarecruiter.com 303-400-5150	N	0
65	Craigslist.com	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
66	Nora Willman Indianapolis Public Schools Office of School and Community Relations 120 E. Walnut ST. R-114 Indianapolis, IN 46204 willmand@ips.k12.in.us 317-226-4649	N	0
67	WFYI 1630 N. Meridian Street Indianapolis, IN 46202 317-636-2020	N	0
68	Indyhispano.com	N	1
TOTAL INTERVIEWEES			12

WEDJ FM & WSYW AM
ANNUAL EEO PUBLIC FILE REPORT
April 1, 2013 - March 31, 2014

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in Job Fair	On May 30, 2013, the Station participated in the Indiana Latino Institute 2013 Youth Job Fair, held at the Shepherd Community Center. The Station's Program Director attended the event and provided information to job seekers about the career opportunities at the Station.
2	Participation in Job Fair	On July 18, 2013, the Station participated in the 2013 Indiana Black Expo Employment Opportunity Fair held at the Indiana Convention Center. The Station's Business Manager attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.
4	Training Programs	<p>The station employment unit has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> • Sales Training – New Account Executives, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients • Sales Training – All Sales, RAB Webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients. • Traffic Training – Sales Asst, working with Traffic Manager and Business Manager, to learn the Traffic system, and aid in entering sales orders and copy.
4	Mentor Program	<p>The station employment unit has established a mentoring program for station personnel. The current mentoring program is as follows:</p> <ul style="list-style-type: none"> • Part-time Sales Assistant, Ixchel Vargas is mentored by Norma Flores, Traffic Director and Amiee McGrath, Business Manager to understand and learn the different aspects of traffic, accounting, and how the sales team works, with the ultimate goal is to build Ms. Vargas in handling the office while covering Traffic and Business during time off. • Board Operator, Christian Sanchez is mentored by Sergio Merino, Promotions Assistant/Board Operator and Manuel Sepulveda, Program Director to understand and learn the different aspects of programming. The ultimate goal is to have Mr. Sanchez operate the board for remotes and live programs, and other needed times.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Internship Program	<p>During the reporting period, the Station hosted student interns from the following colleges and universities:</p> <ul style="list-style-type: none"> • June – August 2013: two interns from Indiana Latino Institute through Ivy Tech <p>The student interns performed tasks such as staffing outdoor events, secretarial duties in the office, providing sales event support, minor production and in assisting with an overall street presence for the station. Interns were supervised by the Station's Program Director.</p>
6	Participation in Job Fair	<p>On October 12, 2013, the Station participated in the 2013 Broadcasters Career/Internship Fair held by the Indiana Broadcasters Association held at the Marriott North Hotel. The Station's Program Director attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.</p>
7	Participation in scholarship programs	<p>From January 1, 2014 to March 31, 2014 Ran 170 PSA's on WEDJ-FM and WSYW-AM and assisted with the selection of the Indiana Broadcasters Association 2013 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.</p>
8	Hosted a Job Fair	<p>On February 12, 2014, the Stations sponsored a Bi-lingual Job Fair at the Indianapolis Zoo from 11 am to 3 pm. We had 21 participating companies, as well as a table of our own, that the General Manager, Business Manager, Program Director and various other staff members worked.</p>