

WLTJ (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2017- March 31, 2018

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
Local Sales Manager	2-7, 9-11, 13-15, 17-21, 23, 25-33	5
Account Executive	2-3, 5-7, 9, 13-15, 17-21	7

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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	0
2	Ball State University Job Postings Ball Communications Bldg-BC201 Muncie, IN 47306 765-285-1480	N	0
3	Cumulus Job Board/Business Managers <u>BM@cumulus.com</u>	N	0
4	Indiana State University 200 N 7 th St Terre Haute, IN 47809 800-468-6478	N	0
5	Non-Employee/Professional Referrals	N	2
6	Indiana Broadcasters Association Sam Klemet 600 E Carmel Dr Carmel, IN 46032 317-770-0970	N	0
7	Employee Referrals	N	5
8	Ivy Tech State College Career Services 4301 S Cowan Rd Muncie IN 47302 765-289-2291	N	0
9	Indianapolis Workforce Development/Work One Center Indiana Dept of Labor Employment Services	N	0
10	Indiana University 107 S Indiana Ave Bloomington, IN 47405 812-855-4848	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	University of Notre Dame <i>Notre Dame, IN 46556</i> <i>574-631-5000</i>	N	0
12	Ball State University CCIM Job Fair <i>(see Section III)</i>	N	0
13	Station Website Postings <i>(one or more SEU stations)</i>	N	0
14	New Castle Area Career Fair <i>(see Section III)</i>	N	0
15	6th District Congressional Job Fair <i>(see Section III)</i>	N	0
16	Indiana Broadcasters Association Job Fair <i>(see Section III)</i>	N	0
17	Cumulus Media Website (Clear Company) www.cumulus.com	N	4
18	Indeed Website www.indeed.com	N	0
19	Simply Hired Website www.simplyhired.com	N	0
20	Link Up Website www.linkedup.com	N	0
21	Glass Door Website www.glassdoor.com	N	0
22	Indiana University Kokomo <i>2300 S Washington St</i> <i>Kokomo, IN 46902</i> <i>765-453-2000</i>	N	0
23	Zip Recruiter Website www.ziprecruiter.com	N	0
24	Mobile App	N	0
25	Butler University <i>4600 Sunset Ave,</i> <i>Indianapolis, IN 46208</i> <i>800-368-6852</i>	N	0
26	NAACP—Indianapolis Branch	N	0
27	Harrison College <i>6300 Technology Center Dr</i> <i>Indianapolis, IN 46278</i> <i>317-873-6500</i>	N	0
28	International College of Broadcasting <i>6 Smithville Rd</i> <i>Dayton, OH 45431937-258-8251</i>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University of Indianapolis 1400 E Hanna Ave Indianapolis, IN 46227 317-788-3368	N	0
30	Vincennes University 1002 N 1 st St Vincennes, IN 47591 800-742-9198	N	0
31	Ohio Center for Broadcasting – Cincinnati Campus 6703 Madison Rd Cincinnati, OH 45227 513-271-6060	N	0
32	Purdue University 610 Purdue Mall West Lafayette, IN 47907 765-494-4600	N	0
33	National Organization for Women—Indiana Chapter Email address: nowofindiana@yahoo.com 317-992-1978	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On April 20, 2017, our SEU participated in a job fair sponsored by the New Castle Career Center in New Castle. The SEU's Program Director and Business Manager 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 September 20, 2017, our SEU participated in the 6 th District Congressional Job Fair at Ball State University—Student Center Ballroom. The event drew approximately 200 people. This event included early opportunities for veterans only followed by the “open to the public” three hour period. Our Program Director and Business Manager 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. SEU performed a two-hour remote broadcast during the event to draw people from East Central Indiana to the event.
3	Participate in Job Fair	On March 24, 2018, our SEU participated in the Indiana Broadcaster's Spring Career Day Job Fair in Carmel, Indiana. Our Market Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. The Market Manager accepted resumes/applications from interested attendees.
4	Participate in Job Fair	On March 30, 2018, our SEU participated in

	Type of Recruitment Initiative	Brief Description of Activity
		the College of Communication, Information and Media Career Forum on the campus of Ball State University in Muncie, IN. Our Business Manager and Program Director 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	Internship Program	From 5/8/17 through 7/14/17, our SEU hosted a Junior from Ball State University majoring in Telecommunications and Journalism 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.
6	Scholarship Program	From January 8, 2018 through February 14, 2018, the SEU promoted the Indiana Broadcasters Association Foundation's Scholarship Program. The market aired Public Service Announcements inviting students at IBA member colleges or universities studying broadcasting to apply for the IBA Foundation scholarship. SEU received a certificate of participation.