

**WEDJ FM, WNTS AM & WSYW AM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2015 - March 31, 2016**

**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>
1	Account Executive	8, 16, 17, 20, 23, 28, 69, 70	17

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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	Kendra Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 careercenter@bsu.edu 765-285-5634 or 765-285-2436	Y	0
2	Gary Beaulieu Butler University 4600 Sunset Avenue Indianapolis, IN 46208 career@butler.edu 317-940-9383	Y	0
3	Alan McNabb Indiana University 625 North Jordan Bloomington, IN 47405 mcnabba@iucareer.edu 812-855-5234	Y	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2555	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 <sup>th</sup> Street Indianapolis, IN 46208 219-921-4800	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	Dan Johnson University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 <a href="mailto:ocs@uindy.edu">ocs@uindy.edu</a> / <a href="mailto:proedge@vindy.edu">proedge@vindy.edu</a> 317-788-3296 / 317-788-3923	Y	0
8	Gwen Piening Indiana Broadcasters Association 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 <a href="mailto:comptoniba@aol.com">comptoniba@aol.com</a> 317-770-0970	N	0
9	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 <a href="mailto:sharonm@indyrecorder.com">sharonm@indyrecorder.com</a> 317-924-5143	N	0
10	Left Blank Intentionally	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 <a href="mailto:ndcps@nd.edu">ndcps@nd.edu</a> 574-631-0960	N	0
13	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-761-7600	N	0
14	Jose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 <a href="mailto:Voz2@cs.com">Voz2@cs.com</a> / <a href="mailto:jgonz0724@cs.com">jgonz0724@cs.com</a> 317-423-0954	Y	0
15	Left Blank Intentionally	N	0
16	Gustabo Escalante <a href="mailto:gescalante@indy-chamber.com">gescalante@indy-chamber.com</a> Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2254	Y	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>
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	Y	0
20	Industry Peer	N	2
21	Posting on Station Website	N	0
22	Employee Referral	N	0
23	Job Fair	N	0
24	Left Blank Intentionally	N	0
25	Left Blank Intentionally	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	0
29	Unsolicited Walk In	N	0
30	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 2901 N. Tacoma Ave Indianapolis, IN 46218 317-924-5143	N	0
31	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
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	Left Blank Intentionally	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
36	Terry Wilson The Ohio Center for Broadcasting Columbus Campus 5330 East Main, Suite 200 Columbus, OH 43213 FunJobsOnAir.com BeOnAir.com / amoore@beonair.com 614-655-5250	Y	0
37	Mike Zimmerman Ben Davis Career Center 1200 N. Girl School Road Indianapolis, IN 46214 mike.zimmerman@wayne.k12.in.us 317-988-7000	N	0
38	Benediction University Career Center Benedictine Univ. Krasa Center, Room 010 5700 College Road Lisle, IL 60532 career@ben.edu 630-829-6040	N	0
39	Benediction University Springfield Career Center 1500 N. Fifth Street Springfield, IL 62702 careerdevelopment@sci.edu 217-525-1420	N	0
40	Marcy Fry Harrison College 140 East 53 <sup>rd</sup> Street Anderson, IN 46031 marcy.fry@harrison.edu 877-205-1099	N	0
41	Dominican University-IL Career Ctr-Dominican Univ 7900 West Division Street River Forest, IL 60305 careers@dom.edu 708-524-6786	Y	0
42	Illinois Central College Career Center 1 College Drive East Peroria, IL 61635 cschmidt@icc.edu 309-694-5153	Y	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
43	Marc Scharnowske INCAA-Jobsource PO Box 149 Anderson, IN 46015 mscharnowske@madisoncty.com 765-641-6509	N	0
44	Bryon Alston Indianapolis Ten Point Coalition 900 West 30 Street Indianapolis, IN 46208 balston@indytenpoint.org 317-748-7581 – 317-281-3035	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	Carrie Dodd J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 codd@msdwt.k12.in.us 317-259-5265	Y	0
47	Nancy Riddle-Mills Jewish Community Center 6701 Hoover Road Indianapolis, IN 46260 nriddlemills@jccindy.org 317-251-9467	N	0
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	Y	0
50	Kent State University Career Services Center 261 Schwartz Center PO Box 5190 Kent, OH 44242 scsjobs@kent.edu 330-672-2360	Y	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
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 www.marian.edu	Y	0
54	Martin Luther King Jr. Mutli Service Center 40 West 40 <sup>th</sup> Street Indianapolis, IN 46208 info@mlk-msc.org / info@mlkccnd.org 317-923-4581	Y	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
56	Mike Mullins Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu / mmullis@purdue.edu 765-494-1420	Y	0
57	Purdue University North Central Office of Career Development Lib/Stu/Fac Bldg Rm 28 Westville, IN 46391 careers@pnc.edu careerservices@purduecal.edu 219-785-5498	Y	0
58	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrig@southseastindy.org 317-236-7400	Y	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
59	Southern Illinois University – Carbondale University Center Services Woody Hall B-204 Mailcode 4703 Carbondale, IL 62910 careerservices@siu.edu 618-453-2391	Y	0
60	Southern Illinois University – Edwardsville Career Center SIUE Director Edwardsville, IL 62026 sseiber@siue.edu 618-650-3708	Y	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	Y	0
62	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
63	Radio Online LLP 3500 Tripp Ave Amarillo, TX 79121-1637 radio-online.com 800-352-7503	N	0
64	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, CO 80126 art@mediarecruiter.com 303-400-5150	Y	0
65	Craigslist.com	N	0
66	Nora Willman Indianapolis Public Schools Office of School and Community Relations 120 E. Walnut ST. R-114 Indianapolis, IN 46204 willmand@ips.k12.in.us 317-226-4000	N	0
67	WFYI 1630 N. Meridian Street Indianapolis, IN 46202 aromo@wfyi.org 317-636-2020	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>
68	Indyhispano.com	N	0
69	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	N	4
70	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	3
<b>TOTAL INTERVIEWEES</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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>• Production Assistants, Christian Sanchez and Miguel Duarte is mentored by Ricardo Guerrero, Production Manager to record and produce promotional and commercial spots. This also includes uploading produced commercials and music as needed. Christian assists on a daily basis and Miguel aids in covering sick and vacation days.</li> </ul>
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>• Sales Training – New Account Executive, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients</li> <li>• Sales Training – All Sales, RAB Webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.</li> </ul>
4	Participation in Job Fair	<p>On April 18, 2015, the Station participated in the Indiana Broadcaster Association Spring Career/Internship Fair, held at the Marriott Indianapolis North Hotel. The Station's Promotions Director attended the event and provided information to job seekers about the career opportunities at the Station.</p>
5	Hosted a Job Fair	<p>On September 9, 2015, the Stations sponsored a Bi-lingual Job Fair at the Indianapolis Marriott Downtown from 11 am to 3 pm. We had 21 participating companies, as well as a table of our own, that the Business Manager, Program Director and various other staff members worked.</p>
6	Hosted a Job Fair	<p>On February 3, 2016, the Stations sponsored a Bi-lingual Job Fair at the Indianapolis Zoo from 11 am to 3 pm. We had 25 participating companies, as well as a table of our own, that the General Manager, Business Manager, Program Director and various other staff members worked.</p>
7	Participation in scholarship programs	<p>From January 1, 2016 to March 31, 2016 Ran 85 PSA's on WEDJ-FM, WNTS-AM and WSYW-AM and assisted with the selection of the Indiana Broadcasters Association 2016 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.</p>