

**WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 through March 31, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multimedia Content Producer	1-2, 4-14, 16, 19, 20, 28, 35, 36	28
Digital Project Coordinator	1-2, 4-14, 16, 28, 31-32	28
Videographer/Video Producer	1-2, 4-14, 16, 19, 27, 31, 38	27
WFNI Promotions Director	1-2, 4-14, 16, 19, 26, 27, 31-32, 35	19
WLHK Morning Show Talent	1-2, 4-14, 16, 20, 28	20
Sales Assistant	1-2, 4-14, 16, 19, 23, 26, 27, 31-32, 36	19
WLHK Morning Show Talent	1-2, 4-14, 16, 20, 28	28
WFNI Morning Show Producer	1-2, 4-14, 16, 19, 28, 30-32, 35	28
WFNI Morning Show Producer	1-2, 4-14, 16, 19, 28, 30-32, 35	19
Digital Brand Manager	1-2, 4-14, 16, 19, 27, 28, 31-34, 39	28
Digital Client Services Coordinator	1-2, 4-14, 16, 27, 29, 31-34, 39	8
Digital Sales Strategist	1-2, 4-14, 16, 28, 31-34, 39	28
Integrated Marketing Sales Executive	1-2, 4-14, 16, 19, 26-27	26
Integrated Marketing Sales Executive	1-2, 4-14, 16, 19, 26-27	19
Graphic Designer	1-2, 4-14, 16, 19, 27, 31-34, 39	27
Integrated Technologies Technician	1-2, 4-14, 16, 31-34, 36, 39	36

**WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 through March 31, 2020**

**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: Saundra Jones Email: Saundra.jones@christamorehouse.org Email: linda.williams@christamorehouse.org	Y	0
3	<b>Martin University</b> 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Tracey Jackson Email: tjackson@martin.edu	Y <sup>1</sup>	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</b> 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Email: careercntr@marian.edu	Y	0

<sup>1</sup> This source was not notified due to changed contact information and/or email delivery failure.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	<b>University of Indianapolis/WICR FM</b> 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	<b>Emmis Communications Careers Website</b> 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com/careers/	N	20
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</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</b> 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	<b>Butler University</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</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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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
16	<b>Indiana University</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> 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	0
18	<b>Career Builder</b> <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	<b>Word-of-Mouth Referral</b>	N	16
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> <i>(as described in section III)</i>	N	0
23	<b>Unknown</b> <i>(source not adequately identified upon SEU inquiry)</i>	N	1
24	<b>Emmis Communications Former Employee / Re-hire</b>	N	0
25	<b>Job Fairs</b> <i>(see Sec. III)</i>	N	0
26	<b>Linkedin.com</b> www.linkedin.com/jobs	N	10
27	<b>Indeed, Inc.</b> <i>(not directly contacted by SEU)</i> 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	13

<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>
28	<b>Internal Transfer / Promotion</b>	N	6
29	<b>Zip Recruiter</b> https://www.ziprecruiter.com	N	1
30	<b>Barrett Media</b> Barrettsportsmedia.com (formerly Sportsradiopd.com) Email: JBarrett@SportsRadioPD.com	N	1
31	<b>Valparaiso University</b> Attn: Tom Cath https://www.valpo.edu Email: Tom.Cath@valpo.edu	N	0
32	<b>Ascend</b> Phone: (317) 721-5235 Attn: Ellen FitzGerald www.ascendindiana.com Email: ellen.fitzgerald@ascendindiana.com	N	0
33	<b>Manchester University</b> Phone: (260) 982-5083 Leslie Marlatt Email: Lpmarlatt@manchester.edu	N	0
34	<b>Indiana Wesleyan University</b> Daryn Bronsink Phone: (765) 677-2118 Email: daryn.bronsink@indwes.edu David Adams Phone: (765) 677-2520 Email: david.adams2@indwes.edu	N	0
35	<b>Internal Posting/Current Employee</b> (SEU bulletin board)	N	3
36	<b>Facebook</b> (employee networking/outreach)	N	2
37	<b>WGU / Western Governors University</b> Phone: (877) 214-7008 Email: Careers@wgu.edu	N	0
38	<b>Mediabistro</b> https://www.mediabistro.com/jobs 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
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>77</b>

**WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 through March 31, 2020**

**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> <ul style="list-style-type: none"> <li>- During Summer 2019, the SEU had 7 interns: 4 in Programming and 3 in News.</li> <li>- During Fall/Winter 2019/2020, the SEU had 5 interns: 3 in Programming, 1 in Sales, 1 in Digital</li> <li>-During Spring 2020, the SEU had 9 interns: 7 in Programming, 1 in Production, 1 in Sales</li> </ul>
<b>2</b>	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 also reviewed and assessed all applicants, providing a selection of our top 10 candidates to the IBA.</p>
<b>3</b>	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	<p>SEU Market Manager continues to serve on the Indiana Broadcasters Association (IBA) board, 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.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>4</b>	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	In April - May 2019 and Jan - March 2020, an Account Manager taught a graduate-level class at Indiana University – Purdue University Indianapolis, as part of their Sports Broadcast Journalism program.
<b>5</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On April 11, 2019, our Affiliate Manager visited Vincennes University and spoke to students about the media business.
<b>6</b>	Participated in job fair	On April 18, 2019, our SEU participated in the 2019 Spring Communication Job Fair hosted by the University of Indianapolis. Station participants included our Promotion Director, National Sales Manager, Director of Digital Content and News Director, who met with students to discuss opportunities in broadcast and the internship program at Emmis.
<b>7</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On April 24, 2019, our Affiliate Manager visited Greenfield High School Corporation and spoke to radio students about the media business and assisted them with on-air content.
<b>8</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On May 7, 2019, our Affiliate Manager visited Lafayette Jefferson High School and spoke to students about the media business.
<b>9</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On July 16, 2019, an on-air personality spoke to attendees of a high school journalism camp at Indiana University Bloomington
<b>10</b>	Participate in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	On July 24, 2019, 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. Our Controller provided an online webinar regarding analyzing financial information for salespeople. The presentation also included information on setting and achieving goals as well as defining priorities.
<b>11</b>	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	From Aug - Dec 2019, an Account Manager taught a Broadcast News class at Indiana University – Purdue University Indianapolis.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>12</b>	Participated in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On August 13-15, 2019, our Controller spoke at a Rising Through the Ranks conference hosted by the Radio Advertising Bureau, located at the BMI headquarters in Nashville, TN. The two-day program is dedicated to the advancement of women in radio sales and management.
<b>13</b>	Hosted event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On September 4, 2019, our WIBC Promotions Director hosted a tour for Shares, Inc, a group that supports young adults with mental disabilities. They were given the opportunity to learn about SEU's radio and digital divisions.
<b>14</b>	Hosted event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On October 2, 2019, our WIBC Promotions Director hosted a tour for Dream Alive, Inc, an organization for inner-city youth. The tour featured SEU's radio and digital divisions and allowed the attendees to visit a recording studio to record some test audio.
<b>15</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On October 14, 2019, an on-air personality spoke to a media class at Indiana University Bloomington.
<b>16</b>	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 14, 2019, an on-air personality hosted a group of high school students from Hamilton Southeastern, assisting them with a project about raising community awareness and enabled them to use our station to share details about their project live on-air.
<b>17</b>	Participated in job fair	Our SEU co-sponsored the IBA Broadcasters Fall Career Fair on October 23, 2019 at 502 East Event Centre in Carmel, Indiana. Station participants included our VP of Sales, Director of Business Development and Affiliate Manager, who were able to connect with prospective employees and share information about our internship program. The SEU also ran announcements promoting the job fair leading up to the event.
<b>18</b>	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	From January to March 2020, an on-air host taught a multi-platform sports journalism class for The Media School at Indiana University Bloomington.
<b>19</b>	Hosted event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On February 6, 2020, an on-air personality hosted a tour for a group of 15 young adults with intellectual disabilities to learn about opportunities in broadcast.



	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>20</b>	Participated in event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On February 20, 2020, a news reporter spoke to State Senate interns at the Statehouse about opportunities in media.
<b>21</b>	Participated in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On February 21, 2020, our Affiliate Manager served as a judge at the 2020 Indiana Association of School Broadcasters Competition at the University of Indianapolis. The annual competition included over 700 entries for evaluation. Member institutions submit student-produced radio, television and multimedia content in various categories. Competition is focused on recognizing and rewarding excellence in student broadcasting.
<b>22</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On March 5, 2020, our Affiliate Manager visited Vincennes University and spoke to students about the media business.
<b>23</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On March 9, 2020, a news anchor spoke to a Broadcast Journalism class at DePauw University, focusing on the path from student media to professional news media, and highlighting the day-to-day activities of a news anchor.