

WWKI(FM)
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
Local Sales Manager	1-6, 9-19, 21-22, 24-25, 29-30	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	Adzuna , www.adzuna.com	No	0
2	American Indian Center 2236 E 10 th Street dpoe@americanindiancenter.org	No	0
3	Bona Vista Program 1220 E Laguna Street (765) 437-5785 bboruff@bonavista.org	No	0
4	Bridges Enterprise/Four County Comprehensive Mental Health Center 408 North Street (574) 753-5540 jcody@fourcounty.org	No	0
5	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	No	2
6	Easter Seals Crossroads Indianapolis 4740 Kingsway Drive (317) 466-1000 mmansfield@eastersealscrossroads.org	No	0
7	Employee Referral	No	0
8	Glassdoor , <i>(not directly contacted by SEU)</i> www.glassdoor.com	No	0
9	Indeed , <i>(not directly contacted by SEU)</i> www.indeed.com	No	0
10	Indiana Broadcasters Association Attn: Gwen Piening 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 www.indianabroadcasters.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
11	Indiana University-Kokomo Attn: Sheryl Phillips 2300 S. Washington Street Kokomo, IN 46902 (765) 455-9301	No	0
12	Internal Posting (<i>email staff & post on bulletin board</i>)	No	0
13	Internal Transfer/Promotion	No	1
14	SEU Job Fair(s) (<i>see Section III</i>)	No	0
15	Job is Job , www.jobisjob.com	No	0
16	Kokomo Tribune/Career Builder Attn: Kathie Gifford 300 N. Union Street Kokomo, IN 46904 (765) 854-6722	No	0
17	LinkedIn , www.linkedin.com	No	0
18	Logansport WorkOne Express 1 Ivy Tech Way (574) 722-6652 kburns@tap.lafayette.in.us	No	0
19	Miami Nation of Indians Indiana 80 W 6th Street (765) 473-9631 miamiindians@sbcglobal.net	No	0
20	My Job Helper , www.myjobhelper.com	No	0
21	Oodle , www.oodle.com	No	0
22	Peru WorkOne Express 685 E Main Street (765) 472-6652 csalmons@dwd.in.gov dadouglass@dwd.in.gov	No	0
23	Word-of-Mouth Referral	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
24	WorkOne Kokomo 709 South Reed Road (765) 459-0571 dadouglas@dwd.in.gov agilman@tap.lafayette.in.us	No	0
25	WorkOne Northeast Indiana – Grant County 850 North Miller Ave (765) 668-8911 maguilar@workonene.org	No	0
26	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
27	Station Website Posting (<i>one or more SEU stations</i>)	No	0
28	SEU Facebook Pages	No	0
29	The Job Spider , www.jobspider.com	No	0
30	Trovit , www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in program sponsored by educational institution relating to careers in broadcasting	On April 1, 2021, our SEU’s Sales Manager spoke to a large group of students in the Department of Telecommunications at Ball State University about career opportunities in radio broadcasting as well as openings within our SEU. She also conducted practice interviews and answered questions posed by the students.
2	Participate in Collegiate Career Expo	On April 16, 2021, our SEU participated in the Indiana University – Kokomo Career Fair virtually due to COVID restrictions. Our Programming Director attended this event and answered students’ questions about career opportunities in broadcasting as well as the SEU’s internship program
3	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.
4	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.
5	Participate in program sponsored by educational institution relating to careers in broadcasting	On October 18, 2021, our SEU’s Sales Manager spoke to a large group of students in the Department of Telecommunications at Ball State University about career opportunities in radio broadcasting as well as openings within our SEU. She also conducted practice interviews and answered questions posed by the students.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	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.
7	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, managers were required to take a quiz following their completion of the tutorial.
8	Participate in Collegiate Career Expo	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 Sales Manager attended this event and answered students’ questions about career opportunities in broadcasting as well as the SEU’s internship program.