

2012 EEO PUBLIC FILE REPORT

This report covers the following employment unit:

CALL SIGN	AM/FM	FACILITY ID#	COMMUNITY OF LICENSE	STATE	LMA
WHON	AM	6746	Centerville	IN	
WQLK	FM	6749	Richmond	IN	

The information contained in this Annual EEO Report covers the time period from **April 1, 2011 to, and including, March 31, 2012** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Stations during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.
- 6.

A total of 5 full-time job vacancies were filled by the employment unit.

A total number of 15 persons were interviewed for all of the full-time vacancies.

Section 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **April 1, 2011 to March 31, 2012**

Stations in Employment Unit: **WQLK-FM, WHON-AM**

Full-Time Positions Filled By Job Title and Date Filled	Recruitment Source of Hiree	Number of Interviewees Source Provided
Receptionist 6/13/11	Facebook Website	3
Account Executive 6/13/11	Employee Referral	5
Accounting Manager 6/15/11	Facebook Website	5
Account Executive 11/28/11	Rehire due to exigent circumstances	1
Account Executive 3/12/12	WQLK-FM Website	1

Total Number of People Interviewed for All Job Positions: 15

Section 2: Recruitment Sources

Time Period Covered: **April 1, 2011 to March 31, 2012**

Stations in Employment Unit: **WQLK-FM, WHON-AM**

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-Time Positions for Which This Source Was Utilized
WQLK-FM/WHON-AM (On-air ads) Paula Kay King 2626 Tingler Rd, Richmond, IN 47374 765-962-1595	0	Positions 2, 5
Station Web Site Postings www.kicks96.com	2	Positions 2, 5
Indiana University East (Job Fair) Gladys Ware 2325 Chester Blvd. Richmond, IN 47374 765-973-8200	1	Position 1, 2, 3
Ivy Tech Community College Karen Tower 2357 Chester Blvd. Richmond, IN 47374 765-966-2656	1	Position 3
Brady Ware Kelly Hale 1 Woodside Drive Richmond, IN 47374 765-966-0531	0	Position 3
Employee Referral Paula Kay King 2626 Tingler Road Richmond, IN 47374 765-962-1595	6	Positions 2, 3
Facebook Website Paula Kay King 2626 Tingler Road Richmond, IN 47374 765-962-1595	5	Positions 1, 3

FULL-TIME VACANCY

Job Title:	Receptionist
Date Filled:	June 13, 2011
Total Number of Interviews:	3

Recruitment Sources:¹

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Facebook Website	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	3*
Indiana University East (Job Fair)	2325 Chester Blvd, Richmond, IN 47374	Gladys Ware	765-973-8200	0

¹ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	Account Executive
Date Filled:	June 13, 2011
Total Number of Interviews:	5

Recruitment Sources:²

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
WQLK/WHON (On-air ads)	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	0
WQLK Website	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	1
Employee Referral	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	4*
Indiana University East (Job Fair)	2325 Chester Blvd., Richmond, IN 47374	Gladys Ware	765-973-8200	0

² A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	Accounting Manager
Date Filled:	June 15, 2011
Total Number of Interviews:	5

Recruitment Sources:³

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Employee Referral	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	1
Facebook Website	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	2*
Indiana University East (Job Fair)	2325 Chester Blvd., Richmond, IN 47374	Gladys Ware	765-973-8200	1
Ivy Tech Community College	2357 Chester Blvd., Richmond, IN 47374	Karen Tower	765-966-2656	1
Brady Ware	1 Woodside Drive, Richmond, IN 47374	Kelly Hale	765-966-0531	0

³ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	Account Executive
Date Filled:	November 28, 2011
Total Number of Interviews:	1

Recruitment Sources:⁴

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Rehire due to exigent circumstances	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	1*

⁴ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	Account Executive
Date Filled:	March 12, 2012
Total Number of Interviews:	1

Recruitment Sources:⁵

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
WQLK Website	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	1*
WQLK/WHON (On-air ads)	2626 Tingler Road, Richmond, IN 47374	Paula Kay King	765-962-1595	0

⁵ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **April 1, 2011 to March 31, 2012**

Stations in Employment Unit: **WQLK-FM, WHON-AM**

1. On-Going Internship Program: The station welcomes students from area high schools and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in an internship program and their internship must be endorsed, supported and monitored. During the period covered by this report, WQLK-FM/WHON-AM has had two student interns – one during the Summer semester of 2011 and one during the Winter semester of 2012.
2. Job Fair: Promotions Director, Abby Clapp, attended one job fair during the past year on behalf of WQLK-FM and WHON-AM. Abby attended the 2011 Annual Job Fair hosted by Indiana University East, Ivy Tech & Purdue University. Abby met with students and discussed potential internships. She also accepted resumes for job openings.
3. Cub Scout Tours: The announcers welcome Cub Scout Groups to tour the radio station to learn about the job responsibilities of a disc jockey. The announcers gave a total of four tours to Cub Scout Groups during the past year.
4. Speaking Engagement: The morning show, Angie & The Buddha, spoke at Elizabeth Starr Academy School on February 24, 2012 for “Micro Business Day”. They spoke about radio and the education requirements needed to work in the industry.