

# EEO Public File Report

**Group:** WASK RADIO GROUP

**Stations:** WASK-AM, WASK-FM, WKOA-FM, WKHY-FM, WXXB-FM

A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summar Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

## A. Job Vacancies Filled Between 2012-04-01 and 2014-03-31

1. Job Title: General Sales Manager (P019306)	Date Submitted: 2012-10-18	Date Filled: 2012-11-23
2. Job Title: Sales Account Executive (P019365)	Date Submitted: 2012-10-01	Date Filled: 2012-11-05 Date Filled: 2012-12-03
3. Job Title: Sales Account Executive (P019367)	Date Submitted: 2012-07-01	Date Filled: 2012-08-28 Date Filled: 2012-09-04 Date Filled: 2012-08-28 Date Filled: 2012-09-04 Date Filled: 2012-09-04
4. Job Title: Sales Account Executive (P019369)	Date Submitted: 2012-05-01	Date Filled: 2012-05-30 Date Filled: 2012-07-09
5. Job Title: Sales Account Executive (P019371)	Date Submitted: 2012-04-01	Date Filled: 2012-05-16
6. Job Title: Sales Account Executive (P019373)	Date Submitted: 2012-04-01	Date Filled: 2012-06-08 Date Filled: 2012-07-09
7. Job Title: Sales Account Executive (P021095)	Date Submitted: 2013-04-01	Date Filled: 2013-06-28 Date Filled: 2013-07-11 Date Filled: 2013-06-14 Date Filled: 2013-06-21 Date Filled: 2013-07-09
8. Job Title: Local Sales Manager (P021097)	Date Submitted: 2004-01-15	Date Filled: 2014-03-17
9. Job Title: Sales Account Executive (P021099)	Date Submitted: 2014-01-02	Date Filled: 2014-03-17 Date Filled: 2014-03-17
10. Job Title: Sales Account Executive (P021103)	Date Submitted: 2013-04-01	Date Filled: 2013-08-26 Date Filled: 2013-04-25 Date Filled: 2013-07-10
11. Job Title: Sales Account Executive (P021106)	Date Submitted: 2014-01-01	Date Filled: 2014-02-27

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: General Sales Manager			Date Filled: 2012-11-23		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?

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allaccess.com	Job Posting Board	28955 Pacific Coast Highway, Suite 210, Malibu.	310-457-6616	YES	NO
Indiana Broadcasters Association	Gwen Piening	3003 E 98th Street, #161, Indianapolis, IN 4623	800-342-6276	NO	NO
Resources Sent by Station/Group	Indiana Broadcasters Association Internal Posting On our own airwaves allaccess.com Lafayette Journal and Courier NAACP of Lafayette/West Lafayette lafayettehelpwanted.com Purdue University Ball State University Indiana State University Valparaiso University Indiana University Notre Dame University Ivy Tech Lafayette Campus Inside Radio				
Total Resources: 2					
2. Job Title: Sales Account Executive			Date Filled: 2012-11-05 Date Filled: 2012-12-03		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Current Employee Referral	Susan Bowman	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Referral from current employee	Sarah Forbes	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
WXXB Radio Ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	-765-44	NO	NO
Resources Sent by Station/Group	Indiana Broadcasters Association Our own airwaves Lafayettehelpwanted.com				
Total Resources: 3					
3. Job Title: Sales Account Executive			Date Filled: 2012-08-28 Date Filled: 2012-09-04 Date Filled: 2012-08-28 Date Filled: 2012-09-04 Date Filled: 2012-09-04		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Current employee referral	Terry Edgell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
lafayettehelpwanted.com	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 4905	765-447-2186	NO	NO
On Air Recruitment Ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
On air recruitment ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
referral	Sarah Brisco	Lafayette, IN	765-447-2186	YES	NO
referral from current employee	Sarah Forbes	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Resources Sent by Station/Group	Indiana Broadcasters Association Lafayettehelpwanted.com Our own airwaves				

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Total Resources: 6					
4. Job Title: Sales Account Executive				Date Filled: 2012-05-30 Date Filled: 2012-07-09	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
current employee referral	Liz Mitchell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
lafayettehelpwanted.com	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
On Air recruitment ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
on air recruitment advertisement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
on air recruitment ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
Resources Sent by Station/Group		Indiana Broadcasters Association lafayettehelpwanted.com our own airwaves			
Total Resources: 5					
5. Job Title: Sales Account Executive				Date Filled: 2012-05-16	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
lafayettehelpwanted.com	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
on air recruitment ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
on air recruitment advertisement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
referral by current employee	Susan Bowman	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
Resources Sent by Station/Group		lafayettehelpwanted.com Indiana Broadcaster's Association our own airwaves			
Total Resources: 4					
6. Job Title: Sales Account Executive				Date Filled: 2012-06-08 Date Filled: 2012-07-09	
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
On air recruitment ad	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
radio recruitment ad	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
referral from current employee	Terry Edgell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO

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referral from current employee	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Resources Sent by Station/Group	our own airwaves Lafayettehelpwanted				
Total Resources: 4					
7. Job Title: Sales Account Executive			Date Filled: 2013-06-28 Date Filled: 2013-07-11 Date Filled: 2013-06-14 Date Filled: 2013-06-21 Date Filled: 2013-07-09		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
LinkedIn	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
On Air Advertisement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
On Air Advertisements	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47906	765-447-2186	NO	NO
On Air Announcement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
Resources Sent by Station/Group	Ball State University, Valparaiso University, Indiana University, University of Phoenix, National Association of Black College Broadcasters, NAACP of Lafayette/West Lafayette, Lafayette Journal and Courier, Lafayettehelpwanted.com, Schurz Employment website, University of Notre Dame, Inside Radio, National Association of Black Journalists				
Total Resources: 4					
8. Job Title: Local Sales Manager			Date Filled: 2014-03-17		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
employee referral	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
Inside Radio	Scott Lindahl	ads@insideradio.com	1-800-248-4242 E	YES	NO
Resources Sent by Station/Group	Inside Radio, All Access, Schurz website, internal				
Total Resources: 2					
9. Job Title: Sales Account Executive			Date Filled: 2014-03-17 Date Filled: 2014-03-17		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Inside Radio	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO

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Lafayettehelpwanted.com	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
On Air Announcement	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Resources Sent by Station/Group	On Air Announcements, lafayettehelpwanted.com, Schurz Employment Website and all sites HR files with				
Total Resources: 3					
10. Job Title: Sales Account Executive			Date Filled: 2013-08-26 Date Filled: 2013-04-25 Date Filled: 2013-07-10		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
Employee Referral	Brian Green	3575 McCarty Lane, Lafayette IN 47905	765-447-2186	NO	NO
On Air Advertisement	Scott Lindahl	3575 McCarty Lane, Lafayette IN 47905	765-447-2186	YES	NO
On Air Announcement	Scott Lindahl	3575 McCarty Lane Lafayette IN 47905	765-447-2186	YES	NO
On Air Announcement	Scott Lindahl	3575 McCarty Lane, Lafayette IN 47905	765-447-2186	NO	NO
On Air announcement	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
South Bend Tribune	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	NO	NO
WASK Website link to Schurz Employment site	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Resources Sent by Station/Group	on air advertisements, lafayettehelpwanted.com, Schurz employment website, other sites HR listed				
Total Resources: 7					
11. Job Title: Sales Account Executive			Date Filled: 2014-02-27		
Source	Contact Person	Address	Tel #	Referred Person Hired?	Requesting Notification?
b1029.com link to Schurz Employment website	Scott Lindahl	3575 McCarty lane, Lafayette, IN 47905	765-447-2186	NO	NO
employee referral	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	YES	NO
Resources Sent by Station/Group	on air advertisements, lafayettehelpwanted.com, Schurz employment website, other postings by HR				
Total Resources: 2					
C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2012-04-01 and 2014-03-31 (this will be a raw number):			65		
D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2012-04-01 and 2014-03-31 Per Recruitment/Referral Sources:					

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Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
allaccess.com	Job Posting Board	28955 Pacific Coast Highway, Suite 210, Malibu,	310-457-6616	2	
b1029.com link to Schurz Employment website	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
Current Employee Referral	Susan Bowman	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
current employee referral	Liz Mitchell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
Current employee referral	Terry Edgell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
employee referral	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	3	
Indiana Broadcasters Association	Gwen Picning	3003 E 98th Street, #161, Indianapolis, IN 4628	800-342-6276	1	
Inside Radio	Scott Lindahl	ads@insideradio.com	1-800-248-4242 E	2	
Lafayettehelpwanted.com	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
lafayettehelpwanted.com	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 4905	765-447-2186	5	
LinkedIn	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
On Air Advertisement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	11	
On Air Advertisement	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	2	
On Air Advertisements	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47906	765-447-2186	1	
On Air Annoucement	Scott Lindahl	3575 McCarty Lane Lafayette, IN 47905	765-447-2186	2	
On Air Announcement	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	3	
On Air Announcement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
On Air announcement	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
On air recruitment ad	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	4	
On Air Recruitment Ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	7	
on air recruitment advertisement	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	2	
On air recruitment ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	2	

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radio recruitment ad	Brian Green	3575 McCarty Lane, Lafayette, IN 47905	765-447-21865	1	
referral	Sarah Brisco	Lafayette, IN	765-447-2186	1	
referral by current employee	Susan Bowman	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
referral from current employee	Terry Edgell	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
Referral from current employee	Sarah Forbes	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	2	
referral from current employee	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
South Bend Tribune	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
WASK Website link to Schurz Employment site	Scott Lindahl	3575 McCarty Lane, Lafayette, IN 47905	765-447-2186	1	
WXXB Radio Ad	Melissa Johnson	3575 McCarty Lane, Lafayette, IN 47905	-765-44	1	

## E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
04/05/2012	Employment Advertisements on our own airwaves	We run continuous employment advertisements on our own airwaves for job opportunities with our stations.
04/05/2012	NAACP of Lafayette/West Lafayette Posting	Posted with the NAACP of Lafayette/West Lafayette for job opportunities with our stations.
04/05/2012	Posting with Indiana State University	Posted job opportunities with our stations with Indiana State University.
04/05/2012	Posting with Indiana University	Posted job opportunities with our stations with Indiana University.
04/05/2012	Posting with Inside Radio	Posted job opportunities with our stations with Inside Radio.
04/05/2012	Posting with Ivy Tech/Lafayette	Posted job opportunities with our stations with Ivy Tech Lafayette, IN campus.
04/05/2012	Posting with Lafayette Journal and Courier	Posted job opportunities with our stations through the Lafayette Journal and Courier, both in their paper and on their website.
04/05/2012	Posting with Notre Dame	Posted job opportunities with our stations with Notre Dame University.
04/05/2012	Posting with Purdue University	Posted job opportunities with our stations with Purdue University.
04/05/2012	Postings on Lafayettehelpwanted.com	Posted job opportunities with our stations of Lafayettehelpwanted.com
04/06/2012	Posting with Ball State University	Posted job opportunities with our stations with Ball State University.
07/15/2012	2012 Black Expo Job Fair	A representative of WASK Inc participated in the 2012 Black Expo Job Fair in Indianapolis, Indiana.
01/02/2013	2013 IBA Scholarship Program	WASK Inc. participated in the Indiana Broadcasters Association's 2013 Scholarship Program with a donation of money to the Scholarship Foundation, promoting the Scholarship program with radio

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01/02/2013	Website Employment /Virtual Edge Site	announcements, collecting applications, and participating in the evaluation process.
03/06/2013	Posted KHY/XXB Sales Job on BCS	In January 2013, we implemented with Automatic Data Processing a Virtual Edge site for prospective employees to send resumes and to apply for open positions with our stations. We have a banner on all of our station websites that link to this site to apply.
03/06/2013	Posted Sales Job with BCS for WKOA/WASK	Posted open sales position with KHY/XXB on the Broadcast Compliance Website
04/03/2013	LinkedIn	Posted sales position on WKOA and WASK on the Broadcast Compliance Website
04/05/2013	Advertising South Bend Tribune	Utilized employee LinkedIn account to communicate job opportunities in our company
04/05/2013	On Air Advertisements	advertise job opportunity in the South Bend Tribune
04/05/2013	Posted with Indiana State University	We utilized our own airwaves to advertise job opportunities in our sales department
04/05/2013	Posting on Lafayette Help Wanted.com	Posted job opportunities with our company with Indiana State University
04/05/2013	Posting with Indiana University	Posted job opportunities with our company with Lafayettehelpwanted.com
04/05/2013	Posting with National Association of Black College Broadcasters	Posted job opportunities with our company with Indiana University
04/05/2013	Posting with Valparaiso University	Posted job opportunities with our company with the National Association of Black College Broadcasters.
04/05/2013	Postings with Ball State University	Posted job opportunities with our stations with Valparaiso University.
04/05/2013	Postings with Lafayette Journal and Courier	Posted opportunities with our company with Ball State University
04/05/2013	Postings with NAACP of Lafayette/West Lafayette	Posted job opportunities with our company with the Lafayette Journal and Courier
04/05/2013	Postings with Notre Dame University	Posted job opportunities with our company with the NAACP of Lafayette/West Lafayette
04/05/2013	Postings with Purdue University	Posted job opportunities with our company with Notre Dame University
04/05/2013	Postings with University of Phoenix	Posted job opportunities with our company with Purdue University
04/05/2013	Postings with Valparaiso University	Posted job opportunities with our company with University of Phoenix
04/15/2013	Schurz Communications Innovation Challenge	Posted job opportunities with our company with Valparaiso University
07/13/2013	2013 Indiana Black Expo Job Fair	Participated in the Schurz Communications Innovation Challenge representing Schurz Communications to select the winners. Dinner with the participants and other class mates gave us the opportunity to talk with them about careers in broadcasting which also led to sending a representative to talk to a professor and his class and build a relationship.
12/03/2013	Schurz Communications Innovation Challenge at Purdue University	Participated in the 2013 Indiana Black Expo Job Fair with a recruiting booth.
		Participated in the Schurz Communications Innovation Challenge at Purdue University on behalf on the company to pick a winner. Dinner with the participants also gives us the chance to talk to the students about careers in broadcasting.



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12/15/2013	2014 IBA Scholarship Program	12/15/13-2/28/14 all 5 of WASK Inc's stations participated in the 2014 IBA Scholarship Program. Included making contributions to the IBA Scholarship Fund, running Scholarship PSA's on all 5 stations, distributing scholarship applications, and participating in the evaluation of applicants from our area.
02/25/2014	WASK Employee guest speaker at Ball State University	One of our Employees, also a former Ball State University Student, was guest speaker at a seminar to talk to current students about a career in Radio Broadcasting.