

**WFBQ, WNDE, WOLT, WZRL**  
**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
Outside Sales	1-2	2
Outside Sales	1-2	1
Outside Sales	2-3, 6-7, 9	3
Outside Sales	2-3, 6-7, 9	7
Sales Support	2-3, 5	5
Sales Support	1-3	1
Outside Sales	2-3, 10	10
Market President	2-5, 8	4

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referral	N	3
2	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	1
3	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
4	Indeed.com	N	1
5	Indiana Broadcasters Association 3003 East 98th Street Suite 161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Email : <a href="mailto:indba@aol.com">indba@aol.com</a> Fax : 1-317-573-0895 Gwen Piening	N	2
6	Linked In	N	1
7	LinkedIn / Word of Mouth	N	1
8	Non-Employee Referral	N	2
9	Station Website	N	1
10	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Fax : 1-317-788-3383 Libby Davis	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/30/2016	Participation in Job Fairs	On April 30, 2016 our SEU participated in the Indiana Broadcasters Association Career Fair at the Marriott Indianapolis North Hotel. Station participants included the Operations Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	1	Operations Manager
2	10/1/2016	Participation in Job Fairs	On October 1, 2016 our SEU participated in the Indiana Broadcasters Association Career Fair at the Marriott Indianapolis North Hotel. Station participants included the Operations Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	1	Operations Manager
3	10/16/2016	Listing of each upper-level category opening in a job bank or newsletter	Listed upper level category (Market President) opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	1	Region President
4	2/22/2017	Participation in events sponsored by community groups	On February 22, 2017 our SEU participated in the Indiana Association of School Broadcasters Competition by judging on-air broadcast entries from students all across Indiana in both high-school and college.	1	Market President
5	3/23/2017	Participation in events or programs sponsored by educational institutions	On March 23, 2017 the SEU sponsored a Job Shadow Day Program with a local school. Our AE/On Air Host hosted one student from Pike High School. The student was able to shadow the day to day operations of the stations business practices for both Sales and Programming operations.	1	AE/On Air Host