

WFBQ, WNDE, WOLT, WZRL
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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 Account Executive | 1-41 | 11 |
| Outside Account Executive | 1-41 | 36 |

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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 |

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|------------------|--|--|---|
| 7 | Circle Seven Training Council PO Box 69 Greenfield, Indiana 46140 Phone : 317-467-0248 Fax : 1-317-462-6340 Lance Ratliff | N | 0 |
| 8 | 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 |
| 9 | Crossroads Rehabilitation Center 4740 Kings Way Drive Indianapolis, Indiana 46205 Phone : 317-466-1000 Fax : 1-317-466-2000 Career Services | N | 0 |
| 10 | Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Email : tneal@damien.org Edward Alexander | N | 0 |
| 11 | Employee Referral | N | 2 |
| 12 | 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 |
| 13 | Fletcher Place Community Center 1637 Prospect Street Indianapolis, Indiana 46203 Phone : 317-636-3466 Email : holly@fletcherplacecc.org Wanda Minor | N | 0 |

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|------------------|---|--|---|
| 14 | Goodwill Industries of Central Ind 1635 West Michigan Street Indianapolis, Indiana 46222 Phone : 317-524-4313 Email : goodwill@goodwillindy.org Dawn Lyon | N | 0 |
| 15 | iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting | N | 0 |
| 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 | 1 |
| 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 | 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 |
| 19 | Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Dee Yard | N | 0 |

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|----------------------|---|--|---|
| 20 | Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-924-9440 Email : info@indianakofc.org Career Services | N | 0 |
| 21 | Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Fax : 1-812-237-4392 Ken Waggoner | N | 0 |
| 22 | 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 |
| 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 Resource Council 8383 Craig Street Suite 130 Indianapolis, Indiana 46250 Phone : 317-596-6440 Fax : 1-317-232-1362 Career Services | N | 0 |
| 25 | Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Email : info@indplsul.org Brian McDonald | N | 0 |
| 26 | International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher | N | 0 |

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|----------------------|--|--|---|
| 27 | Ivy Tech State College 50 West Fall Creek Pkwy Indianapolis, Indiana 46208 Phone : 317-921-4667 Email : Indianapolis-ccec@ivytech.edu Fax : 1-317-926-9404 Rebecca Patten-Lemons | N | 0 |
| 28 | 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 |
| 29 | Jewish Community Center 6701 Hoover Road Indianapolis, Indiana 46260 Phone : 317-251-9467 Fax : 1-317-251-9493 Julie Sondhelm | N | 0 |
| 30 | 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 |
| 31 | 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 |
| 32 | Martin University Career Center 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3627 Email : communicationsdept@martin.edu Michelle Tillman | N | 0 |
| 33 | Purdue University WCCR 1016 West Stadium Drive West Lafayette, Indiana 47906 Phone : 765-595-9733 Email : wccrpurdue@gmail.com Colin McGonagill | N | 0 |

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|----------------------|---|--|---|
| 34 | 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 |
| 35 | University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Email : proedge@uindy.edu Libby Davis | N | 0 |
| 36 | Unknown (source not adequately identified upon inquiry by SEU) | N | 1 |
| 37 | 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 |
| 38 | Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-532-6199 Fax : 1-317-532-6199 Dann Henn | N | 0 |
| 39 | Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross | N | 0 |
| 40 | WQME 1100 East Fifth Street Anderson, Indiana 46012 Phone : 765-641-4349 Fax : 1-765-641-3825 Jill O'Malia | N | 0 |

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| 41 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 4 |

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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 | 2/15/2022 | Provision of training to management | In February, 2022 our SEU's Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization. | 1 | Market president |
| 2 | 3/24/2022 | Co Sponsoring Job Fair | : Our Market President and Community Engagement Manager created a job fair to recruit for Account Executives and Programming staff. We reached out to the Madam Walker Legacy Center to co-host the fair with us and to provide the venue. The fair was held on March 24, 2022, from 4-6pm. Hiring managers present were the Market President and VP of Programming who answered attendee's questions about job opportunities, collected resumes, and explained how to apply online. To promote the job fair, we ran on-air advertisements and sent notification e-mails to our recruiting agencies. | 2 | Market president VP of Programming |