## WBIW/WQRK/WPHZ EEO PUBLIC FILE REPORT

April 1, 2014 – March 31, 2015

## I. VACANCY LIST

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

| Job Title Recruitment Sources (RS) Used to Fill Vacancy |   | RS Referring<br>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] |
| On Air Talent - DJ                                      | 5,8,9,12,13   | 13  |
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## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| RS<br>Number | RS Information   | Source Entitled<br>to Vacancy<br>Notification?<br>(Yes/No) | No. of Interviewees<br>Referred by RS<br>over<br>12-month period |
|--------------|--|--|--|
| 1            | Vincennes University<br>1002 N. First Street<br>Vincennes, Indiana 47591<br>(800)742-9198                    | Y  | 0  |
| 2            | Oakland City College<br>Susan Hayes<br>405 I Street Bedford, Indiana 47421<br>(812)279-8126                  | Y  | 0  |
| 3            | Times Mail Call Rotation P.O. Box 849 Bedford Indiana 47421 (812)332-2183                                    | N  | 0  |
| 4            | Indiana University Aaron Kirchhofer 900 East 7 <sup>th</sup> Street Bloomington, Indiana 47405 (812)855-1556 | Y  | 0  |
| 5            | Work One Development Trudy Dillman Main Street, Bedford Indiana 47421 (812)279-4400 ex.225                   | Y  | 2  |
| 6            | Employment Plus Debby King 1516 I Street Bedford Indiana,47421 (812)279-5070                                 | N  | 0  |
| 7            | Herald Times Call Rotation 1900 South Walnut Street, PO Box 909, Bloomington Indiana 47402 (800)422-0070     | N  | 0  |
| 8            | Paoli Newspaper<br>Miles Flynn<br>PO Box 190 Paoli, Indiana 47454<br>(812)723-2572                           | Y  | 1  |

| RS<br>Number | RS Information  Source Entitled to Vacancy Notification? (Yes/No)   |                       | No. of Interviewees<br>Referred by RS<br>over<br>12-month period |  |
|--------------|---|-----------------------|--|--|
| 9            | WBIW Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812)275-7555                                 | Y                     | 1  |  |
| 10           | WQRK Holly Davis 424 Heltonville Road, Bedford, Indiana 47421 (812)275-7555                                 |                       | 0  |  |
| 11           |   |                       | 0  |  |
| 12           | IBA Job Fair Gwen Peining 3645 River Crossing Parkway Blvd Indianapolis, Indiana 46240 (800)342-6276 X104   | Y                     | 2  |  |
| 13           | IBA Job Board Gwen Peining 3645 River Crossing Parkway Blvd Indianapolis, Indiana 48240 (800) 342-6276 X104 | Y                     | 3  |  |
| 14           |   |                       |  |  |
| 15           |   |                       |  |  |
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| 23           |   |                       |  |  |
| 24           |   |                       |  |  |
| 25 (ata.)    |   |                       |  |  |
| (etc.)       | TOTAL INTERVIEWEES OVE  | <br>R 12-MONTH PERIOD | 21   |  |

## WQRK/WPHZ/WBIW RECRUITMENT INITIATIVES FORM

April 1, 2014– March 31, 2015

|   | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | DATE    | BRIEF DESCRIPTION OF ACTIVITY & SCOPE OF BROADCASTER'S PARTICIPATION   | RECRUITING<br>STAFF IN<br>ATTENDANCE | CO-SPONSORS<br>(IF APPLICABLE) |
|---|---|---------|--|--------------------------------------|--------------------------------|
| 1 | Indiana Broadcasters Internship Job Fair        | 4/05/14 | Held at Marriott in Indianapolis, Indiana. Attracted over 100 job seekers. Table top presentations, station information provided to attendees, job descriptions provided to attendees. PSAs ran on air to promote job fair. Seeking part time Sales candidates. Resumes of attendees provided by IBA | Dean Spencer                         | WQRK/WBIW and WPHZ             |
| 2 | Bedford Middle School<br>Career Fair            | 4/11/14 | Held at Bedford Middle School,<br>Bedford Indiana. Spoke to 6th ,7 <sup>th</sup> and 8th graders about future career<br>opportunities, daily operations of a<br>radio station, skill / classes that are<br>needed to excel. Station information<br>and promotional products distributed              | Sarah Reinhard and<br>Evin Irwin     |                                |

| 3 |                         |                            |   |  |                       |
|---|-------------------------|----------------------------|---|--|-----------------------|
| 4 | IBA Scholarship Program | 12-16-2014-2-28-2015.      | Promoted the Scholarship Program via radio announcements, station websites, in-house bulletin boards, community calendar. Start PSA: 12/15/12 End PSA: 02/28/13 Disseminated and collected completed Scholarship Applications Participate in the evaluation process.  | No attendance necessary  | WQRK/WBIW and<br>WPHZ |
| 5 | Boy and Cub Scout Tours | 2014<br>4/28/14<br>8/21/14 | Gave tour of station to introduce boys ages 8-16 to the radio industry. Tour lasts 30-35 minutes educating youth about the equipment, importance of remaining local, review importance of EAS, explain responsibilities and roles within the industry. Each troop records a greeting which is aired the following morning on all 3 stations. Selected boys record a weather which if quality is sufficient is aired. Station swag is given as well as information of high school classes available to the teen troop members. | Jeremy Newbold, Program Lead Sarah Reinhard, Sales Director Holly Davis, President Tammy Farley, Traffic Manager | WQRK/WBIW and WPHZ    |

| 6 | IBA Job Fair | 10/11/15 | Held at Marriott in Indianapolis, Indiana. Attracted over 100 job seekers. Table top presentations, station information provided to attendees, job descriptions provided to attendees. PSAs ran on air to promote job fair. Seeking part time Sales candidates. Resumes of attendees provided by IBA. | Dean Spencer | WQRK/WBIW and WPHZ |
|---|--------------|----------|---|--------------|--------------------|
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[Add Additional Sheets as Necessary]
[Attach Documentation: See II.B.2 and Tab 3 for Description of Materials]