

**WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2015 through March 31, 2016**

**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 Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|------------------------------|--|---------------------------|
| Business Office Assistant    | 1-18, 22, 48   | 8                         |
| General Sales Manager        | 1-18, 22-23, 53                                      | 53                        |
| Staff Engineer               | 1-18, 21-22, 48                                      | 21                        |
| WFNI Promotions Director     | 1-18, 21-23, 31, 48, 52, 55                          | 55                        |
| Digital Sales Manager        | 1-18, 20, 22, 36, 55                                 | 55                        |
| Graphic Designer/Webmaster   | 1-18, 21-22, 48                                      | 48                        |
| WYXB Account Executive       | 1-18, 21-22, 31, 34, 36, 53                          | 36                        |
| WIBC News Director           | 1-18, 21-22, 24                                      | 24                        |
| Sales Assistant              | 1-18, 21-22, 34                                      | 8                         |
| Digital Video Producer       | 1-18, 22, 34   | 22                        |
| Multi-media Content Producer | 1-18, 21, 48   | 21                        |
| Multi-media Content Producer | 1-18, 21, 48   | 21                        |

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

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|---|--|--|
| 1                    | <b>Ball State University</b><br>Lucina Hall 220<br>Muncie, IN 47306<br>Phone: (800) 382-8540<br>Attn: Tim Pollard<br>Email: tpollard@bsu.edu; jmisiewicz@bsu.edu  | Y  | 0  |
| 2                    | <b>Christamore House</b><br>502 North Tremont Street<br>Indianapolis, IN 46222<br>Phone: (317) 635-7211<br>Attn: Carlene Ng-Gomez<br>Email: carlene.ng-gomez@christamorehouse.org                         | Y  | 0  |
| 3                    | <b>Martin University</b><br>2171 Avondale Place<br>Indianapolis, IN 46218<br>Phone: (317) 917-3315<br>Attn: Tracey Jackson<br>Email: tjackson@martin.edu  | Y  | 0  |
| 4                    | <b>Hanover College</b><br>Career Center<br>P.O. Box 108<br>Hanover, IN 47243<br>Phone: (812)866-7127<br>Attn: Sue Tilley, Career Center Assistant<br>Email: careercenter@hanover.edu                      | Y  | 0  |
| 5                    | <b>Ivy Tech Community College – Central Indiana</b><br>50 W. Fall Creek Pkwy. North Drive<br>Indianapolis, IN 46208<br>Phone: (317) 921-4667<br>Attn: Rebecca Patten-Lemons<br>Email: rpatten@ivytech.edu | Y  | 0  |

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|---|--|--|
| 6                    | <b>Marian University</b><br>3200 Cold Spring Road<br>Indianapolis, IN 46222<br>Phone: (317) 955-6341<br>Attn: Diane Workman<br>Attn: dworkman@marian.edu; careerctr@marian.edu                      | Y  | 0  |
| 7                    | <b>University of Indianapolis</b><br>1400 East Hanna Avenue<br>Indianapolis, IN 46227<br>Phone: (317) 788-3280<br>Attn: Scott Uecker<br>Email: suecker@uindy.edu                                    | Y  | 0  |
| 8                    | <b>Emmis Communications Careers Website</b><br>40 Monument Circle<br>Indianapolis, IN 46204<br>Phone: (317) 684-2960<br><a href="http://www.emmis.com/careers/">www.emmis.com/careers/</a>          | N  | 29   |
| 9                    | <b>Illinois Center for Broadcasting</b><br>455 Eisenhower Lane South<br>Lombard, IL 60148<br>Phone : (630) 916-1700<br>Attn: Carl Jackson<br>Email: cjackson@beonair.com                            | Y  | 0  |
| 10                   | <b>Indiana State University</b><br>550 N. 5 <sup>th</sup> Street<br>Terre Haute, IN 47809<br>Phone : (812) 237-3806<br>Attn: Martha Reed<br>Email: martha.reed@indstate.edu                         | Y  | 0  |
| 11                   | <b>Anderson University</b><br>Career Development Center<br>1100 East 5 <sup>th</sup> Street, D206<br>Anderson, IN 46012<br>Phone: (765) 641-4196<br>Attn: Tina Faivor<br>Email: career@anderson.edu | Y  | 0  |

| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|--|--|--|
| 12                   | <b>Franklin College</b><br>101 Branigin Blvd<br>Franklin, IN 46131<br>Phone: (317) 738-8801<br>Attn: Kirk Bixler<br>Email: kbixler@franklincollege.edu   | Y  | 0  |
| 13                   | <b>Martin Luther King Community Center</b><br>40 W. 40 <sup>th</sup> Street<br>Indianapolis, IN 46208<br>Phone: (317) 923-4581<br>Attn: Janice Cox and Joni Collins<br>Email: jcox@mlk-msc.org; jcollins@mlk-msc.org | Y  | 0  |
| 14                   | <b>Kaplan College</b><br>7302 Woodland Drive<br>Indianapolis, IN 46278<br>Phone: (317) 299-6001<br>Attn: Jill Burton<br>Email: jiburton@kaplan.edu   | N  | 0  |
| 15                   | <b>Butler University</b><br>Internship and Career Services<br>4600 Sunset Avenue<br>Indianapolis, IN 46208<br>Phone: (317) 940-9383<br>Attn: Mona Guirguis<br>Email: career@butler.edu                               | N  | 0  |
| 16                   | <b>Depauw University</b><br>7 E. Larrabee Harrison Hall<br>Greencastle, IN 46135<br>Phone: (765) 658-4279<br>Attn: Tom Cath<br>Email: careercenter@depauw.edu  | N  | 0  |
| 17                   | <b>Indiana Broadcasters Association</b><br>3003 E 98 <sup>th</sup> Street, Suite 161<br>Indianapolis, IN 46280<br>Phone: (317) 573-0119<br>Attn: Joe Misiewicz<br>Email: joe@indianabroadcasters.org                 | N  | 1  |

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 18               | <b>Indiana University</b><br>625 North Jordan<br>Bloomington, IN 47405<br>Phone: (812) 855-1556<br>Attn: Jeremy Harmon<br>Email: jeharmon@indiana.edu   | N  | 0  |
| 19               | <b>Monster Job Board</b><br>5 Clock Tower Place, Suite 5<br>Maynard, MA 01754<br>Phone: (978) 461-8061<br>Attn: Kimberly Wood<br>www.monster.com  | N  | 0  |
| 20               | <b>Career Builder</b><br>200 N. LaSalle Street, Suite 1100<br>Chicago, IL 60601<br>Phone: (888) 855-5594<br>Attn: Yvan Demosthenes<br>www.careerbuilder.com   | N  | 1  |
| 21               | <b>Employee Referral</b>  | N  | 16   |
| 22               | <b>Internal Posting</b> ( <i>job announcements posted for current employees on a local bulletin board</i> )   | N  | 3  |
| 23               | <b>Word-of-Mouth Referral</b>   | N  | 2  |
| 24               | <b>All Access</b><br>28955 Pacific Coast Highway, Suite 210<br>Malibu, CA 90265<br>Phone: (310) 457-6616<br>Fax: (310) 457-8058<br>Attn: Matt Parvis<br>www.allaccess.com                                   | N  | 2  |
| 25               | <b>The Society of Broadcast Engineers (SBE)</b><br>9102 North Meridian Street, Suite 150<br>Indianapolis, IN 46260<br>Phone: (317) 846-9000<br>Fax: (317) 846-9120<br>Email: mclappe@sbe.org<br>www.sbe.org | N  | 0  |
| 26               | <b>Internship Program</b> ( <i>as described in section III</i> )  | N  | 0  |

| <b>RS<br/>Number</b> | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|---|--|--|
| 27                   | <b>Indianapolis Ad Club</b><br>3003 E. 96 <sup>th</sup> Street, Suite 161<br>Indianapolis, IN 46032<br>Phone: (317) 574-0061<br>Email: director@indyadclub.org<br>www.indyadclub.org  | N  | 0  |
| 28                   | <b>Unknown</b> ( <i>source not adequately identified upon SEU inquiry</i> )   | N  | 0  |
| 29                   | <b>Walk-In/Self-Referral</b>  | N  | 0  |
| 30                   | <b>Radio-Television News Directors Association (RTNDA)</b><br>1025 F Street NW, 7 <sup>th</sup> Floor<br>Washington, DC 20004<br>Phone: (202) 659-6510<br>Fax: (202) 223-4007<br>Attn: Nicole Newsome<br>Email: NicoleN@rtnda.org | N  | 0  |
| 31                   | <b>Former Employee</b>  | N  | 4  |
| 32                   | <b>Indiana Business College</b><br>550 East Washington<br>Indianapolis, IN 46203<br>Phone: (317) 656-4764<br>Attn: Belinda Farmer<br>Email: belinda.farmer@ibcschools.edu   | N  | 0  |
| 33                   | <b>NTS Media Online</b><br>Al Peterson<br>Phone: (858) 486-7559<br>al@ntsmediaonline.com  | N  | 0  |
| 34                   | <b>Job Fairs</b> ( <i>see Sec. III</i> )  | N  | 0  |
| 35                   | <b>Indianapolis Craigslist</b><br><a href="https://indianapolis.craigslist.org/">https://indianapolis.craigslist.org/</a>   | N  | 0  |
| 36                   | <b>Linkedin.com</b><br><a href="http://www.linkedin.com/jobs">www.linkedin.com/jobs</a>   | N  | 3  |
| 37                   | <b>Employment Connections, Inc</b><br>2901 East 20 <sup>th</sup> , Suite 101<br>Farmington, NM 87402<br>Phone: (505) 324-8877<br>Fax: (505) 324-8066<br><a href="http://www.ecistaffing.com">www.ecistaffing.com</a>              | N  | 0  |

| <b>RS<br/>Number</b> | <b>RS Information</b>  | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|----------------------|--|--|--|
| 38                   | <b>Simply Hired</b><br>Equest<br>2010 Crow Canyon Place<br>San Ramon, CA 94583<br>Phone: (925) 275-3593<br>Attn: Nikki Ortega<br>Email: nikki.ortega@equest.com<br>www.simplyhired.com | N  | 0  |
| 39                   | <b>Job.com</b>   | N  | 0  |
| 40                   | <b>JuJu.com</b>  | N  | 0  |
| 41                   | <b>Trovit U.S.</b>   | N  | 0  |
| 42                   | <b>VetJobs.com</b>   | N  | 0  |
| 43                   | <b>America's Job Exchange</b>  | N  | 0  |
| 44                   | <b>Oodle</b><br>Equest<br>2010 Crow Canyon Place<br>San Ramon, CA 94583<br>Phone: (925) 275-3593<br>Attn: Nikki Ortega<br>Email: nikki.ortega@equest.com                               | N  | 0  |
| 45                   | <b>AboutJobs.com</b><br>The AboutJobs.com Network<br>180 State Road Suite 2U<br>Sagamore Beach, MA 02562<br>www.aboutjobs.com  | N  | 0  |
| 46                   | <b>Gradspring.com</b>  | N  | 0  |
| 47                   | <b>ISAllStars.com</b>  | N  | 0  |
| 48                   | <b>Indeed, Inc.</b><br>7501 N. Capitol of Texas Hwy, Building B<br>Austin, Texas 78731<br>www.indeed.com   | N  | 10   |
| 49                   | <b>Indianapolis Urban League</b><br>777 Indiana Avenue<br>Indianapolis, IN 46202<br>Phone: (317) 693-7652<br>Attn: Aisha Sabur-Jaruis<br>Email: asjarvis@indplsul.org                  | N  | 0  |

| <b>RS<br/>Number</b>                           | <b>RS Information</b>   | <b>Source<br/>Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of<br/>Interviewees<br/>Referred by RS<br/>over<br/>12-month<br/>period</b> |
|--|---|--|--|
| 50   | <b>Center for Leadership Development</b><br>3536 N. Washington Boulevard<br>Indianapolis, IN 46205-3719<br>Phone: (317) 923-8111<br>Attn: William Durham        | N  | 0  |
| 51   | <b>Indianapolis Star</b><br>307 North Pennsylvania<br>Indianapolis, IN 46206<br>Phone: (317) 444-7109<br>Attn: Libbi Abbosh<br>Email: libbi.abbosh@indystar.com | N  | 0  |
| 52   | <b>Twitter</b><br><a href="https://twitter.com/">https://twitter.com/</a>   | N  | 1  |
| 53   | <b>Debbie McCain<br/>dba Sierra Marketing</b><br>500B Southgate Ave.<br>Nashville, TN 37203<br>Phone: (615) 712-7605<br>deb@sierra-marketing.com                | N  | 9  |
| 54   | <b>Inside Radio</b><br>P.O. Box 567925<br>Atlanta, GA 31156<br>Phone: (800) 248-4242<br><a href="http://www.insideradio.com/">http://www.insideradio.com/</a>   | N  | 0  |
| 55   | <b>Internal Transfer / Promotion</b>  | N  | 2  |
| <b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |  | <b>83</b>  |



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**III. RECRUITMENT INITIATIVES**

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b> | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|----------|--|--|
| <b>1</b> | Established an internship program.                         | <p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming, Production and Incite Marketing Departments.</p> <p>Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 12 interns, as follows:</p> <ul style="list-style-type: none"><li>- During Spring 2015, the SEU had 2 interns: 1 in Incite Marketing, 1 in Programming</li><li>- During Spring/Summer 2015, the SEU had 1 intern in Production</li><li>- During Summer 2015, the SEU had 5 interns: 3 in Programming, 2 in Incite Marketing</li><li>- During Fall 2015, the SEU had 1 intern in Programming</li><li>- During Winter 2015/2016, the SEU had 3 interns: 2 in Programming, 1 in Production</li></ul> |

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>   | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|----------|--|--|
| <b>2</b> | Participated in scholarship program.   | Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA. This program awards successful college and high school students with college funding. |
| <b>3</b> | Co-sponsored job fair.   | Our SEU, along with its corporate parent, co-sponsored the IBA Spring Job & Internship Fair on April 18, 2015 at the Marriott Indianapolis North Hotel. This event gave Emmis an opportunity to connect with prospective employees. SEU participants included our Director of Network Operations-Network Indiana, General & Administrative.                            |
| <b>4</b> | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting. | On May 7, 2015 a Sophomore student from the University of Indianapolis shadowed the SEU's Account Manager for a day to learn activities and opportunities in broadcast sales.  |
| <b>5</b> | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting. | On June 19, 2015, three local college students shadowed WYXB On-Air Talent to experience an on-air broadcast first-hand, and learn what a live broadcast entails. Participants were to compile information and produce content to be shared as part of the internship program on June 25, 2015.  |
| <b>6</b> | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting. | On June 22, 2015, our SEU's Videographer was shadowed by two area college students to learn about the emerging digital role in the broadcast industry. Participants were to compile information and produce content to be shared as part of the internship program on June 25, 2015.   |

|           | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>   | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|-----------|--|--|
| <b>7</b>  | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.       | On June 23, 2015, four local college students shadowed SEU Account Executive to gain a better understanding of the sales roles within the radio industry. Participants were to compile information and produce content to be shared as part of the internship program on July 2, 2015.   |
| <b>8</b>  | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.       | On June 24, 2015, SEU's Web Master was shadowed by three area college students to learn about the digital opportunities within the radio business. Participants were to compile information and produce content to be shared as part of the internship program on July 2, 2015.  |
| <b>9</b>  | Co-sponsored job fair.   | Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 16, 2015 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. SEU participants included our WYXB Sales Manager and WLHK Sales Manager. |
| <b>10</b> | Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination. | On August 7, 2015, SEU hiring managers (13) attended training presented by our Assistant Controller as a reminder of Emmis procedures and methods regarding new hires, including recruitment and recordkeeping requirements.   |
| <b>11</b> | Co-sponsored job fair.   | Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 3, 2015 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. SEU participants included our WLHK Sales Manager and Business Office Assistant.   |

|           | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>  | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|-----------|---|--|
| <b>12</b> | Participated in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting. | On October 23, 2015, a SEU Account Manager spoke to University of Indianapolis Freshman students about the radio industry and career opportunities in radio sales.   |
| <b>13</b> | Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.          | On October 23, 2015, a Freshman student from the Center Grove High School shadowed the SEU's EMG Director. The day included a tour of the facility and time to learn about career opportunities in the radio industry.   |
| <b>14</b> | Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.    | On November 12, 2015, a SEU Program Director spoke to students at Carpe Diem High School regarding careers in broadcasting.  |
| <b>15</b> | Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.    | On January 21, 2016, a SEU Program Director spoke to students at Indiana University – Purdue University Indianapolis regarding careers in broadcasting.  |
| <b>16</b> | Hosted event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.             | On March 4, 2016, the Incite Project Manager and EMG Coordinator of the SEU gave a station/building tour to a group of students who are part of the Indianapolis Chapter of the American Marketing Association's Collegiate 360 program. The program gives students from area universities the opportunity to learn about marketing and its relevance to the radio industry. |
| <b>17</b> | Participated in event/program sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting.   | On March 14, 2016, a SEU Account Manager and Production Director-Creative Services judged the Live Event Finals at the Indiana Association of School Broadcasters (IASB) High School and College Competition at the University of Indianapolis.  |