

**WLTJ (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2018- March 31, 2019**

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 |
|-------------------|--|-------------------------------|
| Account Executive | 2-3, 5-7, 9, 13-15, 17-21,23,34 | 17 |
| | | |

**WLTI (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2018- March 31, 2019**

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 | 0 |
| 4 | Indiana State University 200 N 7 th St Terre Haute, IN 47809 800-468-6478 | N | 0 |
| 5 | Non-Employee/Professional Referrals | N | 0 |
| 6 | Indiana Broadcasters Association Sam Klemet 600 E Carmel Dr Carmel, IN 46032 317-770-0970 | N | 0 |
| 7 | Employee Referrals | N | 1 |
| 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 | Ball State University CCIM Job Fair <i>(see Section III)</i> | N | 0 |
| 13 | Station Website Postings <i>(one or more SEU stations)</i> | N | 0 |
| 14 | New Castle Area Career Fair <i>(see Section III)</i> | N | 0 |
| 15 | 6th District Congressional Job Fair <i>(see Section III)</i> | N | 0 |
| 16 | Indiana Broadcasters Association Job Fair <i>(see Section III)</i> | N | 0 |
| 17 | Cumulus Media Website (Clear Company) <i>www.cumulus.com</i> | N | 4 |
| 18 | Indeed Website <i>www.indeed.com</i> | N | 0 |
| 19 | Monster Website <i>www.Monster.com</i> | N | 0 |
| 20 | Link Up Website <i>www.linkedup.com</i> | N | 0 |
| 21 | Glass Door Website <i>www.glassdoor.com</i> | N | 0 |
| 22 | Indiana University Kokomo <i>2300 S Washington St</i> <i>Kokomo, IN 46902</i> <i>765-453-2000</i> | N | 0 |
| 23 | Zip Recruiter Website <i>www.ziprecruiter.com</i> | N | 0 |
| 24 | Mobile App | N | 0 |
| 25 | Butler University <i>4600 Sunset Ave,</i> <i>Indianapolis, IN 46208</i> <i>800-368-6852</i> | N | 0 |
| 26 | NAACP—Indianapolis Branch | N | 0 |
| 27 | Harrison College <i>6300 Technology Center Dr</i> <i>Indianapolis, IN 46278</i> <i>317-873-6500</i> | N | 0 |
| 28 | International College of Broadcasting <i>6 Smithville Rd</i> <i>Dayton, OH 45431937-258-8251</i> | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 29 | University of Indianapolis <i>1400 E Hanna Ave</i> <i>Indianapolis, IN 46227</i> <i>317-788-3368</i> | N | 0 |
| 30 | Vincennes University <i>1002 N 1st St</i> <i>Vincennes, IN 47591</i> <i>800-742-9198</i> | N | 0 |
| 31 | Ohio Center for Broadcasting – Cincinnati Campus <i>6703 Madison Rd</i> <i>Cincinnati, OH 45227</i> <i>513-271-6060</i> | N | 0 |
| 32 | Purdue University <i>610 Purdue Mall</i> <i>West Lafayette, IN 47907</i> <i>765-494-4600</i> | N | 0 |
| 33 | National Organization for Women—Indiana Chapter <i>Email address: nowofindiana@yahoo.com</i> <i>317-992-1978</i> | N | 0 |
| 34 | SEU Facebook | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 5 |

**WLTJ (AM) & WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019**

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative | Brief Description of Activity |
|----------|---------------------------------------|--|
| 1 | Participate in Job Fair | <p>On September 19, 2018, our SEU participated in the 6th District Congressional Job Fair at Ball State University—Student Center Ballroom. The event drew approximately 200 people. This event included early opportunities for veterans only followed by the “open to the public” three hour period. Our Program Director and Business Manager 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. SEU performed a two-hour remote broadcast during the event to draw people from East Central Indiana to the event.</p> |
| 2 | Participate in Job Fair | <p>On March 20th, 2019, our SEU participated in the Ivy Tech Spring Job Fair. The event drew approximately 200 people. This event included early opportunities for veterans only followed by the “open to the public” three hour period. Our Market Manager 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. SEU performed a two-hour remote broadcast during the event to draw people from East Central Indiana to the event.</p> |

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|---------------------------------------|---|
| 3 | Participate in Job Fair | On March 30th, 2019, our SEU participated in the Indiana Broadcaster’s Spring Career Day Job Fair in Carmel, Indiana. Our Market Manager occupied a booth and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. The Market Manager accepted resumes/applications from interested attendees. |
| 4 | Internship Program | From January 7 th , 2019 through March 22 nd 2019, our SEU hosted a Junior from Ball State University majoring in Telecommunications and Journalism as an intern. This student intern was supervised by our Program Director and learned about and assisted with a variety of projects/tasks including Audio Editing, Commercial Production, Listener Relations, Maintain the Prizewinner Database, Wrote Liner Copy and Contest Rules, Music Scheduling. The intern has been hired as a part time announcer in the Programming department. |
| 5 | Scholarship Program | From January 29th, 2018 through February 15 th 2019, 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. |