

**WBWB(FM), Bloomington, IN (FIN: 68968)
and
WHCC(FM), Ellettsville, IN (FIN: 33540)**

**EEO PUBLIC FILE REPORT
April 1, 2023 through March 31, 2024**

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
WBWB – Salesperson Pool 1	1, 2, 4, 6, 7, 8, 9, 10, 15	8
WBWB – Salesperson Pool 1	1, 2, 4, 6, 7, 8, 9, 10, 15	7
WBWB – Salesperson Pool 1	1, 2, 4, 6, 7, 8, 9, 10, 15	7

Notes:

- All three salespeople were hired from one hiring pool.
- The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.

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	Job Fair	N	0
2	Indiana Broadcasters Association or IBA Job Fair 3308 E 98 th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	0
3	Job Boards, Jockline, RAMP & Indeed www.indeed.com	N	1
4	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	0
5	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	0
6	Sound Management, LLC. Website – www.artisticradio.com	N	0
7	WBWB Radio Advertising 96.7 FM	N	4
8	WBWB Station Website – www.wbwb.com	N	1
9	WHCC Radio Advertising 105.1 FM	N	2
10	WBWB Station Website – www.whcc105.com	N	0
11		N	0
12		N	0
13	ZIP Recruiter	N	0
14	Bloomington Herald-Times P.O. Box 909 Bloomington, IN Contact: Lisa Payton Phone: 812-331-4312 Fax: 812-331-4285	N	0
15	Walk-in/Referral/Other	N	0
16	Rehire	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

WBWB(FM) / WHCC(FM)
III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Broadcasting Outreach Education and Job Shadowing took place throughout the year.	<p>Station Representatives regularly speak with students and organizations in and around Bloomington. At these talks, representative speaks about careers in Broadcasting and answer questions related to radio broadcasting:</p> <ul style="list-style-type: none"> • Rick Evans (Operations Manager) gave Girl Scout tour in February of 2023. • Kevin Stockbridge (Program Director) spoke with kids at Big Brothers Big Brothers in March of 2023. • Rick Evans gave Cub Scout tours in April and October of 2023 . • Air Staff gave multiple tour for Kids City, City of Bloomington summer camp in June of 2023. • Kevin Stockbridge spoke with Boys and Girls Club August of 2023. • Rick Evans spoke with students at Lakeview Elementary in October of 2023. • Austin Render (Sports Director) spoke to the Media class at Owen Valley high School in November of 2023.
2	Establish internship program	<p>The stations maintain an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, past participants were primarily individuals from Indiana University and surrounding High Schools. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business. (On-Air, Front Desk, Sales Participants, Promotions). In some cases, participants were able to apply for school credits in return for their internship.</p> <p>The stations had multiple interns in the Fall of 2023 through Spring of 2024.</p>
3	Participation in Job Fairs	<p>On April 14 & 15, 2023 Tony Calumet, SEU Hiring Manager and General Manager, attended and collected resumes. the Greater Bloomington Chamber of Commerce hosted the Spring Showcase. This event was held at the Switchyard Park Pavilion in Bloomington, IN. The event was</p>

	<p>opened up to the public and featured food and drink, musical entertainment, and business booths. SOUND used this opportunity to search for new hires and future hires.</p> <p>On April 27, 2023 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 19, 2023, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 2, 2023, Arthur Angotti (SEU Hiring Manager and Managing Member) attended a Indiana Broadcasters Organized Job Fair and Career Expo at the Gainbridge Fieldhouse at 125 South Pennsylvania St., Indianapolis, IN 46204. The event was well attended by job seekers for both Radio and Television. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On October 13 & 14, 2023 Tony Calumet, attended and collected resumes. B-sides Bloomington Showcase event was held at the Bloomington Conference Center in Bloomington, IN. This was a conference for Cyber Security. This was showcased by conference meetings and 25 business booths as B97 and Hoosier Country 105.5 broadcasted live and had a booth displaying Brochures and applications for new hires and future applications. Tony Calumet (SEU), Scott, Rick Frank and Max manned the booth, while Rick Evans, Macy Evans, Austin Render and Kevin Stockbridge were broadcasting live from the Cyber Security event. 450 people attended the two day event.</p>
<p>4 Participation in ongoing education to insure that all positions are filled according to the EEOC and Sound Management, LLC.</p>	<p>On March 19, 2024, Sound Management, LLC. staff and contractors in all markets took part in an EEOC/Harassment/Discrimination training</p>

guidelines	seminar conducted by Greg Guevara with Bose McKinney & Evans LLP. Attendance was mandatory for all full time staff.
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