

**WFMS(FM), WJJK(FM), WNDX(FM),
 WXNT(AM), WNTR(FM) and WZPL(FM)
 EEO PUBLIC FILE REPORT
 April 1, 2020 – March 31, 2021**

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
ContinuityDirector/Business & Sales Asst.	2-20, 22-29, 31, 34, 38-42	8
Promotions Director	2-20, 22-29, 34, 38, 40-42	20
Media Solution Specialist (Sales)	2-7, 9-18, 22-29, 31, 34, 38, 40-42	6

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II. 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	All Access , www.allaccess.com	No	0
2	Adzuna , www.adzuna.com	No	0
3	Ball State University Career Center Lucina Hall, Room 220 Muncie, IN 47306 (765) 285-1522 Fax: (765) 285-3757 careercenter@bsu.edu	No	0
4	Butler University Internship & Career Services Atherton Union – Room 315 4600 Sunset Ave. Indianapolis, IN 46208 (317) 940-8425 ics@butler.edu	No	0
5	Career Builder , www.careerbuilder.com	No	0
6	Cumulus Job Board www.cumulusjobs.com	No	22
7	Cumulus Business Managers bm@cumulus.com	No	0
8	Employee Referral	No	1
9	Glassdoor , www.glassdoor.com	No	0
10	Harrison College (Formerly Indiana Business College) Anderson Campus 140 E. 53 rd Street Anderson, IN 46031 (765) 644-7514 Fax: (765) 644-5724 careerservices@harrison.edu	No	0
11	Indeed , www.indeed.com	No	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Indiana Black Expo 3145 N. Meridian Street Indianapolis, IN 46208 (317) 924-2702 Fax: (317) 925-6624 communications@indianablackexpo.com	No	1
13	Indiana Broadcasters Association 3003 E. 98 th Street, Suite 161 Indianapolis, IN 46280 (317) 573-0019 (x104) Fax: (317) 573-0895 Attn: Sam	No	1
14	Indiana State University Career Center HMSU, Room 139 200 N. Seventh Street Terre Haute, IN 47809 (812) 237-8887 Fax: (812) 237-2621 Isu-career-center@mail.indstate.edu	No	0
15	Indiana Student Chapter IUPUI- Society of Professional Journalists IUPUI 535 W. Michigan Street IT 569 Indianapolis, IN 46202 (317) 278-5328 dperkins@iupui.edu	No	0
16	Indiana Student Chapter University of Southern Indiana- Society of Professional Journalists 8600 University Boulevard Evansville, IN 47712 (812) 465-1125 emgibson@usi.edu	No	0
17	Indiana University 625 N. Jordan Avenue Bloomington, IN 47405 (812) 855-5234 Fax: (812) 855-2121 iucareer@indiana.edu	No	0

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18	Indiana University Purdue University Indianapolis (IUPUI) 400 University Boulevard Indianapolis, IN 46202 (317) 274-5555 clkendall@iupui.edu	No	0
19	Internal Posting (<i>email staff & post on bulletin board</i>)	No	1
20	Internal Transfer/Promotion	No	1
21	SEU Job Fairs (<i>see Section III</i>)	No	0
22	Job is Job , www.jobisjob.com	No	0
23	LinkedIn , www.linkedin.com	No	3
24	LinkUp , www.linkup.com	No	0
25	Monster , www.monster.com	No	2
26	My Job Helper , www.myjobhelper.com	No	0
27	National Organization for Women-Indiana Chapter P. O. Box 2264 Indianapolis, IN 46208 Attn: Melissa Fadeley Indiana.now.chapter@gmail.com	No	0
28	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 (614) 245-0555 Attn: Alvis Moore, Placement Director amoore@beonair.com and Phil Brown, School Director pbrown@beonair.com	Yes	0
29	Ohio Center for Broadcasting – Cincinnati Alexandria Powell apowell@beonair.com	Yes	0
30	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
31	Oodle , www.oodle.com	No	0
32	Participate in Event/Program Sponsored by Educational Institution (<i>see Section III</i>)	No	0
33	Word-of-Mouth Referral	No	0

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34	Purdue University Career Center West Lafayette, IN 47907 (765) 494-3981 hire@purdue.edu	No	0
35	IBA Scholarship Program (<i>see Section III</i>)	No	0
36	Station Website Postings (<i>all SEU stations</i>)	No	0
37	SEU Facebook Pages	No	0
38	The Job Spider , www.thejobspider.com	No	0
39	Traffic Directors Guild of America 26000 Avenida Aeropuerto, Bldg 114 San Juan Capistrano, CA 92675 www.tdga.org	No	0
40	Trovit , www.trovit.com	No	0
41	University of Notre Dame 248 Flanner Hall Notre Dame, IN 46556 (574) 631-5200 ndcps@nd.edu	No	0
42	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 (812) 888-4501 career&employer@vinu.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			42

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Participate in Collegiate Career Fair	On September 15, 2020, our SEU participated in Notre Dame’s Fall Career Fair, conducted virtually due to COVID restrictions. Our Director of Sales and Local Sales Manager attended this event and answered students’ questions about career opportunities in broadcasting as well as the SEU’s internship program.
3	Participate in Scholarship Program	From January 1 st thru March 31, 2021, our SEU assisted the Indiana Broadcasters Association (“IBA”) with its Scholarship Program. Our SEU ran Public Service Announcements and posted information about the Program on our stations’ websites to encourage participation. Our Market and Business Managers received, reviewed and evaluated applications received by the IBA and submitted their recommendations to the scholarship committee.
4	Participate in Job Fair	On February 26, 2021, our SEU was to participate in the Indiana Broadcasters Association (“IBA”) Spring Job Fair at The 502 East Event Centre in Carmel, IN. However, because of the threat posed by the Coronavirus, IBA converted its traditional Spring Job Fair to an on-line, virtual job fair. Our Market Manager, Director of Sales, and Digital Sales Manager accepted on-line appointments to speak to participants and answer questions about career opportunities in broadcasting, talked about current vacancies within the SEU, and accepted resumes from interested participants.