

**WEDJ FM & WSYW AM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2012 - March 31, 2013**

**I. VACANCY LIST**

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

	<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Vacancy</b>	<b>RS Referring Hiree</b>
1	Account Executive	All	22

Total Number of Interviewees: 3

**WEDJ FM & WSYW AM**

**ANNUAL EEO PUBLIC FILE REPORT**

**April 1, 2012 - March 31, 2013**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Has Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	Linda Compton Indiana Broadcasters Association 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 comptoniba@aol.com 317-573-0119	N	0
2	Internal Posting	N	0
3	Industry Peer	N	0
4	Posting on Station Website	N	0
5	Employee Referral	N	1
6	Job Fair	N	0
7	On-Air Announcements on WEDJ/WSYW	N	0
8	Unsolicited Walk In	N	1
9	Nora Willman Indianapolis Public Schools Office of School and Community Relations 120 E. Walnut ST. R-114 Indianapolis, IN 46204 <a href="mailto:willmand@ips.k12.in.us">willmand@ips.k12.in.us</a> 317-226-4649	N	1
<b>TOTAL INTERVIEWEES</b>			<b>3</b>

**WEDJ FM & WSYW AM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2012 - March 31, 2013**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participation in Job Fair	On July 19, 2012, the Station participated in the 2012 Indiana Black Expo Employment Opportunity Fair held at the Indiana Convention Center. The Station's Business Manager attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.
2	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"> <li>• Sales Training – All sales, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients</li> <li>• PowerPoint Training – Sales Asst, took on line classes to be better prepared to aid the General Manager and Sales Staff with presentations.</li> </ul>
3	Mentor Program	<p>The station employment unit has established a mentoring program for station personnel. The current mentoring program is as follows:</p> <ul style="list-style-type: none"> <li>• Part-time Sales Assistant, Ixchel Vargas is mentored by Norma Flores, Traffic Director and Amiee McGrath, Business Manager to understand and learn the different aspects of traffic, accounting, and how the sales team works, with the ultimate goal is to build Ms. Vargas in handling the office while covering Traffic and Business during time off.</li> <li>• Promotion Assistant/Board Operator, John Carlos is mentored by Ricardo Guerrero, Promotions Director and Manuel Sepulveda, Promotions Director to understand and learn the different aspects of promotions and programming. The ultimate goal is to have Mr. Carlos running events himself, and operating the board for remotes, and other needed times.</li> </ul>
4	Internship Program	<p>During the reporting period, the Station hosted student interns from the following colleges and universities:</p> <ul style="list-style-type: none"> <li>• June – August 2012: one intern from Indiana Latino Institute through Ivy Tech</li> </ul> <p>The student intern performed tasks such as staffing outdoor events, secretarial duties in the office, providing sales event support, minor production and in assisting with an overall street presence for the station. Intern was supervised by the Station's Program Director.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Participation in scholarship programs	From January 1, 2013 to March 31, 2013 Ran 60 PSA's on WEDJ-FM and WSYW-AM and assisted with the selection of the Indiana Broadcasters Association 2013 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.
6	Hosted a Job Fair	On February 6, 2013, the Stations sponsored a Bi-lingual Job Fair at the Indianapolis Zoo from 12 pm to 5 pm. We had 25 participating companies, as well as a table of our own, that the General Manager, Business Manager, Program Director and various other staff members worked.