

WLTJ (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2014- March 31, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-3, 5- 7, 9, 12-21	12
On-Air Personality	1, 5-7	6
Local Sales Manager	2-4, 6-13, 16-20	7
Account Executive	7	22

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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	All Access Website www.allaccess.com	N	3
2	Ball State University Job Postings Ball Communications Bldg-BC201 Muncie, IN 47306 765-285-1480	N	0
3	Cumulus Business Managers BM@cumulus.com	N	0
4	Earlham College Career Center 801 Nat'l Rd Richmond, IN 47374 765-9683-1200X	N	0
5	Non-Employee Referrals	N	0
6	Indiana Broadcasters Association Gwen Penning 3003 E 98 th St – Ste 161 Indianapolis, IN 46280 317-573-0119	N	1
7	Employee Referrals	N	2
8	Ivy Tech State College Career Services/Betty Wingrove 4301 S Cowan Rd Muncie IN 47302 765-289-2291	N	0
9	Muncie Workforce Development/Work One Center Indiana Dept of Labor Employment Services 201 E Charles St - Ste 100 Muncie, IN 47308 765-289-1861	N	0
10	Taylor University Jill Godorhazy 236 W Reade Ave Upland, IN 46989 765-998-5383	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Anderson University Jo Du Montelle, Career Development 1100 E 5 th St Anderson, IN 46012 765-641-4196	N	0
12	On-Air Announcements <i>(one or more SEU stations)</i>	N	2
13	Station Website Postings <i>(one or more SEU stations)</i>	N	2
14	Ball State Career Fair <i>(see Section III)</i>	N	0
15	6th Congressional District Job Fair <i>(see Section III)</i>	N	3
16	Indiana Broadcasters Association Job Fair <i>(see Section III)</i>	N	1
17	Cumulus Media Website www.cumulus.com	N	1
18	Indeed Website www.indeed.com	N	2
19	Simply Hired Website www.simplyhired.com	N	0
20	Link Up Website www.linkedup.com	N	0
21	NAB Job Fair <i>(see Section III)</i>	N	0
22	Re-Hire Former Employee	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On April 25, 2014, our SEU participated in a job fair sponsored by Ivy Tech Community College on its campus in New Castle. The SEU's Program Director attended this event and spoke with attendees about career opportunities in broadcasting and accepted applications and resumes from interested attendees.
2	Participate in Job Fair	On July 2, 2015, our SEU participated in and was the media sponsor for the 6 th Congressional District Job Fair held at Ball State University's Worthen Area which drew over 500 people. This event included opportunities for older individuals/workers. Our Market Manager and Program Director represented the SEU and spoke with attendees about career opportunities in broadcasting and job openings in our sales and programming departments. Resumes and applications were accepted. During this event, attendees were given access to the Federal Jobs website as well as guidance/assistance with respect to resume writing and networking. Sessions on how to interview and how to develop professional skills were also conducted. Our station, WMDH-FM, broadcast live from this event from 11am to 1pm.

	Type of Recruitment Initiative	Brief Description of Activity
3	Participate in Job Fair	On September 9, 2014, our SEU participated in the NAB Job/Career Networking Event at the Indianapolis Convention Center. Our Market Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU and accepted resumes/applications from interested attendees.
4	Participate in Job Fair	On October 11, 2014, our SEU participated in the Indiana Broadcasters Association Fall Career/Internship Fair at the Marriott Indianapolis North Hotel. Our Market Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU and accepted resumes/applications from interested attendees.
5	Participate in Job Fair	On January 26, 2015, our SEU participated in the Ball State University Sales Career Fair held at the University's Alumni Center. Our Market and Business Managers occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU and accepted resumes/applications from interested attendees.

	Type of Recruitment Initiative	Brief Description of Activity
6	Internship Program	<p>From mid-April 2014 through mid-July 2014, our SEU hosted a senior from Ball State University majoring in Telecommunications and Public Relations as an intern. This student intern was supervised by our Program Director and learned about and assisted with a variety of projects/tasks in the Programming department.</p> <p>From mid-September 2014 through late November 2014, our SEU hosted a senior from Ball State University majoring in Telecommunications and Marketing as an intern. This student intern was supervised by our Program Director and learned about and assisted with a variety of projects/tasks in the Programming department as well as “shadowing” our Business Manager to obtain a better understanding of the business side of broadcasting.</p> <p>From late January 2015 through Mid-April 2014, our SEU hosted a senior from Ball State University majoring in Public Relations as an intern. This student intern was supervised by our Local Sales Manager in the Sales department and assisted the LSM with a public relations project.</p>