

Exhibit A

Supplemental Recruitment Initiatives Documentation



Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

RAB Training was started on or around 5/24/21 by Andriana Salas. It was successfully completed. The course descriptions follow.



Sales Foundations Class Descriptions

Recommended for sellers with 12 months or less Radio sales experience, or sellers who have never completed a comprehensive Radio sales program. One complete course includes all 17 classes.
Or, manager may assign only selected classes to the student.

Class 1: Role of a Radio Marketing Consultant

Anyone who has ever had a bad experience with a pushy, arrogant, money-hungry, obnoxious salesperson already has a sense of the difference between traditional selling and consultant-style selling. This class covers key concepts behind consultant style selling.

Class 2: Prospecting-Finding and Evaluating Prospects

As a Radio Sales Professional, you must divide your time between the three MOST important daily activities: asking for dollars, servicing your clients and PROSPECTING. This class will help you develop an effective prospecting strategy.

Class 3: Getting First Call Appointments

Face-to-face meetings are the best way to understand prospects' unique situation, advertising objectives and media perceptions. So how do we get in front of the prospective client? Is there a better way? The answer is YES!

Class 4: How to Conduct a Great Client Needs Analysis

The purpose of a good first-call appointment is to get enough information about the prospect to understand the prospect's needs and write a good proposal that provides solutions to the needs. The more information you learn, the better proposal you can write. And the better the proposal, the more likely the prospect will say "yes."

Class 5: Elements of a Good Written Proposal

Radio sales pros know a proposal is more than the station's latest package and a ranker. A good proposal serves many purposes. In this class, we'll explore the elements of great proposals ... proposals that position you as a marketing partner and make closing easier.

Class 6: The Difference between Features and Benefits

Prospects don't care so much about the FEATURES of our radio station as they do about what BENEFITS they will receive from advertising on our station. You'll learn the differences between Features and Benefits and conclude by having powerful statements ready to present.

Class 7: Understanding Competitive Media

When we talk about competitive media with the client, let's sound objective by sharing an advantage or two before sharing the disadvantages. In this class we'll discuss the key advantages and disadvantages of radio's major competitors.





Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

Tapscan and Scarborough Training was started 2/8/22. It included the General Manager, Business Manager, and all sales staff. There were 4 classes held in February of 2022.

Neilson Training

2021-22

Date	Time	Training
2/8/2022	9:30-1030A	SCARBOROUGH BASICS & IQP REPORT
2/10/2022	9:30-1030A	TARGET PROFILE REPORT & PROSPECTING
2/15/2022	9:30-1030A	FINDING STORIES & CUSTOMIZING SALES MATERIALS
2/22/2022	9:30-1030A	SCARBOROUGH STORIES



Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

P1 Training was started on or around 6/1/22 by Elia James. It was successfully completed. The course descriptions follow.



FREE 7-DAY DEMO

LOGIN SUPPORT

OUR SERVICES

Seller OnBoarding

7-Week “Rookie To Ready” Approach

Our live assist on-boarding training program, P1 Plus, is designed to take entry level sellers from “rookie to ready” in just seven weeks. Each seller will be taken through an intense combination of live and online training courses, conference calls, testing, and homework assignments.



REGISTER ONLINE



Built For Today's Learner

The courses are short, fun, and designed to help move the sales needle. In other words, less theory and more results.



Comprehensive Lessons

From prospecting new accounts, servicing those accounts and asking for the renewal, we'll take a deep dive into the sales cycle.



Group Networking



You've Got A Packed Agenda.

As for us... we only have one thing on our list. And that's to build the confidence and know-how of entry-level sales employees.

- 1-on-1 with P1 Learning Trainers
- 40+ Online Video Courses
- Individual Course Testing & Homework Assignments
- Close of Program Final Project with Potential Client

Just \$650 per person

At the close of the program, our team of trainers will take sellers through the entire sales cycle resulting in a presentation with a real account.

REGISTER ONLINE



Looking For EEO Training Credit?

We can help. Our P1 Plus training program qualifies for a Prong 3 EEO credit.

LEARN HOW TO EARN ONE (1) CREDIT

The Weekly Training Breakdown



Week 1



Introduction. Welcome to media sales! It's tough being the new kid on the block. Not to worry, we all started the same way. These courses will introduce you to your new career path.

Week 2



The Sales Cycle. There's lots to cover, so we'll take a big picture overview of the sales process. If it doesn't all sink in... that's okay. We'll dive a bit deeper in the coming weeks.

Week 3



The Product. It's time to wrap up the general product portion of your training and get to know YOUR brand, your competition, agency, and customer landscape. During our next discussion you will be given your next assignment: the Scavenger Hunt! One of our favorites... but we're getting ahead of ourselves.

Week 4



Account Management. It's time that we transition from the product focus... to the customer focus.

Week 5



Deep Dive. It's time to take an in-depth look at prospecting, setting and prepping for your first appointment, conducting a needs assessment, writing and giving a quality presentation, asking for the order, customer service and getting the renewal.



Week 6



Money Week. Review the courses from last week and begin setting appointments from your newly identified prospect list.

Week 7



Final Project. Complete your C. N. A. and written presentation.

Final Review



Program Wrap-Up. Prepare for your final 1-on-1 review.





Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

Tapscan and Scarborough Training was started 4/12/22. It included the General Manager, Business Manager, and all sales staff. There were 6 classes held in April and May of 2022.

Additionally, Elia James started training as a new hire for Tapscan and Scarborough Training. Here training took place from 5/31/23 to 6/30/23.

Neilson Training

2022-23

Date	Time	Training
4/12/2022	9:30-10:30a	PPM BASICS & EBOOK
4/20/2022	9:30-10:30a	TAPSCAN RESEARCH BASICS
4/21/2022	9:30-10:30a	TAPSCAN SCHEDULES
5/3/2022	9:30-10:30a	TAPSCAN COMPOSITION REPORTS
5/10/2022	9:30-10:30a	TAPSCAN RSP REPORTS
5/24/2022	9:30-10:30a	TAPSCAN SCHEDULES



Nielsen Training: PPM Basics & eBook - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time
- New York)

Date

Tue Apr 12, 2022

Where

<https://meet.goto.com/659579509>

Description

Geri's Meeting

Please join my meeting from your computer, tablet
or smartphone.

<https://meet.goto.com/GeriRuppert>

You can also dial in using your phone.

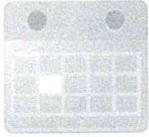
United States: +1 (872) 240-3212

Access Code: 239-927-701

Get the app now and be ready when your first
meeting starts: <https://meet.goto.com/install>

Guests

- ✓ Amiee McGrath
- ✓ Bart Johnson
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- ? Benito Vega
- ? David Rice
- Ana de Lira
- Jorge Espinal
- Mark Menser



Nielsen Training: Tapscan Research Basics - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time - New York)

Date

Wed Apr 20, 2022

Where

<https://meet.goto.com/463988565>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/463988565>

You can also dial in using your phone.
United States: +1 (786) 535-3211

Access Code: 463-988-565

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Guests

- ✓ Amiee McGrath
- ✓ Ana de Lira
- ✓ Bart Johnson
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- ⊗ David Rice
- Benito Vega
- Jorge Espinal
- Mark Menser



Nielsen Training: Tapscan Schedules - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time - New York)

Date

Thu Apr 21, 2022

Where

<https://meet.goto.com/815654701>

Description

Building Tapscan schedules for ad campaigns (Sales focused)

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/815654701>

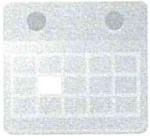
You can also dial in using your phone.
United States: +1 (872) 240-3311

Access Code: 815-654-701

Get the app now and be ready when your first

Guests

- ✓ Amiee McGrath
- ✓ Bart Johnson
- ✓ Geri L Ruppert
- ✓ Norma Flores
- ⊗ David Rice
- Ana de Lira
- Benito Vega
- Jorge Espinal
- Manuel Sepulveda
- Mark Menser



Nielsen Training: Tapscan Composition Reports - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time
- New York)

Date

Tue May 3, 2022

Where

<https://meet.goto.com/541634821>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; }
Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/541634821>

You can also dial in using your phone.
United States: +1 (408) 650-3123

Access Code: 541-634-821

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Guests

- ✓ Amiee McGrath
- ✓ Ana de Lira
- ✓ Bart Johnson
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- ? Benito Vega
- Ø David Rice
- Jorge Espinal
- Mark Menser



Nielsen Training: Tapscan RSP Reports - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time - New York)

Date

Tue May 10, 2022

Where

<https://meet.goto.com/984624717>

Description

RSP (Retail Spending Power) - Sales Focused reports

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/984624717>

You can also dial in using your phone.
United States: +1 (872) 240-3412

Access Code: 984-624-717

Get the app now and be ready when your first

Guests

- ✓ Amiee McGrath
- ✓ Bart Johnson
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- Ana de Lira
- Benito Vega
- David Rice
- Jorge Espinal
- Mark Menser



Nielsen Training: Tapscan Schedules - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time
- New York)

Date

Tue May 24, 2022

Where

<https://meet.goto.com/259691549>

Description

— Please join my meeting from your
computer, tablet or smartphone.

<https://meet.goto.com/259691549>

You can also dial in using your phone.

United States: +1 (872) 240-3311

Access Code: 259-691-549

Get the app now and be ready when your first
meeting starts: <https://meet.goto.com/install>

Guests

- ✓ Amiee McGrath
- ✓ Bart Johnson
- ✓ David Rice
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- Ana de Lira
- Benito Vega
- Jorge Espinal
- Mark Menser



Amiee McGrath <amiee@wedjfm.com>

Fwd: New Hire Training Plan

1 message

Bart Johnson <bart@wedjfm.com>
To: Amiee McGrath <amiee@wedjfm.com>

Wed, Aug 9, 2023 at 10:47 AM

Nielsen Training - Multiple dates May-June 2022

Bart Johnson
GM/Market Manager

WEDJ / WNTS / WSYW
1800 N. Meridian St, Ste 201
Indianapolis, IN 46202
317-860-0602 (Ofc)
317-445-8477 (Cell)
Bart@WEDJfm.com



----- Forwarded message -----
From: **Geri L Ruppert** <geri.ruppert@nielsen.com>
Date: Tue, May 24, 2022 at 2:35 PM
Subject: New Hire Training Plan
To: Bart Johnson <bart@wedjfm.com>

Elia James

Thanks for getting the existing team on track with all things Nielsen/Tapscan over the last couple of months. Hopefully you all have some resources and data you can turn into dollars. Also - congrats on the new hire. As a reminder, you'll have to create their account using your Access Manager tool like you did for the rest of the team there.

Here is a direct link to our training calendar: <https://www.nielsen.com/us/en/client-learning/audio/calendar/>. I've outlined a training plan to work through the basics and key reports/tools spread out across June to get them familiar with all of the basics and have inserted some time with me to look into Scarborough since the way your group uses it is a bit different than other stations.

- PPM 101 - 5/31 @ 12n (Nielsen measurement basics)
- AUDIO 101 - 6/7 @ 1p (terms of the trade)
- TAPSCAN 100 - 6/7 @ 3p (Tapscan basics - Ranker)
- TAPSCAN 101 - 6/8 @ 2p (Composition reports)
- SCHEDULING 101 - 6/15 @ 12n (Schedule concepts)
- TAPSCAN 105 - 6/15 @ 2p (building Tapscan schedules)
- QUALITATIVE 101 - 6/21 @ 12n (Scarborough basics)
- TAPSCAN 102 - 6/21 @ 2p (Retail Spending Power)
- AUDIO 102 - 6/23 @ 2p (eBook)
- Scarborough IQP & Target Profile reports - w/Geri - any day/time 6/27-6/30

There are also a series of NEW HIRE sessions that can be helpful for those totally new to radio. If they can't make any of these sessions or need specific or extra help, they can look on the calendar for the next scheduled session or reach out to me directly and I'll work to schedule one-on-one training.

Best,

--

Geri Ruppert



Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

Broadstreet Training was held on November 30, 2022. It included the General Manager, Elia James, Norma Flores and Mark Menser. There was one class.



Amiee McGrath <amiee@wedjfm.com>

Fwd: Important Sales Webinar, November 30th

1 message

Bart Johnson <bart@wedjfm.com> Tue, Nov 29, 2022 at 10:39 AM
 To: Elia James <Elia@wedjfm.com>, Amiee McGrath <amiee@wedjfm.com>, Benito Vega <benito@wedjfm.com>, Ana de Lira <ana@wedjfm.com>, Mark Menser <mark@wedjfm.com>, Norma Flores <norma@wedjfm.com>

This sounds like a pretty interesting Sales Training Webinar, tomorrow at 1pm. I just signed up, and I encourage each of you to do the same...

Bart Johnson
 GM/Market Manager

WEDJ / WNTS / WSYW
 1800 N. Meridian St, Ste 201
 Indianapolis, IN 46202
 317-860-0602 (Ofc)
 317-445-8477 (Cell)
 Bart@WEDJfm.com



----- Forwarded message -----

From: **Kenny Katzgrau** <kenny@broadstreetads.com>
 Date: Tue, Nov 29, 2022 at 8:56 AM
 Subject: Important Sales Webinar, November 30th
 To: <bart@wedjfm.com>

Dear Broadstreet Friends,

The best sales calls don't feel like sales calls. Because the truth is, the best salespeople aren't really selling on those calls.

Many of us think of sales as an act of persuasion. It isn't.

On **Wednesday, November 30th at 1:00PM ET**, I'm hosting a webinar called "**The Ultimate Ad Sales Meeting**".

If you or your team would like to hear the fundamental truth about sales, and how to run a deeply effective meeting for you and your potential client, that's where I'll share it.

It's definitely something to check out, whether you've been in the game for a while, are new to sales, or are in the position of needing to hire a salesperson.

At worst, you'll be reminded of the truth. At best, it'll be an inflection point in your professional life.

The session information is here: https://us02web.zoom.us/webinar/register/6016673077221/WN_XBqHnEQMSb6901ogrv7HbQ

I hope to see you there.

- Kenny Katzgrau, CEO of Broadstreet

PS: There are a limited number of Zoom attendees allowed to register, so if you're interested, please sign up today.

Broadstreet, 157 Broad St, STE 203, Red Bank, New Jersey 07701, United States, 1-855-466-2789

[Unsubscribe](#) [Manage preferences](#)



Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

Power Sales Training was held in January, February and March. It included the General Manager, and the entire sales team. There was one class each of these months. They covered Your Foundation, Neuro-linguistic Programming, and Rapport and the Power of Questions. These are for Sales courses.

MONTH 1 - Your Foundation

Module 1	Introduction	27 minutes 16 seconds
Module 2	Beliefs	36 minutes 28 seconds
Module 3	Certainty Part I	8 minutes 27 seconds
Module 4	Certainty Part II	13 minutes 27 seconds
Module 5	Congruency	9 minutes 22 seconds
Module 6	The Inverted Pyramid Sales Method™	11 minutes 44 seconds
Module 7	The Approach and First Initial Seconds	16 minutes 29 seconds

Total

- Weekly – 31 minutes
- Every 2 Weeks – 1 Hour and 2 minutes
- Monthly – 2 Hours and 4 minutes

MONTH 2 - Neuro-linguistic Programming

Module 1	NLP	9 minutes 37 seconds
Module 2	Visuals	12 minutes 37 seconds
Module 3	Auditories	12 minutes 25 seconds
Module 4	Kinesthetics	11 minutes 56 seconds
Module 5	How to Sell a Visual	13 minutes 55 seconds
Module 6	How to Sell an Auditory	11 minutes 19 seconds
Module 7	How to Sell a Kinesthetic	7 minutes 51 seconds
Module 8	The Eyes, and the Ever-Changing Modes	10 minutes 58 seconds

Total

- Weekly – 23 minutes
- Every 2 Weeks – 46 minutes
- Monthly – 92 minutes

MONTH 3 - Rapport and the Power of Questions

Module 1	Rapport	9 minutes 40 seconds
Module 2	The Power of Questions Part I	36 minutes 07 seconds
Module 3	The Power of Questions Part II	26 minutes 56 seconds
Module 4	Listening	19 minutes 03 seconds
Module 5	Matching and Mirroring	19 minutes 21 seconds
Module 6	Pacing and Leading	6 minutes 51 seconds

Total

- Weekly – 30 minutes
 - Every 2 Weeks – 59 minutes
 - Monthly – 118 minutes
-



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

On February 20, 2023- February 24, 2023, the Stations hosted a Virtual Bilingual Job Fair with On-Air Feature, Social Media Feature, Web Posts, Mobile App Posts and Commercials to support clients with recruitment. We had 3 participating companies, as well as 2 days of our own, that the Program Director promoted our station.

2023

<- JANUARY

MARCH ->

FEBRUARY

JOB FAIR

Mo	Tu	We	Th	Fr	Sa	Su
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
WEDJ	JAY CREW LANDSCAPING	WESLEY'S LANDSCAPE & LAWNCARE	WEDJ	KELLY LANDSCAPING		
27	28	1	2	3	4	5

A MULTI-FACETED APPROACH FOR MAXIMUM EXPOSURE

3 Radio Stations broadcast your ads heavily, the entire month of March...with one entire day devoted exclusively to promoting your business!

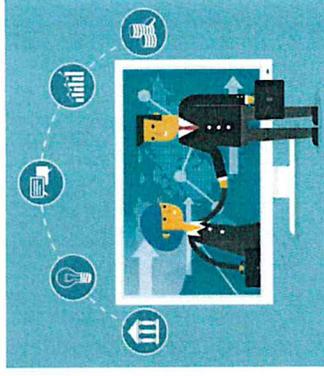
On-Air

Online

Social Media

Facebook Live interview to highlight your jobs. Radio Latina's FB page currently has over 42,000 followers. Your live interview runs there, as well as on-air, and remains posted for later views!

Your open positions advertised on 3 station websites, under a special "JOBS" page, heavily promoted by all 3 radio stations, all month long!



PACKAGE INCLUDES:

- **150 Commercials.** 50 per station airing: 25x Mon-Fri 6a-7p and 25x Mon-Sun 6a-10p
- **1 designated day** (Feb 20- Mar 17) **devoted to your business.** We air promos for your business 1x per hour, all day!
- **One Interview** that will air live on Radio Latina, with recorded versions airing on Exitos and La Pantera that day.
- Your open job listings posted on the JOBS page of our station websites and mobile apps, **all month long**, promoted with 180 additional on-air promos, (60 per station).
- **“Facebook Live” Video Interview.** This video will be loaded to each station’s FB Page, in the morning & again in the afternoon, on your Featured Day and will remain there indefinitely. **Our DJ will conduct the interview with a representative from your company, via the internet on a mobile device. Both will appear in a split-screen FB post.*

A heavy on-air presence throughout the month on three different formats, Job Listings all month long on all three station websites, and a full day devoted to your business, with on-air interviews, Facebook Live, and hourly promos highlighting your business!

All for just \$750 net

Space is limited as there is a One Client/Day component. Days will be selected in order received. Clients who sign first, will get first preference of date for their Featured Day. *We will include translation and production of your on-air commercial at no additional cost.

Name of Business: _____ Preferred Dates for Feature Day: _____

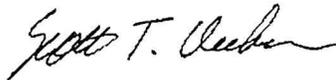
Accepted by: _____ Date: _____

May 25, 2022

Bart Johnson
Continental Broadcast Group
1800 North Meridian Street, Suite 201
Indianapolis, IN 46202

This letter certifies that Continental Broadcast Group participated in the UIndy Communication Career Fair at the University of Indianapolis on April 13, 2022. In doing so, hiring managers for the CBG radio stations had conversations with college students during lunch, then worked at its recruitment table to collect resumes and interview candidates for jobs and internships.

Sincerely,



Scott Uecker
General Manager – WICR Radio
Instructor of Practice/Director of Internships – University of Indianapolis
(317) 788-3280
suecker@uindy.edu



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

From January 27, 2023 to January 31, 2023 – Ran 45 PSA's on WEDJ-(FM), WNTS-(AM) and WSYW-(AM) and assisted with the selection of the Indiana Broadcasters Association 2023 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station. The candidates were then ranked and submitted to the IBA.



**INDIANA
BROADCASTERS
ASSOCIATION**

This certifies that

WEDJ-FM

Contributed to the
**2023 Indiana Broadcasters Foundation
Scholarship Program**

In addition to making a contribution, this station also provided a judge to evaluate applicants to the scholarship program. The Indiana Broadcasters Foundation announced 10 scholarship winners on March 25, 2023.

The station should consult their attorney for legal advice as to the extent to which participation in these activities qualify the station to meet FCC EEO requirements for non-vacancy specific outreach efforts.

This certificate of participation awarded March 25, 2023.

David H. Arland
Executive Director, Indiana Broadcasters Association



Continental Broadcast Group

WEDJ-FM
WNTS-AM
WSYW-AM

Hilda Gabriela Moreno
Start Date 8/15/22
On Air Talent

Gabriela was trained on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to talk about the show, her time on air and the different bits that will take part during her on air shift.

Patricia Alfaro
Start Date 2/1/23
Board Operator for morning shows/ On air Talent

Patricia was trained for 2 weeks on operating the board for our syndicated morning shows on WEDJ-FM and WSYW-AM.

Patricia was trained on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to talk about the show, her time on air and the different bits that will take part during her on air shift.



Nielsen Training: Scarborough Basics & IQP Report - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time - New York)

Date

Tue Feb 8, 2022

Where

<https://meet.goto.com/841087885>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/841087885>

You can also dial in using your phone.
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Access Code: 841-087-885

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Guests

- ✓ Amiee McGrath
- ✓ Ana de Lira
- ✓ Bart Johnson
- ✓ Benito Vega
- ✓ Geri L Ruppert
- ✓ Jorge Espinal
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- ✓ Mark Menser
- ⊗ David Rice



Nielsen Training: Target Profile Report & Prospecting - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time - New York)

Date

Thu Feb 10, 2022

Where

<https://meet.goto.com/797166365>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.

<https://meet.goto.com/797166365>

You can also dial in using your phone.
United States: +1 (872) 240-3311

Access Code: 797-166-365

Guests

- ✓ Amiee McGrath
- ✓ Ana de Lira
- ✓ Bart Johnson
- ✓ Benito Vega
- ✓ Geri L Ruppert
- ✓ Jorge Espinal
- ✓ Manuel Sepulveda
- ✓ Mark Menser
- ✓ Norma Flores
- ⊗ David Rice

Get the app now and be ready when your first meeting starts: <https://meet.goto.com/install>



Nielsen Training: Finding Stories & Customizing Sales Materials - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:15am (Eastern Time - New York)

Date

Tue Feb 15, 2022

Guests

- ✓ Amiee McGrath
- ✓ Ana de Lira
- ✓ Benito Vega
- ✓ Geri L Ruppert
- ✓ Jorge Espinal
- ✓ Mark Menser
- ✓ Norma Flores
- ✗ David Rice
- ✓ Bart Johnson

Where

<https://meet.goto.com/391527613>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; } Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/391527613>

You can also dial in using your phone.
United States: +1 (224) 501-3412

Access Code: 391-527-613

Get the app now and be ready when your first



Nielsen Training: Scarborough Stories - CBG Indy

Created by: Geri L Ruppert · Your response: ✓ Yes, I'm going

Time

9:30am - 10:30am (Eastern Time
- New York)

Date

Tue Feb 22, 2022

Where

<https://meet.goto.com/400261029>

Description

— @import url('https://weblibrary.cdn.getgo.com/fonts/togo-fonts/2.4.1/togofonts.css'); a{ text-decoration: none; } span{ margin: 0px; } ul{ list-style-type: none; padding: 0; margin: 0; } .s1{ font-family: "Helvetica" } .s2{ font-weight: bold; } .s3{ font-size: 16pt; } .s4{ font-size: 12pt; }
Please join my meeting from your computer, tablet or smartphone.
<https://meet.goto.com/400261029>

You can also dial in using your phone.
United States: +1 (571) 317-3122

Access Code: 400-261-029

Get the app now and be ready when your first meeting starts: <https://meet.goto.com/install>

Guests

- ✓ Amiee McGrath
- ✓ Bart Johnson
- ✓ Benito Vega
- ✓ Geri L Ruppert
- ✓ Manuel Sepulveda
- ✓ Norma Flores
- ✓ Ana de Lira
- David Rice
- ✓ Jorge Espinal
- ✓ Mark Menser



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

On February 7, 2022- February 28, 2022, the Stations hosted a Virtual Bilingual Job Fair with On-Air Feature, Social Media Feature, Web Posts, Mobile App Posts and Commercials to support clients with recruitment. We had 8 participating companies, as well as 5 days of our own, that the Program Director promoted our station.

2022

<- JANUARY

MARCH ->

FEBRUARY

WEDJ-LATINO HEALTH 2/MON WEDJ-SENDERO 10A
 830A WNTS-CB 1030A
 WEDJ-SENDERO 9A WEDJ-IGLESIA PEREGRINA
 WEDJ/WSYW-VILLARUBIA 11A

Mo	Tu	We	Th	Fr	Sa	Su
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	1	2	3	4	5	6

WEDJ-SENDERO 530A

WEDJ-SENDERO 530A

WEDJ-SENDERO 530A

WEDJ-SENDERO 530A

WEDJ-SENDERO 530A

Mo

Tu

We

Th

Fr

Sa

Su

31

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11

12

13

AMVC
 MANAGEMENT
 SERVICE

NEW WAVE
 PROPERTY SERV

JL WALTER
 ASSOC

14

15

16

17

18

19

20

WEDJ

WEDJ

NATURE'S
 CHOICE

CERTA PRO
 PAINTERS

WEDJ

21

22

23

24

25

26

27

STATE FARM

CERTA PRO
 PAINTERS

WEDJ

JAY CREW

CITY WIDE

28

1

2

3

4

5

6

STATE FARM

A MULTI-FACETED APPROACH FOR MAXIMUM EXPOSURE

3 Radio Stations broadcast your ads heavily, the entire month of February...with one entire day devoted exclusively to promoting your business!

Facebook Live interview to highlight your jobs. Radio Latina's FB page currently has over 42,000 followers. Your live interview runs there, as well as on-air, and remains posted for later views!



Your open positions advertised on 3 station websites, under a special "jOBS" page, heavily promoted by all 3 radio stations, all month long!



PACKAGE INCLUDES:

- **150 Commercials.** 50 per station airing: 25x Mon-Fri 6a-7p and 25x Mon-Sun 6a-10p
- 1 designated day (Feb 7- Mar 4) devoted to your business. We air promos for your business once per hour, all day!
- **One Interview** that will air live on Radio Latina, with recorded versions airing on Exitos and La Pantera that day.
- Your open job listings posted on the JOBS page of our station websites and mobile apps, **all month long**, promoted with 180 additional on-air promos, (60 per station).
- **“Facebook Live” Video Interview.** This video will be loaded to each station’s FB Page, in the morning & again in the afternoon, on your Featured Day and will remain there indefinitely. **Our DJ will conduct the interview with a representative from your company, via the internet on a mobile device. Both will appear in a split-screen FB post.*

A heavy on-air presence throughout the month on three different formats, Job Listings all month long on all three station websites, and a full day devoted to your business, with on-air interviews, Facebook Live, and hourly promos highlighting your business!

All for just \$750 net

Space is limited as there is a One Client/Day component. Days will be selected in order received. Clients who sign first, will get first preference of date for their Featured Day. *We will include translation and production of your on-air commercial at no additional cost.

Name of Business: _____ Preferred Dates for Feature Day: _____

Accepted by: _____ Date: _____



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

Sandy Sanchez
Start Date 3/22/21
On air Talent/ Promotions Director

Sandy was trained on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to talk about the show, her time on air and the different bits that will take part during her on air shift.

Regarding promotions she sat down with both the Program Director and General Manager to discuss her duties as a Promotion's Director. Regarding all promotions events and concerts that she would have to be ready to promote on all our stations.



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

Sandy Sanchez
Start Date 3/22/21
On air Talent/ Promotions Director

Sandy was mentored on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to mentor about the show, her time on air and the different bits that will take part during her on air shift.

Regarding promotions she sat down with both the Program Director and General Manager to discuss her duties as a Promotion's Director. Regarding all promotions events and concerts that she would have to be ready to promote on all our stations. Both mentored her to fulfill the roll.



WEDJ-FM
WNTS-AM
WSYW-AM

Continental Broadcast Group

Hilda Gabriela Moreno
Start Date 8/15/22
On Air Talent

Gabriela was mentored on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to mentor her about the show, her time on air and the different bits that will take part during her on air shift.

Patricia Alfaro
Start Date 2/1/23
Board Operator for morning shows/ On air Talent

Patricia was trained for 2 weeks on operating the board for our syndicated morning shows on WEDJ-FM and WSYW-AM.

Patricia was mentored on the board and computer for on air by Richi Rodriguez for a little more than a week, Program Director had several meetings with her to mentor her about the show, her time on air and the different bits that will take part during her on air shift.

Exhibit B

Revised 2021-2022 EEO Public File Report

WEDJ(FM), WNTS(AM) & WSYW(AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

I. VACANCY LIST

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

	Job Title	Recruitment Sources (“RS”) Used for Vacancy	Date of Hire	Total Number of Interviewees	RS Referring Hiree
1	Account Executive	11, 13, 14, 16, 17, 18, 19, 21	May 13, 2021	4	21

WEDJ(FM), WNTS(AM) & WSYW(AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Kendra Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 careercenter@bsu.edu 765-285-5634 or 765-285-2436	N	0
2	Gary Beaulieu Butler University 4600 Sunset Avenue Indianapolis, IN 46208 career@butler.edu 317-940-9383	N	0
3	Alan McNabb Indiana University 625 North Jordan Bloomington, IN 47405 mcnabba@iucareer.edu 812-855-5234	N	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2555	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 th Street Indianapolis, IN 46208 219-921-4800	N	0
6	Dan Johnson University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 ocs@uindy.edu 317-788-3296 / 317-788-3923	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Sam Klemet Indiana Broadcasters Association 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 sam@indianabroadcasters.org 317-770-0970	N	0
8	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 sharonm@indyrecorder.com 317-924-5143	N	0
9	Lori Ann Edinbrough University of Notre Dame Indiana Careers at Notre Dame 248 Flanner Hall Notre Dame, IN 46556 ndcps@nd.edu 574-631-0960	N	0
10	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-761-7600	N	0
11	Jose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 Voz2@cs.com / jgonz0724@cs.com 317-423-0954	Y	0
12	Gustabo Escalante gescalante@indychamber.com Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2254	N	0
13	Client Referral	N	0
14	Internal Posting	N	0
15	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
16	Industry Peer	N	1
17	Posting on Station Website	N	2
18	Employee Referral	N	0
19	Job Fair	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
20	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
21	Rehire	N	1
22	On-Air Announcements on WEDJ/WSYW	N	0
23	Unsolicited Walk In	N	0
24	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 2901 N. Tacoma Ave Indianapolis, IN 46218 317-924-5143	N	0
25	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
26	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
27	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
28	Mike Zimmerman Ben Davis Career Center 1200 N. Girl School Road Indianapolis, IN 46214 mike.zimmerman@wayne.k12.in.us 317-988-7000	N	0
29	Marcy Fry Harrison College 140 East 53 rd Street Anderson, IN 46031 marcy.fry@harrison.edu 877-205-1099	N	0
30	Carrie Dodd J Everett Light Career Center 1901 E. 86 th Street Indianapolis, IN 46240 codd@msdwt.k12.in.us 317-259-5265	N	0
31	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
32	Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 careercntr@marian.edu 317-955-6364 www.marian.edu	N	0
33	Mike Mullins Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu / mmullis@purdue.edu 765-494-1420	N	0
34	Purdue University North Central Office of Career Development Lib/Stu/Fac Bldg Rm 28 Westville, IN 46391 careers@pnc.edu careerservices@purduecal.edu 219-785-5498	N	0
35	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrig@southseastindy.org 317-236-7400	N	0
36	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
37	Radio Online LLP 3500 Tripp Ave Amarillo, TX 79121-1637 radio-online.com 800-352-7503	N	0
38	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, CO 80126 art@mediarecruiter.com 303-400-5150	N	0
39	Craigslist.com	N	0
40	Nora Willman Indianapolis Public Schools Office of School and Community Relations 120 E. Walnut ST. R-114 Indianapolis, IN 46204 willmand@ips.k12.in.us 317-226-4000	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	WFYI 1630 N. Meridian Street Indianapolis, IN 46202 aromo@wfyi.org 317-636-2020	N	0
42	Indyhispano.com	N	0
43	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	N	0
44	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	0
			4

WEDJ (FM), WNTS (AM) & WSYW (AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training Programs	<p>The station employment unit has established training and mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none">• Sales Training – New Hire Sales, RAB Training. Training program for Andriana Salas. Training started on or around 5/24/21, and was fully completed.• Sales Training – Entire Sales Staff, General Manager and Business Manager for Nielsen and Scarborough Reports. These training sessions lasted one hour and took place 4 times in February 2022.
2	Hosted a Job Fair	<p>On February 7, 2022- February 28, 2022, the Stations hosted a Virtual Bilingual Job Fair with On-Air Feature, Social Media Feature, Web Posts, Mobile App Posts and Commercials to support clients with recruitment. We had 8 participating companies, as well as 5 days of our own, that the Program Director promoted our station.</p>
3	Internships	<p>Internships were placed on hold due to COVID. We plan on having interns this summer if available.</p>
4	Station Tours	<p>Station tours were placed on hold due to COVID. We plan to resume station tours when it is safe to do so.</p>
5	Mentoring Programs	<p>The station employment unit has established mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none">• Promotions Director/On-Air – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios, as well as mentored by the General Manager, Program Director and Business Manager to learn the Promotions aspects of the position.

Exhibit C

Revised 2022-2023 EEO Public File Report

WEDJ(FM), WNTS(AM) & WSYW(AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

I. VACANCY LIST

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

	Job Title	Recruitment Sources (“RS”) Used for Vacancy	Date of Hire	Total Number of Interviewees	RS Referring Hiree
1	On-Air Personality	11, 13, 14, 16, 17, 18, 19, 23, 44, 45	6/12/22	6	45
2	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 44	5/20/22	5	13
3	Board Op/On-Air Personality	11, 13, 14, 16, 17, 18, 19, 23, 44, 45	1/19/23	5	45
4	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 43, 44	3/14/23	3	43
5	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 43, 44	3/31/23	3	18

WEDJ(FM), WNTS(AM) & WSYW(AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Kendra Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 careercenter@bsu.edu 765-285-5634 or 765-285-2436	N	0
2	Gary Beaulieu Butler University 4600 Sunset Avenue Indianapolis, IN 46208 career@butler.edu 317-940-9383	N	0
3	Alan McNabb Indiana University 625 North Jordan Bloomington, IN 47405 mcnabba@iucareer.edu 812-855-5234	N	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2555	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 th Street Indianapolis, IN 46208 219-921-4800	N	0
6	Dan Johnson University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 ocs@uindy.edu 317-788-3296 / 317-788-3923	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Sam Klemet Indiana Broadcasters Association 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 sam@indianabroadcasters.org 317-770-0970	N	0
8	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 sharonm@indyrecorder.com 317-924-5143	N	0
9	Lori Ann Edinbrough University of Notre Dame Indiana Careers at Notre Dame 248 Flanner Hall Notre Dame, IN 46556 ndcps@nd.edu 574-631-0960	N	0
10	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-761-7600	N	0
11	Jose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 Voz2@cs.com / jgonz0724@cs.com 317-423-0954	Y	0
12	Gustabo Escalante gescalante@indychamber.com Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2254	N	0
13	Client Referral	N	1
14	Internal Posting	N	0
15	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
16	Industry Peer	N	0
17	Posting on Station Website	N	0
18	Employee Referral	N	2
19	Job Fair	N	4

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
20	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
21	Rehire	N	0
22	On-Air Announcements on WEDJ/WSYW	N	0
23	Unsolicited Walk In	N	0
24	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 2901 N. Tacoma Ave Indianapolis, IN 46218 317-924-5143	N	0
25	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
26	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
27	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
28	Mike Zimmerman Ben Davis Career Center 1200 N. Girl School Road Indianapolis, IN 46214 mike.zimmerman@wayne.k12.in.us 317-988-7000	N	0
29	Marcy Fry Harrison College 140 East 53 rd Street Anderson, IN 46031 marcy.fry@harrison.edu 877-205-1099	N	0
30	Carrie Dodd J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 codd@msdwt.k12.in.us 317-259-5265	N	0
31	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
32	Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 careercntr@marian.edu 317-955-6364 www.marian.edu	N	0
33	Mike Mullins Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu / mmullis@purdue.edu 765-494-1420	N	0
34	Purdue University North Central Office of Career Development Lib/Stu/Fac Bldg Rm 28 Westville, IN 46391 careers@pnc.edu careerservices@purduecal.edu 219-785-5498	N	0
35	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrig@southseastindy.org 317-236-7400	N	0
36	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
37	Radio Online LLP 3500 Tripp Ave Amarillo, TX 79121-1637 radio-online.com 800-352-7503	N	0
38	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, CO 80126 art@mediarecruiter.com 303-400-5150	N	0
39	Craigslist.com	N	0
40	Nora Willman Indianapolis Public Schools Office of School and Community Relations 120 E. Walnut ST. R-114 Indianapolis, IN 46204 willmand@ips.k12.in.us 317-226-4000	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	WFYI 1630 N. Meridian Street Indianapolis, IN 46202 aromo@wfyi.org 317-636-2020	N	0
42	Indyhispano.com	N	0
43	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	N	1
44	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	0
45	MLC Tunes 500 Newport Center Dr Suite 600 Newport Beach, CA 92660 323-505-0612	N	11
			19

WEDJ (FM), WNTS (AM) & WSYW (AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training Programs	<p>The station employment unit has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> • Sales Training – New Hire Sales, P1 Training. Training program for Elia James. Training started on or around 6/1/22, and was fully completed • Sales Training – Entire Sales Staff, General Manager and Business Manager for Nielsen and Scarborough Reports. These training sessions lasted one hour and took place 6 times between April and May of 2023. • Sales Training – Account Executives, Elia James, Norma Flores, Mark Menser and General Manager for Broadstreet Ads Training. This training took place 11/30/22. • Sales Training – Entire Sales Staff and General Manager for Power Sales Training. Training took place weekly January – March 2023. The topics covered Foundation, Neuro-linguistic Programming, and Rapport and the Power of Questions.
2	Hosted a Job Fair	<p>On February 20, 2023- February 24, 2023, the Stations hosted a Virtual Bilingual Job Fair with On-Air Feature, Social Media Feature, Web Posts, Mobile App Posts and Commercials to support clients with recruitment. We had 3 participating companies, as well as 2 days of our own, that the Program Director promoted our station.</p>
3	Attended a Job Fair	<p>On April 13, 2022 – Bart Johnson, General Manager and Amiee McGrath, Business Manager attended a Career Fair at the University of Indianapolis. While there they talked with students about various positions within Radio. Also had lunch and mentored students on different positions they were interested in pursuing.</p>
4	Participation in scholarship programs	<p>From January 27, 2023 to January 31, 2023 – Ran 45 PSA's on WEDJ-(FM), WNTS-(AM) and WSYW-(AM) and assisted with the selection of the Indiana Broadcasters Association 2023 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Mentoring Programs	<p>The station employment unit has established mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> • On-Air – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios. • Board Operator – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios.