



**WLHK(FM), WYXB(FM), WIBC-HD2(FM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2021 through March 31, 2022

**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	<b>Ball State University</b> Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Suzy Smith Email: sjsmith@bsu.edu	Y	0
2	<b>Christamore House</b> 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	<b>Martin University-Posted to Handshake</b> 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Tony Cunningham-added 11-12-21 Email: tcunningham@martin.edu	Y	0
4	<b>Hanover College Career Center</b> P.O. Box 108 Hanover, IN 47243 Phone: (812) 866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	<b>Ivy Tech Community College – Central Indiana</b> 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	<b>Marian University-Posted to Handshake</b> 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Email: careercntr@marian.edu	Y	0
7	<b>University of Indianapolis/WICR FM-Posted to Handshake</b> 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	<b>Emmis Communications Careers Website</b> 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com/careers/	N	6
9	<b>Illinois Media School</b> (formerly Illinois Center for Broadcasting) <b>BEONAIR Network</b> 455 Eisenhower Lane South Lombard, IL 60148 Phone: (630) 916-1700 Email: fmuller@beonair.com	Y	0
10	<b>Indiana State University-Posted to Handshake</b> 550 N. 5 <sup>th</sup> Street Terre Haute, IN 47809 Phone: (812) 237-3806 Email: teresa.dwyer@indstate.edu Email: amy.kingery@indstate.edu	Y	0
11	<b>Ohio Media School</b> BEONAIR Network 4411 Montgomery Road, Suite 200 Norwood, OH 45212 Phone: (513) 342-3512 Attn: Heather Parr Email: hparr@beonair.com	Y	0
12	<b>Franklin College-Posted to Handshake</b> 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	<b>Butler University-Posted to Handshake</b> Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn: Mona Guirguis Email: career@butler.edu	N	0
14	<b>Depauw University-Posted to Handshake</b> 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	<b>Indiana Broadcasters Association</b> 3003 E 98 <sup>th</sup> 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	<b>Indiana University-Posted to Handshake</b> 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
17	<b>Monster Job Board</b> (not directly contacted by SEU) 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	1
18	<b>Career Builder</b> (not directly contacted by SEU) 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	0
19	<b>Word-of-Mouth Referral</b>	N	11
20	<b>All Access</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	4
21	<b>The Society of Broadcast Engineers (SBE)</b> 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	<b>SEU Internship Program</b> (as described in section III)	N	0
23	<b>Unknown</b> (source not adequately identified upon SEU inquiry)	N	0
24	<b>Emmis Communications Former Employee / Re-hire</b>	N	0
25	<b>Job Fairs</b> (see Sec. III)	N	0
26	<b>Linkedin.com</b> www.linkedin.com/jobs	N	1
27	<b>Indeed, Inc.</b> (not directly contacted by SEU) 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	3
28	<b>Internal Transfer / Promotion</b>	N	0
29	<b>Zip Recruiter</b> 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	<b>Barrett Media</b> Barrettsportsmedia.com (formerly Sportsradiopd.com) Email: JBarrett@SportsRadioPD.com	N	0
31	<b>Valparaiso University-Posted to Handshake</b> Attn: Tom Cath <a href="https://www.valpo.edu">https://www.valpo.edu</a> Email: Tom.Cath@valpo.edu Career.center@valpo.edu	N	0
32	<b>Ascend</b> Phone: (317) 721-5235 <a href="http://www.ascendindiana.com">www.ascendindiana.com</a> Email: <a href="mailto:Javier.rodriquez@ascendindiana.com">Javier.rodriquez@ascendindiana.com</a> added 12-23-21	N	0
33	<b>Manchester University-Posted to Handshake</b> Phone: (260) 982-5083 Email: CareerDevelopment@manchester.edu	N	0
34	<b>Indiana Wesleyan University-Posted to Handshake</b> Carol Brown Email: <a href="mailto:lifecallingcareer@indwes.edu">lifecallingcareer@indwes.edu</a> <a href="mailto:Carol.brown1@indwes.edu">Carol.brown1@indwes.edu</a>	N	0
35	<b>Internal Posting/Current Employee</b> (SEU bulletin board)	N	8
36	<b>Facebook</b> (employee networking/outreach)	N	0
37	<b>WGU / Western Governors University</b> Phone: (877) 214-7008 Email: Careers@wgu.edu	N	0
38	<b>Mediabistro</b> <a href="https://www.mediabistro.com/jobs">https://www.mediabistro.com/jobs</a> Liana Choi Email: liana.choi@mediabistro.com	N	0
39	<b>Hanover College/Academic Internship Program</b> 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
40	<b>Emma Bowen Foundation-added 11-12-21</b> Associate Director of Development Attn: Crystal Aldape Email: crystal.aldape@nbcuni.com	N	0
41	<b>Anderson University-Posted to Handshake</b>	N	0
42	<b>Indiana State University-Posted to Handshake</b>	N	0
43	<b>Indiana University East-Posted to Handshake</b>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
44	<b>Indiana University Kokomo-Posted to Handshake</b>	N	0
45	<b>Indiana University Northwest-Posted to Handshake</b>	N	0
46	<b>Indiana University South Bend-Posted to Handshake</b>	N	0
47	<b>Indiana University Southeast-Posted to Handshake</b>	N	0
48	<b>Indiana University Fort Wayne-Posted to Handshake</b>	N	0
49	<b>IUPUC: Indiana University-Purdue University Columbus</b>	N	0
50	<b>IUPUI: Indiana University-Purdue University Indianapolis</b>	N	0
51	<b>Purdue Northwest</b>	N	0
52	<b>Purdue University Fort Wayne</b>	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>34</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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 Spring 2022, the SEU had 1 intern: 1 in Production</p>
<b>2</b>	Participated in scholarship program	<p>Our SEU participated 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 also reviewed all applicants, providing a selection of our top candidates for scholarships to the IBA.</p>
<b>3</b>	Participated in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	<p>SEU Market President serves on the Indiana Broadcasters Association board working in conjunction with other broadcast professionals to focus on workforce development, expansion of community awareness of 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.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>4</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	SEU's News Anchor participated in a one-on-one Zoom interview with a student from Center Grove Elementary on 3/4/21. Questions and discussion were focused on paths and practices to a news anchor career in broadcasting.
<b>5</b>	Participated in activity that discussed and promoted diversity in radio and TV	SEU On-air Hosts served on a panel in June 2021 for a 4-part series of discussions aimed to "address issues and provide solutions to make broadcasting in Indiana more inclusive." The diversity series was sponsored by Indiana Broadcasters Association and available on their website. Panel discussion dates were 6/2/21, 6/9/21, 6/16/21 and 6/23/21.
<b>6</b>	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	On August 5, 2021, an SEU Account Executive participated on a Zoom discussion hosted by IBA focused on developing sales department internship programs for college students.
<b>7</b>	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	On August 24, 2021, our SEU's Controller served as a presenter during the Rising through the Ranks conference sponsored by the Radio Advertising Bureau, which provides educational opportunities to broadcast professionals at the early stages of their careers.
<b>8</b>	Participated in job fair	Our SEU participated in the Indiana Broadcasters Association's Career Fair on October 26, 2021. Our Market President connected with prospective employees and shared information about opportunities within our organization.
<b>9</b>	Participated in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	In March – April 2022, an SEU Reporter/Digital Content Producer teaches a class at Indiana University's Media School in Bloomington. Focus is on the skills necessary to adapt and succeed in the sports sector of the rapidly changing broadcast industry.
<b>10</b>	Participated in job fair	Our SEU participated in the Indiana Broadcasters Association's Career Fair on March 26, 2022. Our Directors of Digital Operations and New Business Development connected with prospective employees and shared information about opportunities within our organization.