

EEO Public File Report, April 1, 2023, through March 31, 2024

**Group:** BREWER BROADCASTING CORPORATION, RICHMOND INDIANA  
**Stations:** WQLK (FM)

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

**A. Job Vacancies Filled Between 2023-04-01 and 2024-03-31**

|                                 |                        |  |
|---------------------------------|------------------------|--|
| 1. Job Title: Account Executive | Date Opened: 4/5/2023  | Date Filled: 7/14, 8/1, 8/14 (hired 3) |
| 2. Traffic Assistant            | Date Opened: 3/27/2023 | Date Filled: 6/28/2023                 |

**B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

| 1. Job Title: Account Executive                           |   |                                | Date Filled: 8/1, 8/14 (hired 2) |                 |                          |
|---|---|--------------------------------|----------------------------------|-----------------|--------------------------|
| Source  | Contact Person                          | Address                        | Tel #                            | Referred Hired? | Requesting Notification? |
| Indiana Broadcasters Association, Indianabroadcasters.org | Dave Arland                             | PO Box 902<br>Carmel, IN 46082 | 317-701-0084                     | NO              | NO                       |
| Indeed.com  | Indeed.com                              | Website                        | N/A                              | NO              | No                       |
| Linkedin.com/hiring/jobs                                  | Linkedin.com                            | Website                        | N/A                              | NO              | no                       |
| Internal Posting  | Internal Posting at Brewer Broadcasting | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| Personal Referral   | Amy Dillon                              | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| KICKS96.com   | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| 1017thepoint.com  | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| 95.3TheLegend.com   | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| WQLK-FM Radio Ads   | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | YES             | NO                       |
| WQLK-HD2 Radio Ads  | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| WQLK-HD3 Radio Ads  | Brewer Broadcasting                     | 2626 Tingler Road              | 765-962-1595                     | NO              | NO                       |
| <b>Total Resources: 11</b>                                |   |                                |                                  |                 |                          |

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| 2. Job Title: Traffic Assistant  |                     |                   | Date Filled: 6/28/2023 & u |                 |                          |
|----------------------------------|---------------------|-------------------|----------------------------|-----------------|--------------------------|
| Source                           | Contact Person      | Address           | Tel #                      | Referred Hired? | Requesting Notification? |
| Indeed.com                       | Website             | Website           | n/a                        | no              | NO                       |
| KICKS96.com                      | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| 1017thepoint.com                 | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| 95.3TheLegend.com                | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| WQLK-FM Radio Ads                | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| WQLK-HD2 Radio Ads               | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | YES             | NO                       |
| WQLK-HD3 Radio Ads               | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| Facebook.com – KICKS 96 page     | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| Facebook.com – 1017thepoint page | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| Facebook.com – 952thelegend page | Brewer Broadcasting | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |
| Personal Referral                | Kelley Nicholson    | 2626 Tingler Road | 765-962-1595               | NO              | NO                       |

|  |           |
|--|-----------|
| <b>C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 2023-04-01 and 2024-03-31</b> | <b>15</b> |
|--|-----------|

**D. Total Number of Interviewees for All Full-Time Vacancies Filled Between 2023-04-01 and 2024-03-31 Per Recruitment/Referral Sources:**

| Referral Source                 | Contact Person      | Address                         | Tel #        | # of Interviewees Referred? |
|---------------------------------|---------------------|---------------------------------|--------------|-----------------------------|
| Indeed.com                      | Indeed.com          | Indeed.com                      | Indeed.com   | 5                           |
| Personal Reference              | Amy Dillon          | 2626 Tingler Road, Richmond, IN | 765-962-1595 | 1                           |
| Personal Reference              | Kelley Nicholson    | 2626 Tingler Road, Richmond, IN | 765-962-1595 | 1                           |
| Radio ads on KICKS 96 (WQLK-FM) | Brewer Broadcasting | 2626 Tingler Road, Richmond, IN | 765-962-1595 | 1                           |
| Facebook post – 101.7 The Point | Brewer Broadcasting | 2626 Tingler Road, Richmond, IN | 765-962-1595 | 1                           |

| E. Recruitment Initiatives  | Description of Outreach Activity:  | Event Sponsor:                            | Date:                    |
|---|--|---|--------------------------|
| Website & On-Air Posting  | Brewer Broadcasting, Inc. has a general announcement posted on its websites and on-air encouraging people to apply for open positions and internships and to encourage organizations who can refer job seekers to contact us.  | Brewer Broadcasting, Inc.                 | April 2023 to March 2024 |
| Establish training program designed to enable station personnel to acquire skills that may qualify them for higher level positions; | Brewer Broadcasting hosted on-going weekly sales training with Chris Lytle – Instant Sales Meetings with all account executives and general manager. Chris covers one big topic each time, like account billing evaluation, closing, prospecting, getting appointments, good commercials, etc. After each, we open to Q&A. | with Chris Lytle – Instant Sales Meetings | April 2023 to March 2024 |

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|   |   |  |                          |
|---|---|--|--------------------------|
| Participated in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting | Our General Manager served on the Indiana Broadcasters Association (IBA) board from January 1, 2015, to present, working in conjunction with other broadcast professionals focusing on workforce development, expansion of community awareness regarding opportunities in broadcast, and other objectives related to the support and advancement of the broadcast industry in Indiana, such as job fairs and planning for the annual convention.  | Indiana Broadcasters Assoc                                   | April 2023 to March 2024 |
| Participated in hiring fair with High School Students   | 10 staff participated in the 2024 Wayne County Hiring Fair for High School Juniors, held at the First Bank Richmond Kuhlman Center in Richmond, Indiana with 56 other businesses. The Brewer Broadcasting staff talked with more than 600 high school juniors from 8 Wayne County about their post-graduation plans and how radio could be a part of their career path. We have a prize wheel with questions related to the variety of career opportunities in the radio industry. Those interested in broadcasting were given a link to Kicks96.com to submit their resume and a cover letter telling us about themselves. | Wayne County Area Chamber of Commerce and area High Schools  | March 5, 2024            |
| Participated in hiring fair with High School Students   | 10 staff participated in the 2024 Wayne County Hiring Fair for High School Seniors, held at the First Bank Richmond Kuhlman Center in Richmond, Indiana with 56 other businesses. The Brewer Broadcasting staff talked with more than 500 high school seniors from 8 Wayne County about their post-graduation plans and how radio could be a part of their career path. We have a prize wheel with questions related to the variety of career opportunities in the radio industry. Those interested in broadcasting were given a link to Kicks96.com to submit their resume and a cover letter telling us about themselves. | Wayne County Area Chamber of Commerce and area High Schools  | March 6, 2024            |
| Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting. | On-air personality represented Brewer Broadcasting at The Healthy Aging Expo held at the Kuhlman Center at the Wayne County Fairgrounds located at 861 N. Salisbury Rd., Richmond, IN 47374 from 11am- 1pm. Staff talked to approx. 250 attendees about opportunities in radio and distributed contact information of interested candidates to hiring managers.   | LifeStream Services, Reid Health, Brewer Broadcasting (WQLK) | 5/11/2023                |
| Participated in job fair.   | The 2023 Indiana Broadcasters Association (IBA) Fall Career Fair was held at Gainbridge Fieldhouse, Indianapolis Indiana. Approximately 120 stations were represented. This career fair was specifically directed towards individuals interested in broadcast jobs. Our GM and Promotions/Digital Director interviewed interested candidates at the event. Resumes were distributed to all participants   | Indiana Broadcasters Assoc.                                  | 10/2/2023                |
| Establishment of an internship program.   | We hosted an intern from Seton High School from January to March 2023. The program is designed to assist members of the community to acquire skills needed for broadcast employment. The intern met with each department to gain full exposure to the industry.   | Brewer Broadcasting, Inc.                                    | Jan 2024 to March 2024   |
| Participated in job fair.   | The 2024 Indiana Broadcasters Association (IBA) Spring Career Fair was held in Carmel, Indiana. Approximately 60 stations were represented. This career fair was specifically directed towards individuals interested in broadcast jobs. Our GM interviewed interested candidates at the event. Resumes were distributed to all participants  | Indiana Broadcasters Assoc.                                  | 3/23/2024                |
| Participated in scholarship program   | Our stations participate in the Indiana Broadcasters Scholarship program by way of a monetary donation, our GM judged applications, and we aired announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). This program awards successful college and high school students with college funding. SEU management will also review and assess all applicants, providing a selection of our top candidates to the IBA.   | Indiana Broadcasters Assoc.                                  | 3/04/2024                |