

**WFMS(FM), WJJK(FM), WNDX(FM),
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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
Chief Engineer	1, 3, 6-10, 12-14, 16, 19, 25-27, 29-34, 36-37, 39, 45, 48, 50-51, 54-63	9
WZPL On-Air PM Drive	1, 3-37, 39-40, 42, 44, 47-48, 50-63	28
Multi Media Designer& Webmaster	1, 3, 6-10, 12-14, 16, 19, 25-27, 29-34, 36-37, 39, 45, 48, 50-51, 54-63	16
Promotions Director	1-10, 12-27, 29-37, 40, 42, 47-48, 50-63	9
Receptionist/Business Office Asst	1, 4-5, 9-10, 15-18, 20-24, 27, 33, 36-37, 39, 42, 48, 50, 52-53	16

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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	Adzuna www.adzuna.com	No	0
2	All Access , www.allaccess.com	No	0
3	American Indian Center 2236 E 10 th Street dpoe@americanindiancenter.org mbush@americanindiancenter.org 317-917-8000	No	0
4	Ball State University Career Center Lucina Hall, Room 220 Muncie, IN 47306 (765) 285-1522 Fax: (765) 285-3757 careercenter@bsu.edu	No	0
5	Butler University Internship & Career Services Atherton Union – Room 315 4600 Sunset Ave. Indianapolis, IN 46208 (317) 940-8425 ics@butler.edu	No	0
6	Career Development Network (Damien Center) 26 N Arsenal Tbartenbach@damien.org (317) 632-0123	No	0
7	Center for Leadership Development 2425 Martin Luther King Jr. Street dbland@cldinc.org	No	0
8	Concord Center (Neighborhood Center) 1310 S Meridian Street concord@flashmail.com	No	0
9	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	No	12
10	Cumulus Business Managers bm@cumulus.com	No	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
11	Employee Referral	No	0
12	ESGR – Employer Support of Guard and Reserves 4740 Kingsway Drive mmansfield@eastersealscrossroads.org	No	0
13	Franklin WorkOne 97 Lovers Lane (6317) 736-5531 jreese@workonecentral.org tpore@dwd.in.gov	No	0
14	Goodwill Industries 1635 West Michigan St (317) 524-4313 achabal@goodwillindy.org	No	0
15	Harrison College (Formerly Indiana Business College) Anderson Campus 140 E. 53 rd Street Anderson, IN 46031 (765) 644-7514 Fax: (765) 644-5724 careerservices@harrison.edu	No	0
16	Indeed , (not directly contacted by SEU) www.indeed.com	No	8
17	Indiana Black Expo 3145 N. Meridian Street Indianapolis, IN 46208 (317) 924-2702 Fax: (317) 925-6624 communications@indianablackexpo.com	No	0
18	Indiana Broadcasters Association 3003 E. 98 th Street, Suite 161 Indianapolis, IN 46280 (317) 573-0019 (x104) Fax: (317) 573-0895 Attn: Sam	No	0
19	Indiana Plan 863 Massachussets Ave. dramsey@indianaoln.org (317) 317-639-4661	No	0

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20	Indiana State University Career Center HMSU, Room 139 200 N. Seventh Street Terre Haute, IN 47809 (812) 237-8887 Fax: (812) 237-2621 Isu-career-center@mail.indstate.edu	No	0
21	Indiana Student Chapter IUPUI- Society of Professional Journalists IUPUI 535 W. Michigan Street IT 569 Indianapolis, IN 46202 (317) 278-5328 dperkins@iupui.edu	No	0
22	Indiana Student Chapter University of Southern Indiana- Society of Professional Journalists 8600 University Boulevard Evansville, IN 47712 (812) 465-1125 emgibson@usi.edu	No	0
23	Indiana University 625 N. Jordan Avenue Bloomington, IN 47405 (812) 855-5234 Fax: (812) 855-2121 iucareer@indiana.edu	No	0
24	Indiana University Purdue University Indianapolis (IUPUI)) 400 University Boulevard Indianapolis, IN 46202 (317) 274-5555 clkendall@iupui.edu	No	0
25	Indianapolis Urban League Workforce Center 777 Indiana Ave. smason@indplsul.org	No	0
26	Interlocal Assoc 1790 Melody Lane icap@icapcaa.org	No	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
27	Internal Posting (<i>email staff & post on bulletin board</i>)	No	3
28	Internal Transfer/Promotion	No	1
29	SEU Job Fairs (<i>see Section III</i>)	No	0
30	J Everett Light Career Center 1901 E 86 th Street njagow@msdwt.k12.in.us	No	0
31	Job is Job, www.jobisjob.com	No	0
32	Kentucky Career Center 8020 Veterans Memorial Drive Florence, KY 41042 (859) 371-0808 Kcc.ky.gov	No	0
33	LinkedIn, www.linkedin.com	No	1
34	My Job Helper www.myjobhelper.com	No	0
35	National Organization for Women-Indiana Chapter P. O. Box 2264 Indianapolis, IN 46208 Attn: Melissa Fadeley Indiana.now.chapter@gmail.com	No	0
36	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 (614) 245-0555 Attn: Alvis Moore, Placement Director amoore@beonair.com and Phil Brown, School Director pbrown@beonair.com	Yes	0
37	Ohio Center for Broadcasting – Cincinnati Alexandria Powell apowell@beonair.com	Yes	0
38	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
39	Oodle www.oodle.com	No	0
40	Participate in Event/Program Sponsored by Educational Institution (<i>see Section III</i>)	No	0
41	Word-of-Mouth Referral	No	0

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42	Purdue University Career Center West Lafayette, IN 47907 (765) 494-3981 hire@purdue.edu	No	0
43	IBA Scholarship Program (<i>see Section III</i>)	No	0
44	Social Media (Twitter, Instagram)	No	1
45	Society Broadcast Engineers https://sbe.org/	No	0
46	Station Website Postings (<i>all SEU stations</i>)	No	0
47	SEU Facebook Pages	No	0
48	The Job Spider www.jobspider.com	No	1
49	Traffic Directors Guild of America 26000 Avenida Aeropuerto, Bldg 114 San Juan Capistrano, CA 92675 www.tdga.org	No	0
50	Trovit www.Job.trovit.com	No	0
51	University of Indianapolis – Career Services 1400 E Hanna Ave. ocs@uindy.edu (317) 788-3368	No	0
52	University of Notre Dame 248 Flanner Hall Notre Dame, IN 46556 (574) 631-5200 ndcps@nd.edu	No	0
53	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 (812) 888-4501 career&employer@vinu.edu	No	0
54	Walker Career Center 9500 E 16 th Street kprevost@warren.k12.in.us	No	0

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55	WorkOne Central 160 Plainfield Village Dr seisbrenner@workonecentral.org	No	0
56	WorkOne Indianapolis North 9002 North Purdue Rd, Suite 200 (317) 228-0682 mmackintosh@employindy.org brevell@employindy.org Sjohnson@employindy.org	No	0
57	WorkOne Indianapolis East 2525 N Shadeland Ave. darjohnson@dwd.in.gov Sjohnson@employindy.org	No	0
58	WorkOne Southeast – Greensburg 422 E Central Ave. (812) 663-8597 sharon@rivervalleyresources.com	No	0
59	WorkOne Express Fishers 10204 Lantern Road (317) 841-8194 ajanney@dwd.in.gov jspence@workonecentral.org	No	0
60	WorkOne Southeast – Columbus 4555 Central Ave. (812) 376-3351 brdavis@dwd.in.gov bramage@dwd.in.gov	No	0
61	WorkOne Shelbyville 130 Rampart Road rgrim@dwd.in.gov jspence@workonecentral.org	No	0
62	WorkOne Kokomo 709 South Reed Road (765) 459-0571 dadouglass@dwd.in.gov agilman@tap.lafayette.in.us	No	0
63	WorkOne Indianapolis West Side 3400 Lafayette Rd (317) 246-5400 fredausa@hotmail.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative <i>(Menu Selection)</i>	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
3	Participate in Job Fair	On October 26, 2021, our SEU participated in the Indiana Broadcasters Association Fall Job Fair at The 502 East Event Centre in Carmel, IN. Our Market Manager and Promotions Director attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU, and accepted resumes from interested attendees.

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	Type of Recruitment Initiative <i>(Menu Selection)</i>	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, participants were required to take a quiz following their completion of the tutorial.
6	Participate in Collegiate Career Fair	On February 16, 2022, our SEU participated in the Ball State, Cardinal Job Fair at the Worthen Arena at Ball State University, Muncie, IN. Our Market Manager and Promotion Director attended this event and answered student’s questions about career opportunities in broadcasting as well as the SEU’s internship program.

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	Type of Recruitment Initiative <i>(Menu Selection)</i>	Brief Description of Activity
7	Participate in Scholarship Program	From January 1 st thru March 31, 2022, our SEU assisted the Indiana Broadcasters Association (“IBA”) with its Scholarship Program. Our SEU ran Public Service Announcements and posted information about the Program on our stations’ websites to encourage participation. Our Market and Business Managers received, reviewed and evaluated applications received by the IBA and submitted their recommendations to the scholarship committee.
8	Participate in Collegiate Career Fair	On March 22, 2022, our SEU participated in the Butler University Little Dawg Fair at Dugan Hall Atrium on Butler University Campus in Indianapolis, IN. Our Market Manager, Sales Manager and Promotion Director attended this event and answered student’s questions about career opportunities in broadcasting as well as the SEU’s internship program.
9	Participate in Job Fair	On March 26, 2022, our SEU participated in the Indiana Broadcasters Association Spring Job Fair at The 502 East Event Centre in Carmel, IN. Our Market Manager and Promotions Director attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU, and accepted resumes from interested attendees.