

WFBQ, WNDE, WOLT, WZRL
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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	1-3, 6, 8-11, 13-14, 16-23, 25, 27, 31-33, 35-36, 39, 41, 43-50	20
Senior Vice President Programming	1-3, 6, 8-11, 13-14, 17-19, 21-23, 25, 27-28, 30-33, 36, 39-41, 43-50	40
Sales Assistant	1-6, 8-13, 15-27, 29, 31-34, 36-39, 41-46, 48-50	17
Outside Account Executive	1-19, 22-27, 29, 31-34, 36-39, 41-46, 48-50	13

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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	American Indian Center of Indiana 2236 East 10th Street Indianapolis, Indiana 46201 Phone : 317-917-8000 Fax : 1-317-808-2390 Linda Madagame	N	0
2	Anderson University Career Development Center 1100 East Fifth Street Anderson, Indiana 46012 Phone : 864-231-2064 Fax : 1-765-641-3880 Kelly Bell	N	0
3	Asian Help Services 609 East 29th Street Indianapolis, Indiana 46205 Phone : 317-924-4827 Email : Baikahs@yahoo.com Fax : 1-317-924-4209 Sungboon Baik	N	0
4	Ball State University 2000 West University Avenue Lucinda Hall -220 Muncie, Indiana 47306 Phone : 765-285-2436 Email : careercenter@bsu.edu Cindy Hershman	N	0
5	Ben Davis High School Career Center 1200 North Girls School Road Indianapolis, Indiana 46214 Phone : 317-243-5524 Email : melissa.edwards@wayne.k12.in.us Melissa Edwards	N	0
6	Butler University 4600 Sunset Avenue Atherton Union-315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Fax : 1-317-940-6443 Gary Beaulieu	N	0
7	Career Fair (see Section III)	N	1

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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
8	Catholic Archdiocese of Indianapolis 1400 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-236-1536 Fax : 1-317-261-3375 Joyce Overton	N	0
9	Circle Seven Training Council PO Box 69 Greenfield, Indiana 46140 Phone : 317-467-0248 Fax : 1-317-462-6340 Lance Ratliff	N	0
10	Civil Rights Commission Ind Government Center North 100 North Senate, Room N103 Indianapolis, Indiana 46204 Phone : 317-232-2600 Fax : 1-317-232-6580 Career Services	N	0
11	Crossroads Rehabilitation Center 4740 Kings Way Drive Indianapolis, Indiana 46205 Phone : 317-466-1000 Fax : 1-317-466-2000 Career Services	N	0
12	Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Email : tneal@damien.org Edward Alexander	N	0
13	Employee Referral	N	4
14	Equal Employment Office Indianapolis District Office 101 West Ohio, Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0

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15	Fletcher Place Community Center 1637 Prospect Street Indianapolis, Indiana 46203 Phone : 317-636-3466 Email : holly@fletcherplacecc.org Wanda Minor	N	0
16	Goodwill Industries of Central Ind 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4313 Email : goodwill@goodwillindy.org Dawn Lyon	N	0
17	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
18	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
19	Ind Human Resource Investment Council 402 West Washington Street Room W076 Indianapolis, Indiana 46204 Phone : 317-232-1980 Fax : 1-317-233-3091 Tim McGann	N	0
20	Indeed.com - Not Directly Contacted by SEU	N	2
21	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46204 Phone : 317-925-2702 Email : humanresources@indianablackexpo.com Fax : 1-317-925-4734 Marcia Bennett	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indiana Broadcasters Association 3003 East 98th Street Suite 161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Email : indba@aol.com Fax : 1-317-573-0895 Gwen Piening	N	0
23	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Dee Yard	N	0
24	Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-924-9440 Email : info@indianakofc.org Career Services	N	0
25	Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Fax : 1-812-237-4392 Ken Waggoner	N	0
26	Indiana Ten Point Coalition 3549 Boulevard Place Suite 22 Indianapolis, Indiana 46208 Phone : 317-924-0733 Email : info@indytenpoint.org Rev Charles Ellis	N	0
27	Indiana University Career Development Center 625 North Jordan Bloomington, Indiana 47405 Phone : 812-855-1556 Email : iucareer@indiana.edu Fax : 1-812-855-5678 Jeremy Harmon	N	0

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28	Indianapolis Ten Point Coalition 900 West 30th Street Indianapolis, Indiana 46208 Phone : 317-924-0733 Email : info@indytenpoint.org Byron Alston	N	0
29	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Email : info@indplsul.org Brian McDonald	N	0
30	Internal Candidate	N	1
31	International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	N	0
32	J Everett Light Career Center 1901 East 86th Street Indianapolis, Indiana 46240 Phone : 317-259-5278 Fax : 1-317-259-5298 Rob Hendrix	N	0
33	Jewish Community Center 6701 Hoover Road Indianapolis, Indiana 46260 Phone : 317-251-9467 Fax : 1-317-251-9493 Julie Sondhelm	N	0
34	Jewish Community Relations Council 1100 West 42nd Street Suite 240 Indianapolis, Indiana 46208 Phone : 317-926-2935 Email : info@indyjrc.org Dr Marcia Goldstone	N	0
35	LinkedIn / Word of Mouth	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Marion University 3200 Cold Springs Road Clare Hall-Room 119 Indianapolis, Indiana 46222 Phone : 317-955-6341 Fax : 1-317-955-6590 Barbara Benson	N	0
37	Martin Luther King Multi-Service Center 40 West 40th Street Indianapolis, Indiana 46208 Phone : 317-923-4581 Email : info@MLKCenterIndy.org Patricia McCarroll	N	0
38	Martin University Career Center 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3627 Email : communicationsdept@martin.edu Michelle Tillman	N	0
39	Purdue University WCCR 1016 West Stadium Drive West Lafayette, Indiana 47906 Phone : 765-595-9733 Email : wccrpurdue@gmail.com Colin McGonagill	N	0
40	Re-hire	N	1
41	Salvation Army 3100 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-937-7000 Fax : 1-317-937-7010 Career Services	N	0
42	United Way of Central Indiana 3901 North Meridian Street PO Box 88409 Indianapolis, Indiana 46208 Phone : 317-921-1466 Email : amanda.bow@uwci.org Cleo Moore	N	0
43	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Email : proedge@uindy.edu Libby Davis	N	0

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44	Vocational Rehabilitation-Job Placement 402 West Washington Street PO Box 7083 Indianapolis, Indiana 46207 Phone : 317-232-1319 Fax : 1-317-232-6478 Career Services	N	0
45	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-532-6199 Fax : 1-317-532-6199 Dann Henn	N	0
46	Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross	N	0
47	WISH-TV - Website 1950 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-956-8592 Fax : 1-317-931-2242 Jackie Green	N	0
48	Work One Anderson 222 East 10th Street Anderson, Indiana 46016 Phone : 765-642-4981 Fax : 1-765-641-6557 Melanie Sorrell	N	0
49	WQME 1100 East Fifth Street Anderson, Indiana 46012 Phone : 765-641-4349 Fax : 1-765-641-3825 Jill O'Malia	N	0
50	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			13

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/29/2019	Hosting of Job Fair	On August 29, 2019 we hosted a job fair at the Crown Plaza - airport in Indy. We had 17 businesses/agencies participating in addition to our own recruiting efforts. Station participants included the Market President and Sales Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	3	Market President Sales Manager Sales Manager
2	10/22/2019	Participation in events sponsored by community groups	Our Market President served as a speaker at the Young Professionals Dinner in Indianapolis, IN. He addressed his career path in broadcasting, how to break into the broadcast industry, and educational requirements for a career in broadcasting.	1	Market President
3	10/23/2019	Participation in Job Fairs	Our SEU participated in the Indiana Broadcasters Association Job Fair in Indianapolis, IN. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	4	Market President Operations Manager Sales Manager Sales Manager
4	11/20/2019	Hosting of Job Fair	On November 20, 2019 we hosted a job fair at the Sheraton hotel in downtown Indy. We had 7 businesses/agencies participating in addition to our own recruiting efforts. Station participants included the Market President and Sales Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	3	Market President Sales Manager Sales Manager
5	3/28/2020	Participation in Job Fairs	Our SEU participated in the Indiana Broadcasters Association Virtual Job Fair in Indianapolis, IN. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	3	Sales Manager Operations Manager Sales Assistant