

**WQRK/WPHZ/WBIW
RECRUITMENT INITIATIVES FORM
April 1, 2023– March 31, 2024**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	DATE	BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION	RECRUITING STAFF IN ATTENDANCE	CO-SPONSORS (IF APPLICABLE)
1	Internal Leadership Training Program	4/23-3/24	Regular meetings with our Senior Employees are conducted to review various issues including (but not restricted to) HR, engineering programming, promotional and other aspects to the broadcasting business. This is designed to educate them to be prepared for higher level positions in the future. These meetings are held once a month	President: Holly Davis Operations Manager: Jeremy Newbold	

2	BNL High School Vocational Career Day	5/5/23	<p>This event is held outside on the schools grounds to cater to trade industries specifically. Live on location is set up to educate the students about the technical pieces of our industry Students created event announcements and announced on the mic to the attendees. They interviewd during the actual live on location broadcast. Brochures were passed out to students</p>	Operations Manager: Jeremy Newbold	
3	Internship Program	7/1/23-Current	<p>Paid intern Dylan Goller. Dylan has learned how to operate the board for highschool ballgames, record and produce weathers, long form programming, graphic design and news production</p>	<p>Operations Manager : Jeremy Newbold President: Holly Davis</p>	WQRK/WBIW /WPHZ

4	Programs to promote outreach	11/23	<p>Industry information brochures are routinely sent to anyone expressing an interest in a career in radio. In addition, they are available at career centers for local colleges and universities in the immediate area. These brochures are also in our studio and accompany the team at any off site broadcast with our 10 county reach.</p>	<p>President: Holly Davis Operations Manager: Jeremy Newbold Program Director: Sean Duncan Sales Director: Brandi Weyer News Director: Terri Box</p>	WQRK/WBIW /WPHZ
5	Indiana Broadcasters Association Fall Career Fair	10/2/2023	<p>Hosted at Gainbridge Fieldhouse Indianapolis, Indiana 200 job seekers mostly college students attended.</p>	<p>President: Holly Davis Program Director: Sean Duncan</p>	WQRK/WBIW/WPHZ

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

1	Vincennes University 1002 N. First Street Vincennes, Indiana 47591 (800)742-9198 Vinue.edu/blazarcareerlink . (812) 888-4280	N	0
2	Oakland City University Cheryl Bolton: Academic Coordinator 405 I Street Bedford, Indiana 47421 (812)279-8126	N	0
3	Employee Reference: Holly Davis	Y	1
4	Work One Development Trudy Dillman or Robin Compton Main Street, Bedford Indiana 47421 (812)279-4400 ex.225	N	0
6	Allaccess.com https://www.allaccess.com/	N	0
7	WBIW.COM Jobs Page Holly Davis 424 Heltonville Road West , Bedford, Indiana 47421	y	4

	(812)275-7555		
8	WBIW Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812)275-7555	y	3
9	WPHZ Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812)275-7555	y	1
WQRK Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812)275-7555		Y	0
IBA Job Board 3645 River Crossing Parkway Blvd Indianapolis, Indiana 48240 (800) 342-6276 X104		N	0
IBA Job Fair Alex Rusciano PO Box 902 Carmel, Indiana 46082 (317) 992-6708		N	0
The Greater Chamber of Bloomington Eric Spoonmore 400 West 7 th Street Suit 102 Bloomington, Indiana 47404		N	0

(812)336-6381		
The Bedford Chamber of Commerce Job Board Shance Sizemore 1116 16 th Street Bedford, Indiana 47421 bedford@bedfordchamber.com (812)275-4493	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD		9

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EEO PUBLIC FILE REPORT

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I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
Timber Browning	3,7,8,9	3