

WLTI (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2016- March 31, 2017

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
Engineer	3, 5-7, 16, 18-27	22
Program Director	1-4, 6, 8-10, 17-23,	17
Account Executive	2-6, 8-11, 13-20, 22-23, 29-36	5, 5

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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 Website www.allaccess.com	N	0
2	Ball State University Job Postings Ball Communications Bldg-BC201 Muncie, IN 47306 765-285-1480	N	0
3	Cumulus Job Board/Business Managers BM@cumulus.com	N	2
4	Indiana State University 200 N 7 th St Terre Haute, IN 47809 800-468-6478	N	0
5	Non-Employee/Professional Referrals	N	3
6	Indiana Broadcasters Association Sam Klemet 600 E Carmel Dr Carmel, IN 46032 317-770-0970	N	1
7	Employee Referrals	N	2
8	Ivy Tech State College Career Services 4301 S Cowan Rd Muncie IN 47302 765-289-2291	N	0
9	Indianapolis Workforce Development/Work One Center Indiana Dept of Labor Employment Services	N	0
10	Indiana University 107 S Indiana Ave Bloomington, IN 47405 812-855-4848	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	University of Notre Dame <i>Notre Dame, IN 46556</i> <i>574-631-5000</i>	N	0
12	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
13	Station Website Postings <i>(one or more SEU stations)</i>	N	0
14	ISU Career Fair <i>(see Section III)</i>	N	0
15	IVY Tech Career Fair <i>(see Section III)</i>	N	0
16	Indiana Broadcasters Association Job Fair <i>(see Section III)</i>	N	2
17	Cumulus Media Website <i>www.cumulus.com</i>	N	5
18	Indeed Website <i>www.indeed.com</i>	N	5
19	Simply Hired Website <i>www.simplyhired.com</i>	N	0
20	Link Up Website <i>www.linkedup.com</i>	N	1
21	Internal transfer/Promotion	N	1
22	Internal Posting	N	2
23	Glass Door Website <i>www.glassdoor.com</i>	N	0
24	Indiana University Kokomo <i>2300 S Washington St</i> <i>Kokomo, IN 46902</i> <i>765-453-2000</i>	N	0
25	Zip Recruiter Website <i>www.ziprecruiter.com</i>	N	0
26	Kokomo Tribune <i>300 N Union St</i> <i>Kokomo, IN 46901</i> <i>765-459-3121</i>	N	0
27	Mobile App	N	0
28	Butler University <i>4600 Sunset Ave,</i> <i>Indianapolis, IN 46208</i> <i>800-368-6852</i>	N	0
29	NAACP—Indianapolis Branch	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Harrison College <i>6300 Technology Center Dr</i> <i>Indianapolis, IN 46278</i> <i>317-873-6500</i>	N	0
31	International College of Broadcasting <i>6 Smithville Rd</i> <i>Dayton, OH 45431937-258-8251</i>	N	0
32	University of Indianapolis <i>1400 E Hanna Ave</i> <i>Indianapolis, IN 46227</i> <i>317-788-3368</i>	N	0
33	Vincennes University <i>1002 N 1st St</i> <i>Vincennes, IN 47591</i> <i>800-742-9198</i>	N	0
34	Ohio Center for Broadcasting – Cincinnati Campus <i>6703 Madison Rd</i> <i>Cincinnati, OH 45227</i> <i>513-271-6060</i>	N	0
35	Purdue University <i>610 Purdue Mall</i> <i>West Lafayette, IN 47907</i> <i>765-494-4600</i>	N	0
36	National Organization for Women—Indiana Chapter <i>Email address: nowofindiana@yahoo.com</i> <i>317-992-1978</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in Job Fair	On April 30, 2016, our SEU participated in a job fair sponsored by the Indiana Broadcasters Association in Indianapolis. The SEU's Program Director and Local Sales Manager attended this event and spoke with attendees about career opportunities in broadcasting and accepted applications and resumes from interested attendees.
2	Participate in Job Fair	On August 10, 2016, our SEU participated in the Central Indiana Job Fair held at Ivy Tech Corporate College in Indianapolis which drew over 200 people. This event included opportunities for older individuals/workers. Our Program Director represented the SEU and spoke with attendees about career opportunities in broadcasting and job openings in our sales and programming departments. Resumes and applications were accepted.
3	Participate in Job Fair	On October 1, 2016, our SEU participated in the Indiana Broadcaster's Career and Internship Fair. Our Business Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU and accepted resumes/applications from interested attendees.
4	Participate in Job Fair	On March 23, 2017, our SEU participated in the Indiana Broadcaster's Career Fair on the campus of Ball State University. Our Business Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU and accepted resumes/applications from

	Type of Recruitment Initiative	Brief Description of Activity
		interested attendees.
5	Participated in Management Level training	<p>All management level employees of Cumulus Media Inc, including those in the SEU, attended an employment discrimination training session conducted by Cumulus's Corporate VP General Counsel. The training session addressed compliance with the Americans with Disabilities Act ("ADA"), recognizing factors that contribute to a hostile work environment and other means of ensuring equal employment opportunity and preventing discrimination in the workplace. The Company's CORE hiring practices, recognizing factors including defining hiring needs, defining a recruitment plan and complying with rules for job posting and EEO requirements, were reviewed. The training session was conducted during an online webinar June 14, 2016, which was led out of Atlanta, Georgia.</p>
6	Scholarship Program	<p>From January 1, 2017 through March 1, 2017, the SEU promoted the Indiana Broadcasters Association Foundation's Scholarship Program. The market aired Public Service Announcements inviting students at IBA member colleges or universities studying broadcasting to apply for the IBA Foundation scholarship. SEU received a certificate of participation.</p>