

**WEDJ FM & WSYW AM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2010 - March 31, 2011**

**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 Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 3, 8, 12, 15, 17-18, 20-23, 28, 29, 35-62	22
Account Executive	1, 3, 8, 12, 15, 17-18, 20-23, 28, 29, 35-62	28

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Has Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	Cindy Hershman Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 clhershman@bsu.edu 765-285-5634	N	0
2	Gary Beaulieu Butler University 4600 Sunset Avenue Indianapolis, IN 46208 career@butler.edu 317-940-9383	N	0
3	Alan McNabb Indiana University 625 North Jordan Bloomington, IN 47405 mcnabba@indiana.edu 812-855-5234	N	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2554	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 <sup>th</sup> Street Indianapolis, IN 46208 219-981-4957	N	0
6	Luis Villarreal McVay Media 119 Elkington LP Laredo, TX 78045 956-235-0945	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Libby Davis University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 ocs@uindy.edu 317-788-3296	N	0
8	Linda Compton Indiana Broadcasters Association 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 comptoniba@aol.com 317-573-0119	N	0
9	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 sharonm@indyrecorder.com 317-924-5143	N	0
10	Mary Jane Gonzalez Indiana Hispanic Chamber of Commerce 9550 Zionsville Rd Suite 140 Indianapolis, IN 46268 mgonzalez@capturainc.com www.latinjobpostings.com 317-280-9796	N	0
11	Joyce Rogers Indiana Black Expo 3145 N. Meridian St Indianapolis, IN 46208	N	0
12	Lori Ann Edinbrough University of Notre Dame Indiana Careers at Notre Dame 248 Flanner Hall Notre Dame, IN 46556 ndcps@nd.edu 574-631-0960	N	0
13	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-951-0005	N	0
14	Hose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 Voz2@cs.com 317-423-0954	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Has Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
15	Ildefonso Carbajal La Ola PO Box 22056 Indianapolis, IN 46222 317-822-0345	N	0
16	Ryan Marques Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2200	N	0
17	Client Referral	N	0
18	Internal Posting	N	0
19	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
20	Industry Peer	N	1
21	Posting on Station Website	N	0
22	Employee Referral	N	1
23	Job Fair	N	0
24	Radioalair.com P.O. Box 160167 Sacramento, CA 95816 916-669-9309	N	0
25	Radioandrecords.com 5055 Wilshire Boulevard Suite 600 Los Angeles, CA 90036 323-954-3400	N	0
26	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
27	Rehire	N	0
28	On-Air Announcements on WEDJ/WSYW	N	2
29	Unsolicited Walk In	N	1
30	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 4042 West 71 <sup>st</sup> Street, Suite A Indianapolis, IN 46268 317-291-4499	N	
31	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
32	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
33	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
34	NAACP 4805 Mt. Hope Drive Baltimore, MD 21215 877-622-2798	N	0
35	Namia Deleon Employment One 3081 N. High School Road Indianapolis, IN 46224 jobs4in.com 317-240-0800	N	3
36	Terry Wilson The Ohio Center for Broadcasting Columbus Campus 5330 East Main, Suite 200 Columbus, OH 43213 FunJobsOnAir.com BeOnAir.com 614-655-5250	N	0
37	Mike Zimmerman Ben Davis Career Center 1200 N. Girl School Road Indianapolis, IN 46214 mike.zimmerman@wayne.k12.in.us 317-243-5532	N	0
38	Benedictien University Career Center Benedictine Univ. Krasa Center, Room 010 5700 College Road Lisle, IL 60532 career@ben.edu 630-829-6040	N	0
39	Benedictien University Springfield Career Center 1500 N. Fifth Street Springfield, IL 62702 careerdevelopment@sci.edu 217-525-1420	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
40	Marcy Fry Harrison College 140 East 53 <sup>rd</sup> Street Anderson, IN 46031 marcy.fry@harrison.edu 765-644-5724	N	0
41	Dominican University-IL Career Ctr-Dominican Univ 7900 West Division Street River Forest, IL 60305 careers@dom.edu 708-524-6786	N	0
42	Illinois Central College Career Center 1 College Drive East Peroria, IL 61635 cschmidt@icc.edu 309-694-5153	N	0
43	Marc Scharnowske INCAA-Jobsource PO Box 149 Anderson, IN 46015 mscharnowske@madisoncty.com 765-641-6510	N	0
44	Bryon Alston Indianapolis Ten Point Coalition 3549 Blvd, PL, Suite 22 Indianapolis, IN 46208 balston@indytenpoint.org 317-924-0733	N	0
45	Kenneth Pyles International College of Broadcasting 6 S Smithville Road Dayton, OH 45431 swackkid@yahoo.com 937-258-8251	N	0
46	Rod Williamson J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 rwilliamson@msdwt.k12.in.us 317-259-5265	N	0
47	Nancy Riddle-Mills Jewish Community Center 6701 Hoover Road Indianapolis, IN 46260 nriddlemills@jccindy.org 317-251-9467	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
48	Marcia Goldstone Jewish Community Relations Council 1100 W 42 <sup>nd</sup> Street Indianapolis, IN 46208 m_goldstone@indyjcrc.org 317-926-2935	N	0
49	Kalamazoo College Career Center 1200 Academy Street Kalamazoo, MI 49006 career@kzoo.edu 269-337-7183	N	0
50	Kent State University Career Services Center 261 Schwartz Center PO Box 5190 Kent, OH 44242 scsjobs@kent.edu 330-672-2360	N	0
51	Jennifer Pizer Lincoln College of Technology Career Center 7225 Winton Drive #128 Indianapolis, IN 46268 pizer@lincolntech.com 317-632-5553	N	0
52	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0
53	Barbara Benson Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 bbenson@marian.edu 317-955-6364	N	0
54	Martin Luther King Jr. Mutli Service Center 40 West 40 <sup>th</sup> Street Indianapolis, IN 46208 info@mlk-msc.org 317-923-4581	N	0
55	Joe Kelly – Placement Director Ohio Center for Broadcasting-Columbus 5330 East Main Street, Ste 200 Columbus, OH 43213 placement.columbus@beonair.com	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
56	Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu 765-494-3981	N	0
57	Purdue University North Central Office of Career Development Lib/Stu/Fac Bldg Rm 28 Westville, IN 46391 careers@pnc.edu 219-785-5498	N	0
58	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrj@southseastcommunityservices.org 317-236-7400	N	0
59	Southern Illinois University – Carbondale University Center Services Woody Hall B-204 Mailcode 4703 Carbondale, IL 62910 bevj@siu.edu 618-453-2391	N	0
60	Southern Illinois University – Edwardsville Career Center SIUE Edwardsville, IL 62026 sseiber@siue.edu 618-650-3708	N	0
61	University of Michigan The Career Center 515 E. Jefferson 3200 Student Activities Bldg Ann Arbor, MI 48109 careercenter@umich.edu 734-764-7460	N	0
62	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
<b>TOTAL INTERVIEWEES</b>			<b>8</b>

## WEDJ FM & WSYW AM

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#### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	EEO Training	In May 2010, Amiee McGrath, Business Manager, viewed "Navigating the FCC's Equal Employment Opportunity Rules Webinar", Presented by Brendan Holland, David Wright Tremaine LLP. The webinar discussed following the EEO Rules.
2	Participation in Job Fair	On July 15, 2010, the Station participated in the 2010 Indiana Black Expo Employment Opportunity Fair held at the Indiana Convention Center. The Station's Business Manager attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.
3	Training Programs	<p>The station employment unit has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> <li>• Traffic-Software Conversion – October 2010, March 2011, Norma Flores, Traffic Manager. Received Certification from Marketron, in Traffic, Reporting, Program, and now working on Accounts Receivables.</li> <li>• Sales Training – All sales, including General Manager, Bart Johnson went through two on-line training courses from RAB. All have completed the first certification for RAB Academy Online Foundations (RMP) Course. Most have completed and the rest are working to complete the second certification for RAB Academy Online Advanced (CRMC) Course.</li> </ul>
4	Mentor Program	<p>The station employment unit has established a mentoring program for station personnel. The current mentoring program is as follows:</p> <ul style="list-style-type: none"> <li>• On-Air Personality, Miguel Duarte, mentored by Manuel Sepulveda, Program Director with on the on the job training, and regular meetings to discuss on-air shifts.</li> <li>• Part-time Sales Assistant, Ixchel Vargas is mentored by Norma Flores, Traffic Director and Amiee McGrath, Business Manager to understand and learn the different aspects of traffic, accounting, and how the sales team works, with the ultimate goal at promoting Ms. Vargas.</li> </ul>
5	Participation in Job Fair	On October 16, 2010, the Station participated in the Indiana Broadcaster Association 2010 Fall Job Fair held at the Marriott North Hotel. The Station's Program Director and Traffic Director attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participation in scholarship programs	From January 1, 2011 to March 31, 2011 Ran 240 PSA's on WEDJ-FM and WSYW-AM and assisted with the selection of the Indiana Broadcasters Association 2011 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.
7	Hosted a Job Fair	On March 24, 2011, the Stations sponsored a Bi-lingual Job Fair at the Indiana Discount Mall from 11 am to 4 pm. We had 17 participating companies, as well as a table of our own, that the General Manager, Business Manager, Program Director and various other staff members worked.