

WEDJ FM & WSYW AM
ANNUAL EEO PUBLIC FILE REPORT
April 1, 2009 - March 31, 2010

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 4, 22	22
General Manager	19, 20, 31-33	20
Business Manager*	22	22
Account Executive	8, 17, 19,	17
Production Manager	22, 24, 26	22
Account Executive	8, 19, 29	29

* *Exigent circumstances.*

WEDJ FM & WSYW AM

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2009 - March 31, 2010

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
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 th 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	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 th 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 Edinborough University of Notre Dame Indiana Careers at Notre Dame 248 Flanner Hall Notre Dame, IN 46556 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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
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	1
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	0
21	Posting on Station Website	N	0
22	Employee Referral	N	3
23	Job Fair	N	0
24	Radioalair.com P.O. Box 160167 Sacramento, CA 95816 916-669-9309	N	5
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	6
27	Rehire	N	0
28	On-Air Announcements on WEDJ/WSYW	N	0
29	Unsolicited Walk In	N	1
30	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 4042 West 71 st 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	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	3
33	Inside Radio PO Box 56725 Atlanta, GA 31156	N	3
34	NAACP 4805 Mt. Hope Drive Baltimore, MD 21215 877-622-2798	N	0
TOTAL INTERVIEWEES			22

WEDJ FM & WSYW AM

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2009 - March 31, 2010

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in job fair	<p>On July 16, 2009, the Stations participated in the 2009 Indiana Black Expo Employment Opportunity Fair held at the Indiana Convention Center. The Station's Acting General Manager attended the event and provided information to job seekers about the career opportunities at the Station and in the broadcast industry.</p>
2	Host internship program	<p>During the reporting period, the Station hosted student interns from the following colleges and universities:</p> <ul style="list-style-type: none">• June – August 2009: two interns from Ivy Tech - Indianapolis. <p>The student interns performed tasks such as staffing outdoor events, secretarial duties in the office, providing sales event support, minor production and in assisting with an overall street presence for the station. Interns were supervised by the Station's Operations Manager.</p>
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">• Traffic-Software Upgrade – October 2009, Amiee McGrath, Business Manager, November 2009, Norma Flores, Traffic Manager.• Training DJ's-Software Upgrades – February-March 2010, All current full-time and part-time On-Air Announcers, and Manuel Sepulveda, Program Director.
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">• On-Air/Promotions Manager, Angel Aviles, mentored by Manuel Sepulveda, Program Director and Bart Johnson, General Manager with weekly meetings on Wednesday's to discuss upcoming events, and how to handle and manage the schedule, with the ultimate goal of promoting Mr. Aviles.• Part-time Sales Assistant, Ixechel Vargas is mentored by Norma Flores, Traffic Director to understand and learn the different aspects of traffic, and how the sales team works, with the ultimate goal at promoting Ms. Vargas.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	EEO Training	In March 2010, Scott Flick and Paul Cicelski of Pillsbury Winthrop Shaw Pittman, FCC counsel for the Station Employment Unit, conducted an hour long telephonic training session with management level personnel of the stations covering the FCC's nondiscrimination and equal opportunity employment rules, policies, and the requirements. In attendance at the station were Amiee McGrath, Business Manager, Bart Johnson, General Manager, Manuel Sepulveda, Program Director, and Norma Flores, Traffic Director/Business backup.