



May 3, 2024

VIA POSTING TO ONLINE PUBLIC FILE OF
WAZY-FM

EEO Staff
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Coastal Television of Indiana LLC

Sabrina Israel | General Manager
765.474.1410 xt. 4308 | sabrina@starcitytv.com
3824 South 18th St. | Lafayette, IN 47909

Re: EEO Audit of Station WAZY-FM

Dear Ms. Goldin:

CTI License LLC (“Licensee”), licensee of radio station WAZY-FM (Facility ID No. 68970) (the “Station”), hereby responds to your EEO Audit letter dated March 22, 2024.

The Station is operated as a single employment unit (the “Unit”) with commonly-owned stations WBPE(FM), WYCM(FM), WSHY(AM), WPBI-LD, and WPBY-LD. The Unit employs more than five full-time employees, and as a result Licensee responds to each of the numbered paragraphs of Section (b) of the March 22 letter.

(i) Copies of the Unit’s two most recent EEO Public File Reports, described in section 73.2080(c)(6).

Copies of the Unit's two most recent EEO public file reports are attached as Exhibit 1.

(ii) For each station in the Unit that maintains a website, the website address. If the Unit’s most recent EEO Public File Report is not posted on each website as required by section 73.2080(c)(6), identify that website and explain why the report is not so posted. If the Unit does not maintain a website, but its corporate site contains a link to a site pertaining to the Unit, identify the corporate website address where the Unit’s most recent EEO Public File Report is linked pursuant to section 73.2080(c)(6).

Licensee maintains websites for the stations in the Unit at: www.wazy.com, www.wbpefm.com, www.y95online.com, www.thepatriot1043fm.com, and www.starcitytv.com. The Unit's most recent EEO public file report is linked to these websites.

(iii) For each of the Unit’s full-time positions filled during the period covered by the EEO Public File Reports noted above, or since acquisition of the Unit (if during that period), provide

WAZY-FM 2024 EEO Audit Response

the date of hire as required by section 73.2080(c)(5)(vi) as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position, as described in section 73.2080(c)(5)(iii). However, to reduce the burden of responding to this audit, if you have sent a job notice to multiple sources, you may include in your response: (1) documentation showing one such notice was sent, (2) a list of the additional sources to which the notice was distributed, and (3) a statement confirming notices to all additional sources used to announce the vacancy were retained, as required by section 73.2080(c)(5)(iii). Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of the Unit's job openings, as described in section 73.2080(c)(1)(ii).

All available documentation related to the vacancy notices sent out in relation to the positions listed on the two most recent EEO Public File Reports is provided in Exhibit 2.

(iv) As required by section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all of the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Reports.

This information is included in the annual EEO Public File Reports included at Exhibit 1.

(v) Dated documentation of the Unit's recruitment initiatives described in section 73.2080(c)(2) during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions, and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit's total number of full-time employees and state whether the population of the market in which any of the Unit's stations operates is 250,000 or more. Based upon these two factors and as required by sections 73.2080(c)(2) and (e)(3) of the Commission's rules, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period (measured from the date the stations in the Unit file their renewal applications and the second, fourth, sixth and eighth anniversaries of that date). If the Unit performed more than the required number of initiative activities, it may provide documentation for only the required amount in its response, i.e., two or four points worth. If any documentation that you provide appears inadequate, e.g., it is not dated or does not clearly prove the Unit's participation, the Commission may ask you for additional verification.

Documentation for the two initiatives listed below is contained in Exhibit 3. The documents show that, during the reporting period, the Unit:

- 2024 INDIANA BROADCASTERS FOUNDATION SCHOLARSHIP; and
- P1 PLUS TRAINING

Station personnel participated in more events than are reflected in the attached documentation; documents related to other events can be provided upon request.

As of May 1, 2024, the total number of full-time employees of the Employment Unit is 17, and the population of the Station's market is less than 250,000, so it is required to perform two initiatives within a two-year period/ more than

WAZY-FM 2024 EEO Audit Response

250,000, so it is required to perform two initiatives within a two-year period.

(vi) Any pending or resolved complaints involving the Unit filed during the Unit's current license term(s) before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that you must report all complaints, regardless of their status or disposition.

Zero discrimination complaints were filed during the period covered by this response.

(vii) In accordance with section 73.2080(b), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

The Employee Handbook of Coastal Television of Indiana, LLC is given to every new employee upon their first day of employment. Page Number 5 reviews the Equal Employment Opportunity. The new hire employee must read the handbook and initial every page confirming they understand our policies and procedures. A mid-year email is also sent to the employees with the Employee Handbook and any notices of updates to any policy or procedure within the company.

(viii) In accordance with section 73.2080(c)(3), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

The Unit receives monthly emails from the hiring representative for Coastal Television of Indiana to update and review our EEO Checklist. Progress on Recruitment Initiatives are requested from the corporate team throughout the year. For example, on June 13, 2023, the Owner requested an update on our monthly general manager conference call.

(ix) As required by section 73.2080(c)(4), during the Unit's current license term(s) (or since acquisition of the Unit (if during that period)), describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

The Unit examines pay upon posting vacant positions regarding current employee compensation in similar roles. Promotions are determined at the end of the calendar year based on merit. Benefits and seniority practices are examined and determined by the corporate team on an annual basis.

WAZY-FM 2024 EEO Audit Response

(x) If your entity is a religious broadcaster and any of the Unit's full-time employees are subject to a religious qualification as described in section 73.2080(a) of the rules, the Unit should indicate that status in its response and provide data as applicable to its EEO program. For example, for those full-time hires subject to a religious qualification, you must provide only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source that referred the person hired. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

The licensee is not a religious broadcaster.

Please contact the undersigned if you have any questions or require additional information.

I, Sabrina Israel, am the General Manager of the Station and I have reviewed the statements of fact contained herein and declare under penalty of perjury that this response is accurate and complete to the best of my knowledge, information, and belief.

Sincerely,

A handwritten signature in cursive script that reads "Sabrina Israel".

Sabrina Israel
General Manager

Attachment

EXHIBIT 1

EEO PUBLIC FILE REPORTS:

ANNUAL EEO PUBLIC FILE REPORT
COASTAL TELEVISION OF INDIANA LLC

1. Full-Time Jobs Filled From April 1, 2022 to March 31, 2023

Title of Position: Multimedia Journalist

Date Filled: 6/21/22 and 7/20/22

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 12

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	12
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Multimedia Journalist

Date Filled: 9/1/22

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	3
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

Title of Position: Account Executive

Date Filled: 6/17/22

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 7

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	7
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 9/29/22

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 6

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	6
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	
Broadcast Employment Services (tvjobs.com)	Online Portal	Oceanside, CA 800-374-0019	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 12/30/22

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	4
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	
Indiana Career Connect (IndianaCareerConnect.com)	Online Portal	Lafayette, IN 765-474-5411	
Broadcast Employment Services (tvjobs.com)	Online Portal	Oceanside, CA 800-374-0019	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

EXHIBIT 1 - Continued

2. Recruitment Initiatives Implemented from April 1, 2022, to March 31, 2023:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Scholarship	Ongoing	Star City Broadcasting Scholarship in Communications at Purdue University are awarded annually.
Community Job Fair	August 20, 2022	Sponsored Local Job Fair in partnership with Ivy Tech Community College. We advertised via radio and television commercials prior to the event.
Mentoring	September 1, 2022 – present. This is an ongoing initiative.	General Manager and Program Director worked with a local high school student, who participates in the Greater Lafayette Career Academy, to receive mentorship in the hopes of a future in broadcast journalism.
Promoted and Participated in the Indiana Broadcasters Fall Career Fair	October 10, 2022	Aired radio promotions ahead of the event to the community. General Sales Manager discussed positions at Star City and necessary skills for working in broadcasting.
Junior Achievement Mentoring	November 7, 2022 – present. This is an ongoing initiative.	Junior Achievement (JA) BizTown Partnership created. JA program provides hands on experience in a business town simulation for local middle school students. The criteria we are helping mentor include reporting, camera op, and production assistant.
Promoted and Participated in the Indiana Broadcasters Spring Career Fair	March 25, 2023	Aired radio promotions ahead of the event to the community. Program Director discussed positions at Star City and necessary skills for working in broadcasting.

EXHIBIT 1 - Continued

ANNUAL EEO PUBLIC FILE REPORT
COASTAL TELEVISION OF INDIANA LLC

1. Full-Time Jobs Filled From April 1, 2023 to March 31, 2024

Title of Position: Multimedia Journalist

Date Filled: 5/15/2023

Recruitment Source That Referred The Individual Hired: Internal Referral

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Internal Referral – News reporter met the hire at Purdue University and discussed the open position.	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	1
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityTV.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	3

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 6/26/2023

Recruitment Source That Referred The Individual Hired: Media Staffing Network

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Media Staffing Network (www.mediastaffingnetwork.com)	Arminda Lindsay	7115 E Thirsty Cactus Ln, Scottsdale, Arizona, 85266 336-698-3345	1
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	1
LinkedIn Talent Solutions (linkedin.com)	Online Portal	11000 West Maude Avenue, Sunnyvale, CA 94085 1855-655-5653	2
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityTV.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Promotions Manager

Date Filled: 7/31/2023

Recruitment Source That Referred The Individual Hired: Internal Referral

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Internal Referral – Program Director of WAZY FM met new hire at an event and discussed the open position.	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	1
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	1
Star City Broadcasting Website (StarCityTV.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	1

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Sales Manager

Date Filled: 8/21/2023

Recruitment Source That Referred The Individual Hired: Media Staffing Network

Total Number of People Interviewed for Vacancy: 7

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Media Staffing Network (www.mediastaffingnetwork.com)	Arminda Lindsay	7115 E Thirsty Cactus Ln, Scottsdale, Arizona, 85266 336-698-3345	7
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	
Linkedin Talent Solutions (linkedin.com)	Online Portal	11000 West Maude Avenue, Sunnyvale, CA 94085 1855-655-5653	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 11/27/2023

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 14

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	5
Linkedin Talent Solutions (linkedin.com)	Online Portal	11000 West Maude Avenue, Sunnyvale, CA 94085	9
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityTV.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 12/11/2023

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 19

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	15
Linkedin Talent Solutions (linkedin.com)	Online Portal	11000 West Maude Avenue, Sunnyvale, CA 94085	4
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 1 - Continued

Title of Position: Account Executive

Date Filled: 12/20/2023

Recruitment Source That Referred The Individual Hired: LinkedIn

Total Number of People Interviewed for Vacancy: 7

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
Indeed For Employers (Indeed.com)	Online Portal	6433 Champion Grandview Way Austin, TX 78750 800-475-4361	2
LinkedIn Talent Solutions (linkedin.com)	Online Portal	11000 West Maude Avenue, Sunnyvale, CA 94085	5
Star City Broadcasting Radio: WAZY, WPBE, WYCM	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Star City Broadcasting Website (StarCityBroadcasting.com)	Sabrina Israel	3824 S 18th St. Lafayette, IN 47909	
Indiana Broadcasters Association (IndianaBroadcasters.org)	Online Portal	Indianapolis, IN 317-922-6708	

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

EXHIBIT 1 - Continued

2. Recruitment Initiatives Implemented from April 1, 2023, to March 31, 2024:

Type of Initiative (e.g., job fair, mentoring program)	Date Implemented	Description
Scholarship	Ongoing	Star City Broadcasting Scholarship in Communications at Purdue University are awarded in Spring and Fall.
Scholarship	February 26, 2024	Indiana Broadcasters Foundation Scholarship – General Manager served as a judge to evaluate applications to determine recipients in 2024. Star City also contributed financially.
Training	January – March 2024	P1 Plus Sales Training : a 7-week initiative designed to provide newly hired sales reps the tools to be successful. A final review with the trainer, each rep and sales manager was completed to obtain certifications.
Promoted and Participated in the Indiana Broadcasters Fall Career Fair	October 2, 2023	Aired radio promotions ahead of the event to the community. General Sales Manager discussed positions at Star City and necessary skills for working in broadcasting.
Junior Achievement Mentoring	November 7, 2023 – present. This is an ongoing initiative.	Junior Achievement (JA) BizTown Partnership created. JA program provides hands on experience in a business town simulation for local middle school students. The criteria we are helping mentor includes reporting, camera op, and production assistant.
Promoted and Participated in the Indiana Broadcasters Spring Career Fair	March 23, 2024	Aired radio promotions ahead of the event to the community. The sales manager discussed positions at Star City and necessary skills for working in broadcasting.

EXHIBIT 2

DOCUMENTATION OF RECRUITMENT EFFORTS FOR THE VACANCIES DESCRIBED IN THE PUBLIC FILE REPORTS AT EXHIBIT 1

Indeed.com

Job Title	Location	Applicants	Awaiting	Contacting	Hired	Cost	Status
Digital Account Manager	3824 S 18th Street, Lafayette, IN	37	6	30	1 of 1	38.00 (USD) Daily 0.00 (USD) Total cost	Closed
Digital Account Manager	3824 S 18th Street, Lafayette, IN	16	3	12	1 of 1	44.00 (USD) Daily 0.00 (USD) Total cost	Closed
Account Executive	3824 South 18th Street, La...	38	1	17	1 of 3	62.00 (USD) Daily 0.00 (USD) Total cost	Closed
Account Executive	3824 South 18th Street, La...	12	0	9	0 of 3	Free - Sponsor job 16 charged applications \$3,344.00 total	Closed
Account Executive	3824 South 18th Street, La...	9	0	4	0 of 3	Free - Sponsor job 21 charged applications \$3,932.00 total	Closed
Multimedia Journalist	3824 S 18th Street, Lafayette...	1	1	0	0 of 2	Free - Sponsor job 40 charged applications \$3,200.00 total	Closed
Account Executive	3824 South 18th Street, La...	27	0	27	0 of 3	Free - Sponsor job 69 charged applications \$6,348.00 total	Closed
Multimedia Journalist	3824 S 18th Street, Lafayette...	63	46	11	0 of 2	50.00 (USD) Daily 0.00 (USD) Total cost	Closed
Account Executive	3824 South 18th Street, La...	85	0	78	0 of 3	41.00 (USD) Daily 0.00 (USD) Total cost	Closed

¹ Via Indeed, we interviewed fifteen candidates for the three vacant Multi-Media Journalist positions in 2022, from a pool of sixty-four candidates. While certain individuals were identified through Indeed, contact may have happened directly. Hiring manager did not update the Indeed hiring portal for hires.

² Via Indeed, we interviewed seventeen candidates for the three vacant Account Executive positions in 2022, from a pool of one hundred thirty-three candidates. While certain individuals were identified through Indeed, contact may have happened directly. Hiring manager did not update the Indeed hiring portal for hires.

³ Via Indeed, we interviewed 23 candidates for the four open Account Executive positions in 2023, from a pool of fifty-one candidates. Note, Account Executive and Digital Account Manager titles are used interchangeably. While certain individuals were identified through Indeed, contact may have happened directly. Hiring manager did not update the Indeed hiring portal for all hires.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 2 - Continued

Website Listings

StarCityBroadcasting.com – Parent Company Website 2022 to March 2023

StarCityTV.com - Parent Company Website March 2023 - present

WAZY.com – Station Website

Website listings on wazy.com, starcitybroadcasting.com, and starcitytv.com were uploaded by Corey Wilson, Operations Manager, of Coastal Television of Indiana, dba Star City Broadcasting.

The following positions were listed between March 31, 2022-March 31, 2024:

- Multi-Media Journalist
- Account Executive
- Promotions Manager /On-Air Talent



EMPLOYMENT OPPORTUNITIES

SALES EXECUTIVE

We are seeking a professional seller who can connect with clients to help them achieve their business objectives through effective broadcast television, radio, and multi-platform digital advertising solutions. The ideal candidate will possess excellent communication skills, an enthusiastic and outgoing personality with a drive to succeed. Most importantly, we are looking for a hard-working marketer who wants to have FUN at work, while helping local businesses grow!

Your responsibilities will include, but not limited to:

- Generate revenue for the stations and meet monthly goals through effective outside sales techniques.
- Develop new business through selling commercial advertising time and digital products.
- Create and present advertising strategies and ideas for local businesses incorporating broadcast television, radio and digital solutions.
- Provide input on sales promotion ideas to sales management.
- Retain current business and develop new business contacts.
- Understand the business objectives and advertising strategies of clients and find ways to help them achieve their objectives.

Required Skills:

- Strong organizational, written and presentation skills
- Proficient in Word, Excel, and PowerPoint at a minimum
- Ability to build and maintain positive customer relationships
- Competitive, persuasive, energetic and self-motivated
- Ability to overcome objections
- Outside sales experience preferred but will train if no experience
- Enjoy a fast-paced environment with a desire to win
- Professional appearance a must

Salary plus commission career opportunity.

Apply directly to Local & Digital Sales Manager Nick Griffin

Nick@StarCityTV.com

Multi-Media Journalist

Star City News is looking for a passionate reporter/multi-media journalist to join our news team. This position is responsible for newsgathering and reporting for broadcast, digital, other multi-platform applications, including shooting, writing and editing. We want someone who can connect with our viewers in the Greater Lafayette area on all platforms including television, web and social media.

Responsibilities:

- General assignment reporting
- Evaluate news leads and pitch unique stories
- Establish and maintain relationships/sources in the community
- Participate in station community and promotional events
- Produce content for Twitter, Facebook and other social media sites
- Perform other duties as assigned

Qualifications:

- College degree, preferably in broadcast journalism
- Premiere Pro edit experience a plus, and video camera/photography skills
- Exceptional writing, speech, grammar and spelling



Multi-Media Journalist

Star City News is looking for a passionate reporter/multi-media journalist to join our news team. This position is responsible for news gathering and reporting for broadcast, digital, other multi-platform applications, including shooting, writing and editing. We want someone who can connect with our viewers in the Greater Lafayette area on all platforms including television, web and social media.

Responsibilities:

- General assignment reporting
- Evaluate news leads and pitch unique stories
- Establish and maintain relationships/sources in the community
- Participate in station community and promotional events
- Produce content for Twitter, Facebook and other social media sites
- Perform other duties as assigned

Qualifications:

- College degree, preferably in broadcast journalism
- Premiere Pro edit experience a plus, and video camera/photography skills
- Exceptional writing, speech, grammar and spelling
- Ability to list 25-30 pounds of equipment required
- Clean background check, driving record and drug test required
- Ability to work a flexible schedule including nights and weekends
- Be active on social media
- Must be a self-motivator, able to meet tight deadlines, have strong verbal and written communication skills
- Team player who is flexible
- Displays a positive work ethic and can work under tight deadlines
- High degree of integrity and professionalism
- Demonstrates good news judgment and decision making

Additional Job Requirements:

- Multi-Media Journalist experience a plus
- Ability to communicate effectively and work well with people while under pressure
- Upbeat personality and quick with up to date on and interested in current news events
- Knowledge of laws of libel, slander and applicable FCC rules and regulations
- Personal initiative and ability to work with minimum supervision

Please send resume and reel to General Manager Sabrina Israel.

sabrina@starcitytv.com

3824 S. 18th Street
Lafayette, IN 47909

Date: Fri, Feb 24, 2023 at 11:58 AM
Subject: Job Description for WAZY FM
To: Sabrina <sabrina@starcitybroadcasting.com>

Lafayette's #1 HIT Music Station

WAZY FM - Lafayette, IN. is looking for their next on-air star!

Do you have what it takes to host a live and local show? Can you keep your audience informed, entertained and on the edge of their seat wanting to hear more? Can you engage on the phone lines and across social media platforms? Are you a team player?

If you answered yes to these questions we'd like to hear from you. The qualified candidate will also help with promotions and be on site to help with the "Tailgate Show" live from Ross-Ade Stadium before kickoff of Purdue's home football games. Candidates must also be available for remote broadcasts as needed.

Experience is a plus, but we are also willing to teach if you are willing to learn. If you have a good personality, we encourage you to apply.

Responsibilities include:

- Live on-air shift from 3p-6pm M-F on 96.5 WAZY FM.
- Drive the station's image marketing, promote local events, partner with local businesses and non-profit organizations, along with creating promotional campaigns for all radio and tv stations in our group.

You may be asked to perform other promotional duties for our radio and television stations as needed. You will be supplied with electronic equipment to help you perform your job. This will remain the property of the Company and you may be required to return it if your employment ends.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 2 - Continued

Star City Broadcasting

Broadcast Radio and TV commercials aired in 2022 and 2023 to promote vacant positions.

OSI Contract Headers:

Contract Edit | Line Listing | Line Edit | Mass Edit | Order Placement | Electronic Contracting (EC)

Contract: 120460 Revision: 10

*Agency #: Direct Account

*Advertiser #: 8376 Star City Broadcasting Rad

*Acct Type 1: Local *Acct Type 2: Spot Direct

*Product #: 1072 Radio Station

*Brand #: 21376 Recruitment

*Personnel #: 1130 HOUSE,HOUSE (0%)

Buyer Last: Buyer First:

Phone: () - x *Sp. Handling: None

*Billing Period: Calendar Contract Totals Broadcast Calendar Deal Totals

Order Types: New Busine

External #:

Description	Value	Pending Value	Total
Start Date	04/14/22	n/a	
End Date	05/31/22	n/a	
Total Spots	824	0	824
Gross Total	\$0.00	\$0.00	\$0.00

Agency Comm: 0.00 %

Demographics

Primary:

Secondary:

External Comments: Hiring

Adv Comment:

Billing Currency: USA only Contract Exch. Rate:

Sales Total: User Field 1 (UF1):

Agency Client / Product / Estimate (CPE)

Agency Client #:

Contract Edit | Line Listing | Line Edit | Mass Edit | Order Placement | Electronic Contracting (EC)

Contract: 122668 Revision: 7

*Agency #: 1 Direct Account

*Advertiser #: 8376 Star City Broadcasting Rad

*Acct Type 1: Local *Acct Type 2: Spot Direct

*Product #: 1072 Radio Station

*Brand #: 21376 Recruitment

*Personnel #: 1130 HOUSE,HOUSE (0%)

Buyer Last: Buyer First:

Phone: () - x *Sp. Handling: None

*Billing Period: Calendar Contract Totals Broadcast Calendar Deal Totals

Order Types: New Busine

External #:

Description	Value	Pending Value	Total
Start Date	09/07/22	n/a	
End Date	09/30/22	n/a	
Total Spots	396	0	396
Gross Total	\$0.00	\$0.00	\$0.00

Agency Comm: 0.00 %

Demographics

Primary:

Secondary:

External Comments: Hiring

Adv Comment:

Billing Currency: USA only Contract Exch. Rate:

Sales Total: User Field 1 (UF1):

Agency Client / Product / Estimate (CPE)

Agency Client #:

Product Code:

Estimate:

Contract Edit | Line Listing | Line Edit | Mass Edit | Order Placement

Contract: 130229 Revision: 12

*Agency #: Direct Account

*Advertiser #: 8397 Star City Broadcasting

*Acct Type 1: Local *Acct Type 2: Do Not Print

*Product #: 1276 Recruitment

*Brand #: 19856 GENERIC

*Personnel #: 1130 HOUSE,HOUSE (100%)

Buyer Last: Buyer First:

Phone: (765)474-1410x *Sp. Handling: None

*Billing Period: Calendar Contract Totals Broadcast Calendar Deal Totals

Order Types: New Busine

External #:

Description	Value	Pending Value	Total
Start Date	10/04/23	n/a	
End Date	10/31/23	n/a	
Total Spots	507	0	507
Gross Total	\$0.00	\$0.00	\$0.00

Agency Comm: 0.00 %

Demographics

Primary:

Secondary:

External Comments: HIRING ADS

Adv Comment:

Billing Currency: USA only Contract Exch. Rate:

Sales Total: User Field 1 (UF1):

Agency Client / Product / Estimate (CPE)

Agency Client #:

Product Code:

Estimate: HIRING

¹ In addition, radio hiring commercials ran in promotional inventory on WAZY-FM in 2022 and 2023. The commercials are not scheduled in OSI but scheduled directly in Audio Vault to fill where promotional inventory is available.

EXHIBIT 2 - Continued

Indiana Broadcasters Association

Career Page

As part of our Indiana Broadcasters Association Membership, we submit job postings to the Career page when we have vacant positions. Jobs were listed in coordination with the 2022-2024 Spring and Fall Job Fairs.



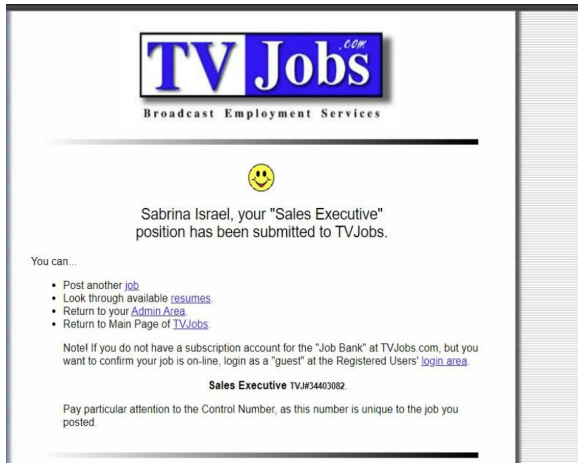
Jobs in Broadcasting

If you would like to submit a job posting, please visit our Members section.

Career Fair Commercials

Radio commercials are aired on WAZY-FM, WBPE-FM, and WYCM-FM to promote the Indiana Broadcasters Association Spring and Fall Career fairs along with our open vacancies. Spring and Fall Career Fairs are held in March and October of every year.

Broadcast Employment Services



From: sabr@tvjobs.com
To: sabr@starcitybroadcasting.com
Subject: TVJobs.com - Sales Executive job posted
Date: Monday, August 29, 2022 11:20:50 AM

JOB POSTING NOTIFICATION FROM TVJOBS

Sabrina Israel,

Your "Sales Executive" position was just posted in the TVJobs.com Database and is now available online...

Station : WPBI
Position: Sales Executive
Category: Sales - Account Executive
Job ID : TV#34403082
Posted : 8/29/2022
Expires : 9/29/2022
Status : Registered Employer - Job Posted
Ad Text :

Sales Executive

Are you bored with your current situation and looking for a fast-paced, exciting career where each day is unique? Are you a hard worker, good at solving problems, and enjoy helping businesses succeed? If so, then maybe our Account Executive opening at our radio and television stations in Lafayette, IN may be a perfect fit for you. We have four radio and four television stations in this marketplace, so there are lots of opportunities for you!

We value your opinions and want to develop your creativity so that you can effectively evaluate, analyze, and present clients with the best television advertising solutions for their businesses. We will train, coach, and give you all tools to excel so that you can reap financial rewards from your hard work.

Why us?

We sell cool products! Unlike traditional business development roles that hawk generic widgets, here you'll be pitching and delivering television media solutions. Where else can you sell ads for the NFL, Primetime shows, and highly rated media events? Every day is an opportunity to create excitement for you, your clients, and the viewing public.

We will also give you a good deal of responsibility and enable you to leverage your creativity and technological knowledge to be successful. Your career is entirely dependent on your desire to learn, work hard, generate business, and build long-lasting client relationships.

And, this a perfect opportunity for people who want to re-enter the workforce, re-invigorate their careers, and are driven to succeed.

¹ TV Jobs sent a pending expiration prior to the expiration date of which this listing was extended through 12/31/22.

WAZY-FM 2024 EEO Audit Response

EXHIBIT 2 - Continued

LinkedIn

Recruiter Projects Jobs Reports

Projects (2)

Reset filters

Search for a project

Filter projects containing

- All
- Only searches
- Jobs
- Shared applicants

2 PROJECTS

Project owner: Kenneth Anthony Location: Lafayette, Indiana Metropolitan Area Project status: Active Clear all

★ Sales Representative

Star City Broadcasting (Lafayette, Indiana Metropolitan Area) • Kenneth Anthony • Created 5/5/2023

Contract: Coastal Television Broadcasting Company

● Job: Digital Account Manager (closed): 0 applicants

● Recommended matches (active)

From: LinkedIn <jobs-listings@linkedin.com>
Sent: Thursday, September 21, 2023 5:18 PM
To: Ken Anthony <kanthony@coastaltvgroup.com>
Subject: Your job is posted: [Sales Representative]

Your job is posted: [Sales Representative]

kanthony@coastaltvgroup.com

Your job is posted

Share with your network to help get applicants faster.

Right-click or tap... Sales Representative
Confidential - Lafayette, Indiana Metropolitan Area (On-site)
Posted: Sep 21 - Job Expires: Oct 21

View Job

Hiring for more roles

Post another job and find quality talent.

Post a new job

From: LinkedIn <jobs-listings@linkedin.com>
Sent: Tuesday, October 17, 2023 3:00 PM
To: Ken Anthony <kanthony@coastaltvgroup.com>
Subject: Your job is posted: [Sales Representative]

Your job is posted: [Sales Representative]

kanthony@coastaltvgroup.com

Your job is posted

Share with your network to help get applicants faster.

Right-click or tap... Sales Representative
Confidential - Lafayette, Indiana Metropolitan Area (On-site)
Posted: Oct 17 - Job Expires: Nov 21

View Job

From: LinkedIn <jobs-listings@linkedin.com>
Sent: Monday, October 23, 2023 9:09 AM
To: Ken Anthony <kanthony@coastaltvgroup.com>
Subject: Your job is posted: [Sales Representative]

Your job is posted: [Sales Representative]

kanthony@coastaltvgroup.com

Your job is posted

Share with your network to help get applicants faster.

Right-click or tap... Sales Representative
Confidential - Lafayette, Indiana Metropolitan Area (On-site)
Posted: Oct 23 - Job Expires: Nov 22

View Job

From: LinkedIn <jobs-listings@linkedin.com>
Sent: Wednesday, November 22, 2023 11:19 AM
To: Ken Anthony <kanthony@coastaltvgroup.com>
Subject: Your job is posted: [Digital Account Manager]

Your job is posted: [Digital Account Manager]

kanthony@coastaltvgroup.com

Your job is posted

Share with your network to help get applicants faster.

Right-click or tap... Digital Account Manager
Star City Broadcasting - Lafayette, Indiana Metropolitan Area (On-site)
Posted: Nov 22 - Job Expires: Dec 30

View Job

From: LinkedIn <jobs-listings@linkedin.com>
Sent: Thursday, January 25, 2024 6:25 PM
To: Ken Anthony <kanthony@coastaltvgroup.com>
Subject: Your job is posted: [Sales Representative]

Your job is posted: [Sales Representative]

kanthony@coastaltvgroup.com

Your job is posted

Share with your network to help get applicants faster.

Right-click or tap... Sales Representative
Confidential - Lafayette, Indiana Metropolitan Area (On-site)
Posted: Jan 25 - Job Expires: Feb 24

View Job

Hiring for more roles

Post another job and find quality talent.

Post a new job

EXHIBIT 2 - Continued

Media Staffing Network

Recruitment company used to find management candidates.

Sabrina,

The following is the list of candidates we submitted for Coastal's consideration for the role of General Sales Manager/Director of Sales:

1. Jeremy Weaver
2. Dan Tooker
3. Christopher Avila
4. Tyler Richardson
5. Linda Weaver
6. Dale Stafford
7. Daniel Ordiway
8. Dustin Sisney
9. Ivan Paramanandam
10. Molly Hawley
11. Bill Roesch
12. Jennifer Schneider
13. Robert Hennessey
14. Andy Fagan
15. Ross Reardon
16. Victor Brust
17. Frank Abbadessa
18. Alisa Shaikh
19. Jason Hunt
20. Jamie Evans
21. Terry Glaser
22. Tony Wilkins
23. Steve Ruley
24. Nicholas Griffin -- whom you hired



Arminda Lindsay
Recruiter
Media Staffing Network

✉ arminda@mediastaffingnetwork.com

☎ 13366018111

🌐 mediastaffingnetwork.com



¹ Media Staffing Network provided a management candidate that we interviewed but hired for an Account Executive position in 2023.

EXHIBIT 2 - Continued

Indiana Career Connect

Posts Jobs on Multiple Career Sites and Job Boards Across the State of Indiana

From: Indiana Career Connect <systemalert@geosolinc.com>
Sent: Thursday, May 27, 2021 4:29 PM
To: JAMELAH@STARCITYBROADCASTING.COM
Subject: Notification of New Applicant - Indiana Career Connect

The Indiana Career Connect web site has placed a new message within the online message center with important information that you may be interested in. Clicking the sign in link below will allow you to log into Indiana Career Connect and review this message.

Job Details

Here are the details for the selected job. You may need to scroll down to see all the information about the job, including the job description. WARNING: Always be on the lookout for job scams! Learn more about identity theft Opens in new window



Onsite - Work onsite all of the time

Job Summary

Between \$25k and
\$250k
Per Year

Position range in Lafayette-West Lafayette, IN Metropolitan Statistical Area
\$34k - \$76k Per Year

Sales Executive

Star City Broadcasting

Occupation: Advertising Sales Agents
Location: Lafayette, IN - 47909 Positions available: 2
Job #: 10286566 Work At Home option: No
Posted: 3/24/2023 Updated: 6/23/2023 Expires: 6/22/2023
Source: Indiana Career Connect Site: Indiana Career Connect

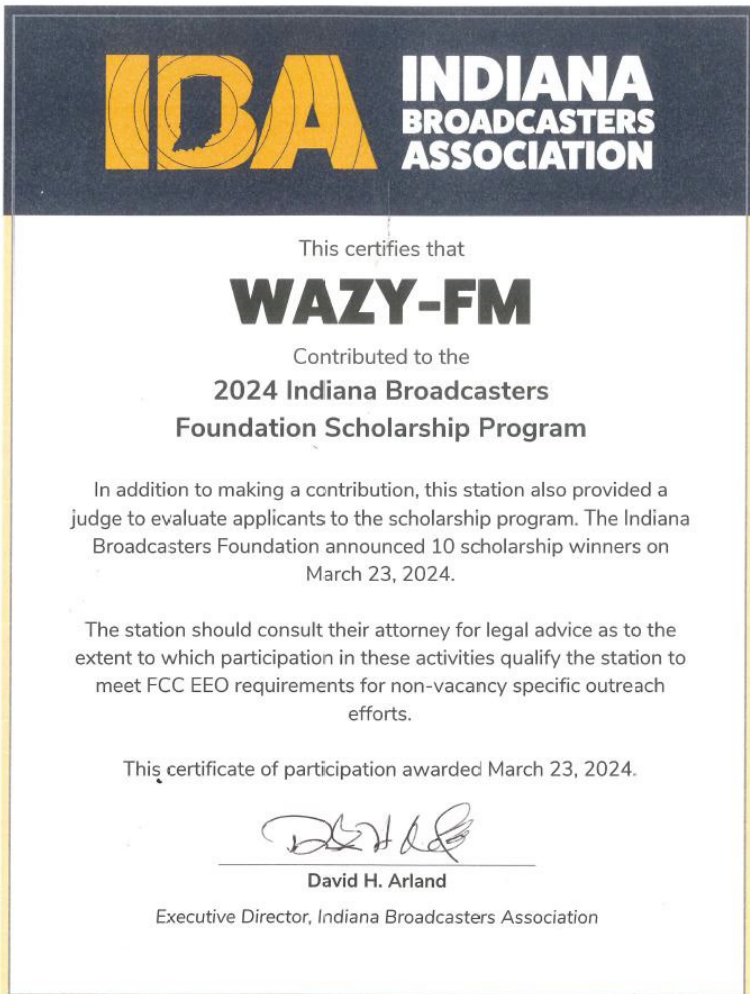
¹ Indiana Career Connect has been used from 2021-2023. Listings are set for three months and then renewed.

EXHIBIT 3

DOCUMENTATION OF PARTICIPATION IN SUPPLEMENTAL OUTREACH ACTIVITIES

2024 INDIANA BROADCASTERS FOUNDATION SCHOLARSHIP PROGRAM

SABRINA ISRAEL, GENERAL MANAGER, JUDGED SCHOLARSHIP ENTRIES AND CONTRIBUTED TO THE SCHOLARSHIP FUND



From: Mickaela
To: [Sabrina Israel](mailto:Sabrina.Israel); tsanders@wtwo.com; amiee@wedifm.com; Tim.Huelsing@mwcradio.com; bhoover@wnit.org; estreming@wev.com; megan.orbin@woofboom.com; amyd@kicks96.com; DMancuso@Nexstar.tv; iana.durbanscott@wrtv.com; allani.lnbr@gmail.com; jim@classichits101.7.com
Subject: Submit Your IBA Scholarship Vote by Monday, 2/26!
Date: Thursday, February 22, 2024 1:53:54 PM
Importance: High

Hello IBA Scholarship Judges,

Bringing this to the top of your inbox.

Thank you in advance for helping to select our annual Student Scholarship Recipients for 2024!

Please carefully review all materials provided by the student applicants, which is included in the DropBox link below. You will see a folder that is labeled with the student's name that includes their: submission (which has a vignette detailing their interest in broadcasting), resume, letter of recommendation, transcript, and a headshot.

[CLICK HERE FOR DROPBOX LINK](#)

After reviewing ALL submitted materials, use the survey link below to provide your selection IN RANK ORDER of who you believe should receive a scholarship. (Your 1st choice should be ranked 1st Choice, your 2nd choice should be ranked 2nd Choice).

[CLICK HERE FOR SURVEY LINK](#)

We need these results back by next Monday, February 26. Please let us know if you have any questions or concerns.

Thank you,

Mickaela Melvin
Project Coordinator, Indiana Broadcasters Association
Email | mickaela@indianabroadcasters.org
Phone | 317-508-0363
Address | P.O. Box 902 Carmel, IN 46082
IBA Website | www.indianabroadcasters.org

EXHIBIT 3 - Continued

P1 PLUS SALES TRAINING

NICK GRIFFIN, SALES MANAGER, REQUIRED NEW HIRES TO COMPLETE A SEVEN WEEK SELLER SUCCESS TRAINING PROGRAM.



P1 PLUS CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Tonia Clark

Indiana Broadcasters Association

In Recognition of Outstanding Achievement In And Contribution to P1 Learning's P1 Plus: Seller Success Training Program 2024.



[Signature]
SPEED MARRIOTT



P1 PLUS CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

John Langenkamp

Indiana Broadcasters Association

In Recognition of Outstanding Achievement In And Contribution to P1 Learning's P1 Plus: Seller Success Training Program 2024.



[Signature]
SPEED MARRIOTT

P1 PLUS CERTIFICATE OF COMPLETION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Brandon Allen

Indiana Broadcasters Association

In Recognition of Outstanding Achievement In And Contribution to P1 Learning's P1 Plus: Seller Success Training Program 2024.

[Signature]
SPEED MARRIOTT