

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WBAT-AM 1400, community of license Marion, Indiana; WCJC-FM 99.3, community of license Van Buren, Indiana; WMRI-AM 860, community of license Marion, Indiana; and WXXC-FM 106.9, community of license Marion, Indiana; and is required to be placed in the public inspection files of these stations, and posted on these stations' websites, if applicable.

The information contained in this report covers the time period beginning **April 1, 2020** to and including **March 31, 2021**.

**Section 1: VACANCY INFORMATION**

Full Time Positions Filled by Job Title	Recruitment Source of Hire	Total Inverviewees - All Sources
Promotions/On-Air	All Access	6
Production/On-Air	All Access	10
Business Manager	Radio Ad	7

**Section 2: RECRUITMENT SOURCE INFORMATION**

Recruitment Source (Name, Address, Phone, Contact)	Total # Interviewees Provided	Full Time Positions Utilized
Indiana Broadcasters Association (indianabroadcasters.org)	0	0
AllAccess Music Group (allaccess.com) p: 615-252-4838 Jim Asker 11 Music Circle S, Ste 101, Nashville, TN 37203	15	2
Ball State University (bsu-csm.symplicity.com)	0	0
Indiana Radio Watch (indianaradio.net) Blaine Thompson 6502 Emmons Dr., Fort Wayne, IN 46835	0	0
Facebook	0	0
Station Websites	0	0
Indeed.com	2	0
Radio Ads	4	2
Station Memo/Posting	0	1
Referral/Word of Mouth	2	1
Walk-ins	0	0
Other: Job Fairs	0	0

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**Section 3: MENU OPTION INITIATIVES:**

(Description of Activities)	
4/1/2020-3/31/2021	EEO Outreach PSA's – Aired on all stations to encourage businesses and organizations to post our job openings
2/1/2021 – 3/31/2021	Internship: Indiana Wesleyan University (Marion, IN)
02/25/21	2021 Spring Indiana Broadcasters Association (IBA) Virtual Career Fair
2/19/2021 - 2/24/2021	On-Air Advertisements for 2021 Spring Indiana Broadcasters Association (IBA) Virtual Career Fair

**Section 4: PUBLIC CONTACT INFORMATION**

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