

WFBQ, WNDE, WOLT, WZRL
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	1-8, 11, 13-30, 32-45	36
Account Executive	1-8, 11, 13-30, 32-45	34
WZRL-FM and WTFX-FM Program Director	1-10, 12-17, 20-23, 25, 28-29, 32, 37-46	10
Sales Support	1-8, 10, 13-17, 20-23, 25, 28-29, 32, 37, 39-46	10
General Sales Manager	12, 15-16, 46	12
Outside Sales - Account Executive	1-8, 13-25, 28-29, 32, 37-46	18
Account Executive	2-8, 12-23, 25, 28-29, 32, 37-46	18
Account Executive	2-8, 12-23, 25, 28-29, 32, 37-46	12
General Sales Manager	10, 15-16, 31, 35, 46	10
Account Executive	1-8, 12-17, 19-23, 25, 28-29, 31-32, 37-46	16
Account Executive	1-8, 12-17, 19-23, 25, 28-29, 31-32, 37-46	31
Sales Assistant	1-8, 13, 15-17, 19-25, 28-29, 31-32, 37-46	31

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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	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	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
5	Catholic Archdiocese of Indianapolis 1400 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-236-1536 Fax : 1-317-261-3375 Joyce Overton	N	0
6	Circle Seven Training Council PO Box 69 Greenfield, Indiana 46140 Phone : 317-467-0248 Fax : 1-317-462-6340 Lance Ratliff	N	0

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7	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
8	Crossroads Rehabilitation Center 4740 Kings Way Drive Indianapolis, Indiana 46205 Phone : 317-466-1000 Fax : 1-317-466-2000 Career Services	N	0
9	Current Employee	N	2
10	Current Employee - Transfer/Promotion	N	3
11	Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Fax : 1-317-632-4362 Edward Alexander	N	0
12	Employee Referral	N	4
13	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
14	Goodwill Industries of Central Ind 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4313 Fax : 1-317-524-4336 Dawn Lyon	N	0
15	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	0

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16	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	2
17	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
18	Indeed.com	N	3
19	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46204 Phone : 317-925-2702 Fax : 1-317-925-6624 Marcia Bennett	N	0
20	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
21	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Dee Yard	N	0
22	Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Fax : 1-812-237-4392 Ken Waggoner	N	0

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23	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
24	Indianapolis Ten Point Coalition 900 West 30th Street Indianapolis, Indiana 46208 Phone : 317-924-0733 Fax : 1-317-931-8058 Byron Alston	N	0
25	International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	N	0
26	Internet Ad-not directly contacted by SEU	N	1
27	IUPUI 815 West 16th Street 3rd Floor Indianapolis, Indiana 46202 Phone : 317-278-9170 Email : pdce@iupui.edu Sara Griffin	N	0
28	J Everett Light 1901 East 86th Street Indianapolis, Indiana 46240 Phone : 317-259-5278 Fax : 1-317-259-5298 Rob Hendrix	N	0
29	Jewish Community Center 6701 Hoover Road Indianapolis, Indiana 46260 Phone : 317-251-9467 Fax : 1-317-251-9493 Julie Sondhelm	N	0

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30	Lincoln Technical Institute Career Center 1201 Stadium Drive Indianapolis, Indiana 46202 Phone : 317-632-5553 Fax : 1-317-687-0475 Career Services	N	0
31	Linked In	N	3
32	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
33	Martin Luther King Multi-Service Center 40 West 40th Street Indianapolis, Indiana 46208 Phone : 317-923-4581 Fax : 1-317-923-4583 Patricia McCarroll	N	0
34	Non-Employee Referral	N	1
35	Other Source	N	2
36	Phone Inquiry	N	1
37	Purdue University WCCR 1016 West Stadium Drive West Lafayette, Indiana 47906 Phone : 765-595-9733 Email : wccrpurdue@gmail.com Colin McGonagill	N	0
38	Salvation Army 3100 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-937-7000 Fax : 1-317-937-7010 Career Services	N	0
39	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Fax : 1-317-788-3383 Libby Davis	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
40	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
41	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-532-6199 Fax : 1-317-532-6199 Dann Henn	N	0
42	Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross	N	0
43	WISH-TV - Website 1950 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-956-8592 Fax : 1-317-931-2242 Jackie Green	N	0
44	Work One Anderson 222 East 10th Street Anderson, Indiana 46016 Phone : 765-642-4981 Fax : 1-765-641-6557 Melanie Sorrell	N	0
45	WQME 1100 East Fifth Street Anderson, Indiana 46012 Phone : 765-641-4349 Fax : 1-765-641-3825 Jill O'Malia	N	0
46	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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:			22

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/19/2018	Participation in events or programs sponsored by educational institutions	On July 19, 2018 our Market President, Brett Beshore, participated in the Student Leadership Radio Conference at the University of Indianapolis. He was the keynote speaker on radio careers.	1	Market President
2	9/12/2018	Co Sponsoring Job Fair	On September 12, 2018 our SEU was a co-sponsor of the Job News USA Indianapolis Job Fair at the Indiana State Fairgrounds. Station participants included a Sales Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	1	GSM
3	9/19/2018	Participation in Job Fairs	On September 19, 2018 our SEU participated in the Indiana Broadcasters Association Fall Career Fair at 502 East Event Centre. Station participants included a Sales Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	1	General Sales Manager
4	10/16/2018	Participation in events or programs sponsored by educational institutions	On October 16, 2018 our Market President, Brett Beshore, participated in the Indiana Association of School Broadcasters meeting. He was the Professional Radio Career Preparation presenter.	1	Market President
5	3/30/2019	Participation in Job Fairs	On March 30, 2019 our SEU participated in the Indiana Broadcasters Association Spring Career Fair at 502 East Event Centre. Station participants included a Sales Manager who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online.	2	General Sales Manager Sales Support