

**WBIW(AM), WQRK(FM), WPHZ(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2019 – March 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Talent	6, 8, 10-12	10

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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>Vincennes University</b> 1002 N. First Street Vincennes, Indiana 47591 (800)742-9198 Vinue.edu/blazarcareerlink <a href="mailto:rcoleman@vinu.edu">rcoleman@vinu.edu</a> (812) 888-4280	No	0
2	<b>Oakland City University</b> Cheryl Bolton: Academic Coordinator 405 I Street Bedford, Indiana 47421 (812) 279-8126	No	0
3	<b>Times Mail</b> Call Rotation P.O. Box 849 Bedford Indiana 47421 (812) 332-2183	No	0
4	<b>Work One Development</b> Trudy Dillman or Robin Compton Main Street, Bedford Indiana 47421 (812) 279-4400 ex.225	No	0
6	<b>Allaccess.com</b> <a href="https://www.allaccess.com/">https://www.allaccess.com/</a>	No	3
7	<b>WBIW.COM</b> Jobs Page Holly Davis 424 Heltonville Road West , Bedford, Indiana 47421 (812) 275-7555	No	0
8	<b>WBIW On-Air Announcements</b> Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812) 275-7555	No	1
9	<b>WPHZ On-Air Announcements</b> Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812) 275-7555	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	<b>WQRK On-Air Announcements</b> Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812) 275-7555	No	1
11	<b>Indiana Broadcasters Association (Job Board)</b> 3645 River Crossing Parkway Blvd Indianapolis, Indiana 48240 (800) 342-6276 X104	No	1
12	<b>Indiana Broadcasters Association (Job Fair)</b> Sam Clement PO Box 902 Carmel, Indiana 46082 (248) 229-6898	No	0
13	<b>The Greater Chamber of Bloomington</b> Phil D'Amico 400 West 7 <sup>th</sup> Street Suit 102 Bloomington, Indiana 47404 (812) 336-6381	No	0
14	<b>The Bedford Chamber of Commerce Job Board</b> Shance Sizemore 1116 16th Street Bedford, Indiana 47421 <a href="mailto:bedford@bedfordchamber.com">bedford@bedfordchamber.com</a> (812) 275-4493	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			6

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On May 23, 2019, our SEU participated in the Work One/Bedford Chamber of Commerce Job Fair held at the Bender Banquet Hall in Bedford, Indiana. The event attracted approximately 100 job seekers. Station participants included our Direct of Sales, who provided tabletop presentations, station information and job postings to interested attendees. Our stations also broadcast on-air announcements promoting the fair and provided other news coverage.
<b>2</b>	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On July 25, 2019, our SEU participated in a seminar hosted by the Lawrence County Economic Growth Council. Our President networked with current interns within the community and other high school and college candidates seeking internships
<b>3</b>	Participate in Job Fair	On October 23, 2019 our SEU participated in the Indiana Broadcasters Internship Job Fair held at the East Event Center, Carmel, Indiana. The event attracted over 100 job seekers. Station participants included our Production Manager, who provided tabletop presentations, station information and job postings to interested attendees. Our stations also broadcast on-air announcements to promote the job fair.
<b>4</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On December 3, 2019, our Sales Lead participated in a Career Day for middle school students hosted by North Lawrence Community Schools. Real life scenarios were presented to educate the students on the various job roles in the broadcast industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On March 28, 2020, our SEU participated in a virtual Indiana Broadcasters Association Job Fair. Station participants included our President, who interacted with interested attendees about jobs in the broadcast industry, providing station information and job postings. Our stations also broadcast on-air announcements to promote the job fair.
6	Management-level training addressing equal employment opportunity and preventing discrimination	On August 23, 2019, our President, Sales Director, Sales Lead and Program Director participated in presentations and interactive workshops hosted by The Greater Bloomington Chamber of Commerce at the Hilton Garden Inn in Bloomington, IN regarding Handling Tough Conversations, HR and Legal Issues, EEO-What You Need to Know, Mental Health and Substance Abuse at Work, and Supervising Difficult People.