

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2020 through March 31, 2021

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Suzy Smith Email: sjsmith@bsu.edu	Y	0
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Sandra Jones Email: Sandra.jones@christamorehouse.org Email: linda.williams@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Ezell Marrs Email: emarrs@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812) 866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Jennifer Ryan Trusler Email: jtrusler1@ivytech.edu	Y	0
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Email: careercntr@marian.edu	Y	0
7	University of Indianapolis/WICR FM 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Emmis Communications Careers Website 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com/careers/	N	3
9	Illinois Media School (formerly Illinois Center for Broadcasting) BEONAIR Network 455 Eisenhower Lane South Lombard, IL 60148 Phone: (630) 916-1700 Email: fmuller@beonair.com	Y	0
10	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone: (812) 237-3806 Email: teresa.dwyer@indstate.edu Email: amy.kingery@indstate.edu	Y	0
11	Ohio Media School BEONAIR Network 4411 Montgomery Road, Suite 200 Norwood, OH 45212 Phone: (513) 342-3512 Attn: Heather Parr Email: hparr@beonair.com	Y	0
12	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn: Mona Guirguis Email: career@butler.edu	N	0
14	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4138 or (765) 658-4622 Contact: Erin Duffy Email: hubbard@depauw.edu	N	0
15	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
17	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	0
18	Career Builder <i>(not directly contacted by SEU)</i> 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	0
19	Word-of-Mouth Referral	N	0
20	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	0
21	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120 Email: mclappe@sbe.org www.sbe.org	N	0
22	SEU Internship Program <i>(as described in section III)</i>	N	0
23	Unknown <i>(source not adequately identified upon SEU inquiry)</i>	N	0
24	Emmis Communications Former Employee / Re-hire	N	1
25	Job Fairs <i>(see Sec. III)</i>	N	0
26	Linkedin.com www.linkedin.com/jobs	N	0
27	Indeed, Inc. <i>(not directly contacted by SEU)</i> 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	0
28	Internal Transfer / Promotion	N	0
29	Zip Recruiter https://www.ziprecruiter.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	Barrett Media Barrettsportsmedia.com (formerly Sportsradiopd.com) Email: JBarrett@SportsRadioPD.com	N	0
31	Valparaiso University Attn: Tom Cath https://www.valpo.edu Email: Tom.Cath@valpo.edu	N	0
32	Ascend Phone: (317) 721-5235 Attn: Ellen FitzGerald www.ascendindiana.com Email: ellen.fitzgerald@ascendindiana.com	N	0
33	Manchester University Phone: (260) 982-5083 Leslie Marlatt Email: Lpmarlatt@manchester.edu	N	0
34	Indiana Wesleyan University Daryn Bronsink Phone: (765) 677-2118 Email: daryn.bronsink@indwes.edu Carol Brown Email: lifecallingcareer@indwes.edu	N	0
35	Internal Posting/Current Employee (SEU bulletin board)	N	2
36	Facebook (employee networking/outreach)	N	0
37	WGU / Western Governors University Phone: (877) 214-7008 Email: Careers@wgu.edu	N	0
38	Mediabistro https://www.mediabistro.com/jobs Liana Choi Email: liana.choi@mediabistro.com	N	0
39	Hanover College/Academic Internship Program Assistant Director of Internships and Systems Attn: Shaina Lin 517 Ball Drive Hanover, IN 47243 Tel: (812) 866-6884 Email: Lins@hanover.edu	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2020 through March 31, 2021

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the SEU stations. They intern in a number of station departments and are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>- During Fall/Winter 2020/2021, the SEU had 1 intern: 1 in Sales</p>
2	Participated in scholarship program	<p>Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). This program awards successful college and high school students with college funding. SEU management will also review and assess all applicants, providing a selection of our top candidates to the IBA.</p>
3	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	<p>SEU Market Manager served on the Indiana Broadcasters Association (IBA) board from April 1, 2020 to February 28, 2021, working in conjunction with other broadcast professionals focusing on workforce development, expansion of community awareness regarding opportunities in broadcast, and other objectives related to the support and advancement of the broadcast industry in Indiana, such as job fairs and planning for the annual convention. On March 1, 2021, the board position was filled by SEU's new Market President.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	SEU Account Manager served as a mentor to University of Indianapolis student for career development from August 2020 – December 2020. Account Manager contributed approximately 10 hours per week to educate employee about a new career path in the radio industry, and to assist them in developing a new skillset.
5	Participated in job fair	Our SEU participated in the Indiana Broadcasters Association’s Virtual Career Fair on October 16, 2020. Our VP of Programming connected with prospective employees via zoom, and shared information about our internship program.
6	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On November 10, 2020, SEU News Director hosted a 30-minute zoom conference to students in a broadcast class at Delta State University. Shared details about the news aspect of radio and answered students’ questions.
7	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	SEU’s Affiliate Manager participated in Perry Meridian Sixth Grade Academy’s 2021 Virtual Career Fair on February 1, 2021. He created a video presentation to be shared with over 600 students as they learned about career development and opportunities in broadcast.
8	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On February 27, 2021, Affiliate Manager created two videos for Jobs for America’s Graduates (JAG) employability skills competition that was initially seen by over 500 students across 11 high schools in 8 Indiana counties, and then shared with statewide JAG Indiana students. Eventually, over 3,500 high school juniors and seniors had access to the videos.
9	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	SEU’s Director of Promotions spoke to students of the University of Indianapolis on March 4, 2021. She shared details about per personal career path in radio, offered advice about starting in the industry and answered students’ questions.