

WFBQ, WNDE, WOLT, WZRL
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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	1-35	30
Outside Account Executive	1-35	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	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
2	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
3	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
4	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
5	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
6	Catholic Archdiocese of Indianapolis 1400 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-236-1536 Email : accountingservices@archindy.org Fax : 1-317-261-3375 Joyce Overton	N	0

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7	Damien Center 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Email : tneal@damien.org Edward Alexander	N	0
8	Employee Referral	N	2
9	Fletcher Place Community Center 1637 Prospect Street Indianapolis, Indiana 46203 Phone : 317-636-3466 Email : tereasa@fletcherplacecc.org Wanda Minor	N	0
10	Former Intern	N	1
11	Google Jobs - Not directly contacted by SEU	N	1
12	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
13	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	5
14	Indeed.com - Not directly contacted by SEU	N	1
15	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

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16	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Email : hr@indianatech.edu Fax : 1-260-422-1376 Dee Yard	N	0
17	Indiana State Council Job Placement 3833 North Meridian Street Indianapolis, Indiana 46208 Phone : 317-924-9440 Email : info@indianakofc.org Career Services	N	0
18	Indiana State University 200 North Seventh Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Ken Waggoner Manual Posting	N	0
19	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
20	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
21	Indianapolis Urban League 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Email : info@indplsul.org Brian McDonald	N	0

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22	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
23	Job/Career Fair - See Section III	N	2
24	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	24
25	Marian University 3200 Cold Springs Road Clare Hall-Room 119 Indianapolis, Indiana 46222 Phone : 317-955-6341 Email : exchange@marian.edu Fax : 1-317-955-6590 Barbara Benson	N	0
26	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
27	Martin University Career Center 2171 Avondale Place Indianapolis, Indiana 46218 Phone : 317-543-3627 Email : communicationsdept@martin.edu Michelle Tillman	N	0
28	Non-Employee Referral	N	1
29	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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30	Station Website Posting (navigation link to corporate careers website)	N	1
31	University of Indianapolis Career Services 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3296 Email : proedge@uindy.edu Libby Davis	N	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	5
33	Wilson College 5425 South East Street Indianapolis, Indiana 46227 Phone : 317-787-6863 Email : wilsoncollege2@aol.com Mona Cross	N	0
34	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
35	ZipRecruiter - Not directly contacted by SEU	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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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	4/9/2025	Participation in events or programs sponsored by educational institutions	On April 9, 2025, Our SEU's Promotion Director participated in a career fair and youth symposium put together by Sigma Gamma Rho Sorority. She spoke on the panel for the college participants and had a table set up for iHeart Indianapolis. She spoke about her career with iHeart Media and careers with the company.	1	Promotions Director
2	5/9/2025	Participation in events or programs sponsored by educational institutions	On May 9, 2025, Our SEU's On-Air Talent spoke with a very large group of middle schoolers from Brooks Park Schools about radio, media, and how creativity can turn into a real career. She spoke about her career and the steps to take with working in broadcasting.	1	On-Air Talent
3	12/30/2025	Participation in events sponsored by organizations representing the community	On December 30, 2025, our On-Air Talent participated in a youth workshop called S.E.E.D showing real life examples of what personalities and media personnel do in a real-life day at work and how it affects the community. She also discussed her career path and opportunities with iHeart Media.	1	On-Air Talent