

WLTJ(AM) and WMDH-FM
EEO PUBLIC FILE REPORT
April 1, 2020 – March 31, 2021

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	1-9, 11-12, 15-18, 22-23	18
Account Executive	1-9, 11-12, 15-18, 22-23	18

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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.com	No	0
2	Career Builders.com	No	0
3	Cumulusjobs.com	No	10
4	Employee Referral	No	0
5	Glassdoor.com	No	0
6	Indeed Website www.indeed.com	No	2
7	Indiana Broadcasters Association Attn: Gwen Piening 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 www.indianabroadcasters.org	No	0
8	Indiana University-Kokomo Attn: Sheryl Phillips 2300 S. Washington Street Kokomo, IN 46902 (765) 455-9301	No	0
9	Internal Posting	No	0
10	Internal Transfer/Promotion	No	0
11	Job Fair (see Section III)	No	0
12	Jobisjob.com	No	0
13	Kokomo Tribune/Career Builder Attn: Kathie Gifford 300 N. Union Street Kokomo, IN 46904 (765) 854-6722	No	0
14	Linked In	No	0
15	Monster.com	No	0
16	Myjobhelper.com	No	0
17	Oodle.com	No	0
18	Professional Referral	No	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	On-Air Announcements	No	0
20	Station Website Posting	No	0
21	SEU Facebook Pages	No	0
22	The Job Spider	No	0
23	Trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Participate in Job Fair	On November 4, 2020, our SEU participated in Eastern Indiana Works Job Fair, held at the New Castle Public Library. Our SEU’s Market Manager attended this event and spoke with candidates from a large variety of backgrounds and explained careers in radio broadcasting, discussed current vacancies within the SEU, and accepted resumes from interested attendees.
3	Participate in Collegiate Career Expo	On March 1, 2021 our SEU participated in the Indiana University – Kokomo Career Fair virtually due to COVID restrictions. Our Programming Director attended this event virtually and answered student’s questions about career opportunities in broadcasting as well as the SEU’s internship program.
3	Participate in program sponsored by educational institution relating to careers in broadcasting	On March 18, 2020, our SEU’s Sales Manager was invited to speak to a large group of students in the Department of Telecommunications at Ball State University about career opportunities in radio broadcasting, do practice interviews and answer their questions.