

**WFBQ, WNDE, WOLT, WZRL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-37, 39-44	12
Account Executive	1-37, 39-44	17
Account Executive	1-37, 39-44	33
Director of Marketing & Promotions	1-11, 13-14, 16-17, 19, 21-23, 25-35, 37-44	40

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Catholic Archdiocese of Indianapolis 1400 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-236-1536 Fax : 1-317-261-3375 Joyce Overton	N	0
8	Circle Seven Training Council PO Box 69 Greenfield, Indiana 46140 Phone : 317-467-0248 Fax : 1-317-462-6340 Lance Ratliff	N	0
9	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
10	Crossroads Rehabilitation Center 4740 Kings Way Drive Indianapolis, Indiana 46205 Phone : 317-466-1000 Fax : 1-317-466-2000 Career Services	N	0
11	Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Email : tneal@damien.org Edward Alexander	N	0
12	Employee Referral	N	3
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

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	Fletcher Place Community Center 1637 Prospect Street Indianapolis, Indiana 46203 Phone : 317-636-3466 Email : holly@fletcherplacecc.org Wanda Minor	N	0
15	Google Jobs - Not directly contacted by SEU	N	2
16	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
17	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	1
18	iHM Human Capital Acquisition	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	3
21	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

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
22	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Dee Yard	N	0
23	Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-924-9440 Email : info@indianakofc.org Career Services	N	0
24	Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Fax : 1-812-237-4392 Ken Waggoner	N	0
25	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
26	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
27	Indianapolis Resource Council 8383 Craig Street Suite 130 Indianapolis, Indiana 46250 Phone : 317-596-6440 Fax : 1-317-232-1362 Career Services	N	0

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Email : info@indplsul.org Brian McDonald	N	0
29	International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	N	0
30	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
31	Jewish Community Center 6701 Hoover Road Indianapolis, Indiana 46260 Phone : 317-251-9467 Fax : 1-317-251-9493 Julie Sondhelm	N	0
32	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
33	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career%20Services">https://www.linkedin.com/company/linkedin/ Career Services</a> Manual Posting	N	11

**WFBQ, WNDE, WOLT, WZRL****EEO PUBLIC FILE REPORT**

April 1, 2023 - March 31, 2024

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
34	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
35	Martin University Career Center 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3627 Email : communicationsdept@martin.edu Michelle Tillman	N	0
36	On-Air Announcement (One or More SEU Stations)	N	2
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 Email : proedge@uindy.edu Libby Davis	N	0
40	Unknown (source not adequately identified upon inquiry by SEU)	N	4
41	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

**WFBQ, WNDE, WOLT, WZRL  
EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-532-6199 Fax : 1-317-532-6199 Dann Henn	N	0
43	Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross	N	0
44	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>



**WFBQ, WNDE, WOLT, WZRL**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**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	4/13/2023	Participation in Job Fairs	On April 13, 2023 our VP of Programming participated in the University of Indianapolis Communication Career Fair. He discussed various career opportunities with students and also answered questions about the broadcast industry. He handed out employment information to applicants and interviewed a future employee.	1	VP of Programming
2	10/26/2023	Participation in events sponsored by organizations representing the community	On October 26, 2023, our SEU Director of Marketing & Promotions was the Keynote speaker at the monthly Rotary event with business owners and community members in the area. She talked about her journey in the radio industry, opportunities within the broadcasting field, and also the ever-changing, bright future of radio.	1	Director of Marketing & Promotions
3	3/7/2024	Provision of training to management	On March 7, 2024, our SEU's VP of Programming 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	VP of Programming
4	3/10/2024	Provision of training to management	On March 10, 2024 our SEU's VP of Programming took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of Programming