

WEDJ(FM), WNTS(AM) & WSYW(AM)

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2022 - March 31, 2023

I. VACANCY LIST

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

	Job Title	Recruitment Sources (“RS”) Used for Vacancy	Date of Hire	Total Number of Interviewees	RS Referring Hiree
1	On-Air Personality	11, 13, 14, 16, 17, 18, 19, 23, 44, 45	6/12/22	6	45
2	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 44	5/20/22	5	13
3	Board Op/On-Air Personality	11, 13, 14, 16, 17, 18, 19, 23, 44, 45	1/19/23	5	45
4	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 43, 44	3/14/23	3	43
5	Account Executive	11, 13, 14, 16, 17, 18, 19, 22, 23, 43, 44	3/31/23	3	18

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Kendra Ball State University – Career Center Lucina Hall 220 Muncie, IN 47306 careercenter@bsu.edu 765-285-5634 or 765-285-2436	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@iucareer.edu 812-855-5234	N	0
4	Sarah Zike IUPUI - Career Center 719 Indiana Avenue, Ste. 130 Indianapolis, IN 46202 szikefau@iupui.edu 317-274-2555	N	0
5	Jody Whitmore Ivy Tech State College 1 Werst 26 th Street Indianapolis, IN 46208 219-921-4800	N	0
6	Dan Johnson University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 ocs@uindy.edu 317-788-3296 / 317-788-3923	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
7	Sam Klemet Indiana Broadcasters Association 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 sam@indianabroadcasters.org 317-770-0970	N	0
8	Classified Ads/Sharon The Indianapolis Recorder Newspaper 2901 North Tacoma Avenue Indianapolis, IN 46218 sharonm@indyrecorder.com 317-924-5143	N	0
9	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
10	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-761-7600	N	0
11	Jose Gonzalez La Voz 2911 West Washington St. Indianapolis, IN 46222 Voz2@cs.com / jgonz0724@cs.com 317-423-0954	Y	0
12	Gustabo Escalante gescalante@indychamber.com Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2254	N	0
13	Client Referral	N	1
14	Internal Posting	N	0
15	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
16	Industry Peer	N	0
17	Posting on Station Website	N	0
18	Employee Referral	N	2
19	Job Fair	N	4

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
20	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
21	Rehire	N	0
22	On-Air Announcements on WEDJ/WSYW	N	0
23	Unsolicited Walk In	N	0
24	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 2901 N. Tacoma Ave Indianapolis, IN 46218 317-924-5143	N	0
25	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
26	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
27	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
28	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
29	Marcy Fry Harrison College 140 East 53 rd Street Anderson, IN 46031 marcy.fry@harrison.edu 877-205-1099	N	0
30	Carrie Dodd J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 codd@msdwt.k12.in.us 317-259-5265	N	0
31	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
32	Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 careercntr@marian.edu 317-955-6364 www.marian.edu	N	0
33	Mike Mullins Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu / mmullis@purdue.edu 765-494-1420	N	0
34	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	N	0
35	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrig@southseastindy.org 317-236-7400	N	0
36	Vincennes University Career Center 1002 N. First Street Vincennes, IN 47591 career&employer@vinu.edu 812-888-4501	N	0
37	Radio Online LLP 3500 Tripp Ave Amarillo, TX 79121-1637 radio-online.com 800-352-7503	N	0
38	MediaRecruiter.com 9457 So University Blvd. #303 Highlands Ranch, CO 80126 art@mediarecruiter.com 303-400-5150	N	0
39	Craigslist.com	N	0
40	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

RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
41	WFYI 1630 N. Meridian Street Indianapolis, IN 46202 aromo@wfyi.org 317-636-2020	N	0
42	Indyhispano.com	N	0
43	Indeed.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-475-4361	N	1
44	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	0
45	MLC Tunes 500 Newport Center Dr Suite 600 Newport Beach, CA 92660 323-505-0612	N	11
			19

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<p>1</p>	<p>Training Programs</p>	<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"> • Sales Training – New Hire Sales, P1 Training. Training program for Elia James. Training started on or around 6/1/22, and was fully completed • Sales Training – Entire Sales Staff, General Manager and Business Manager for Nielsen and Scarborough Reports. These training sessions lasted one hour and took place 6 times between April and May of 2023. • Sales Training – Account Executives, Elia James, Norma Flores, Mark Menser and General Manager for Broadstreet Ads Training. This training took place 11/30/22. • Sales Training – Entire Sales Staff and General Manager for Power Sales Training. Training took place weekly January – March 2023. The topics covered Foundation, Neuro-linguistic Programming, and Rapport and the Power of Questions.
<p>2</p>	<p>Hosted a Job Fair</p>	<p>On February 20, 2023- February 24, 2023, the Stations hosted a Virtual Bilingual Job Fair with On-Air Feature, Social Media Feature, Web Posts, Mobile App Posts and Commercials to support clients with recruitment. We had 3 participating companies, as well as 2 days of our own, that the Program Director promoted our station.</p>
<p>3</p>	<p>Attended a Job Fair</p>	<p>On April 13, 2022 – Bart Johnson, General Manager and Amiee McGrath, Business Manager attended a Career Fair at the University of Indianapolis. While there they talked with students about various positions within Radio. Also had lunch and mentored students on different positions they were interested in pursuing.</p>
<p>4</p>	<p>Participation in scholarship programs</p>	<p>From January 27, 2023 to January 31, 2023 – Ran 45 PSA's on WEDJ-(FM), WNTS-(AM) and WSYW-(AM) and assisted with the selection of the Indiana Broadcasters Association 2023 Scholarship Program. Station personnel distributed and collected applications, and the Station's Business Manager performed initial assessments of applications submitted to the Station.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Mentoring Programs	<p>The station employment unit has established mentoring programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> • On-Air – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios. • Board Operator – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios.