

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

**ANNUAL EEO PUBLIC FILE REPORT**

**April 1, 2021 - March 31, 2022**

**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 for Vacancy</b>	<b>RS Referring Hiree</b>
1	Account Executive	<del>14, 17, 20, 21, 22, 23, 27, 28</del> <u>11, 13, 14, 16, 17, 18, 19, 21, 22</u>	21

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

<b>RS Number</b>	<b>RS Information</b>	<b>Has Source Requested 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	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 <sup>th</sup> Street Indianapolis, IN 46208 219-921-4800	N	0
6	<del>Luis Villarreal</del> <del>McVay Media</del> <del>449 Elkington LP</del> <del>Laredo, TX 78045</del> <del>956-235-0945</del>	<del>N</del>	<del>0</del>

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
<del>76</del>	Dan Johnson University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46208 <a href="mailto:ocs@uindy.edu">ocs@uindy.edu</a> 317-788-3296 / 317-788-3923	N	0
<del>87</del>	Sam Klemet Indiana Broadcasters Association 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 <a href="mailto:sam@indianabroadcasters.org">sam@indianabroadcasters.org</a> 317-770-0970	N	0
<del>98</del>	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
<del>10</del>	<del>Left Blank Intentionally</del>	<del>N</del>	<del>0</del>
<del>11</del>	<del>Joyce Rogers Indiana Black Expo 3145 N. Meridian St Indianapolis, IN 46208</del>	<del>N</del>	<del>0</del>
<del>129</del>	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
<del>103</del>	Dulce Vega Mexican Consulate 39 W Jackson Place Suite 103 Indianapolis, IN 46225 317-761-7600	N	0
<del>114</del>	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
<del>16</del>	<del>Left Blank Intentionally</del>	<del>N</del>	<del>0</del>
<del>126</del>	Gustabo Escalante <a href="mailto:gescalante@indychamber.com">gescalante@indychamber.com</a> Indianapolis Chamber of Commerce 111 Monument Circle Suite 1950 Indianapolis, IN 46204 317-464-2254	N	0

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
<del>137</del>	Client Referral	N	0
<del>148</del>	Internal Posting	N	0
<del>159</del>	Allaccess.com 28955 Pacific Coast Hwy #210-5 Malibu, CA 90265 310-457-6616	N	0
<del>2016</del>	Industry Peer	N	1
<del>2117</del>	Posting on Station Website	N	2
<del>2218</del>	Employee Referral	N	0
<del>2319</del>	Job Fair	N	0
<del>24</del>	<del>Left Blank Intentionally</del>	<del>N</del>	<del>0</del>
<del>25</del>	<del>Left Blank Intentionally</del>	<del>N</del>	<del>0</del>
<del>260</del>	RadioNotus.com 2999 Overland Ave, Suite 203 Los Angeles, CA 90064 radionotas@radionotas.com 310-815-8160	N	0
<del>217</del>	Rehire	N	1
<del>228</del>	On-Air Announcements on WEDJ/WSYW	N	0
<del>2923</del>	Unsolicited Walk In	N	0
<del>3024</del>	Rickie Clark Clark Media Concepts Indiana Minority Business Magazine 2901 N. Tacoma Ave Indianapolis, IN 46218 317-924-5143	N	0
<del>3125</del>	Connoisseurmedia.com Connoisseur Media 136 Main Street Westport, CT 06880 203-227-1978	N	0
<del>3226</del>	Radio-info.com Radio Info PO Box 81230 Chicago, IL 60681	N	0
<del>3327</del>	Inside Radio PO Box 56725 Atlanta, GA 31156	N	0
<del>34</del>	<del>NAACP</del> <del>4805 Mt. Hope Drive</del> <del>Baltimore, MD 21215</del> <del>877-622-2798</del>	<del>N</del>	<del>0</del>
<del>35</del>	<del>Left Blank Intentionally</del>	<del>N</del>	<del>0</del>

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RS Number	RS Information	Has Source Requested 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	N	0
<u>3728</u>	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
<u>4029</u>	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	N	0
42	Illinois Central College Career Center 1 College Drive East Peoria, IL 61635 cschmidt@icc.edu 309-694-5153	N	0

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
43	Marc Scharnowske INCAA-Jobsources 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 45434 swackkid@yahoo.com 937-258-8251	N	0
4630	Carrie Dodd J Everett Light Career Center 1901 E. 86th Street Indianapolis, IN 46240 codd@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
48	Marcia Goldstone Jewish Community Relations Council 1100 W 42 <sup>nd</sup> Street Indianapolis, IN 46208 m_goldstone@indyjerc.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

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RS Number	RS Information	Has Source Requested 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
<u>5231</u>	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 45202 F: 317-687-0475	N	0
<u>5332</u>	Marian College Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 careercntr@marian.edu 317-955-6364 www.marian.edu	N	0
54	Martin Luther King Jr. Multi 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
<u>5633</u>	Mike Mullins Purdue University Career Center West Lafayette, IN 47907 hire@purdue.edu / mmullis@purdue.edu 765-494-1420	N	0
<u>5734</u>	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
<u>5835</u>	Terri Garcia Southeast Community Services 901 South Shelby Street Indianapolis, IN 46203 terrig@southseastindy.org 317-236-7400	N	0

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
<u>5936</u>	<u>Vincennes University</u> Career Center 1002 N. First Street Vincennes, IN 47591 <u>career&amp;employer@vinu.edu</u> 812-888-4501 <u>Southern Illinois University – Carbondale</u> University Center Services Woody Hall B-204 Mailcode 4703 Carbondale, IL 62910 <u>careerservices@siu.edu</u> 618-453-2394	<u>NN</u>	<u>00</u>
<u>6037</u>	<u>Radio Online LLP</u> 3500 Tripp Ave Amarillo, TX 79121-1637 <u>radio-online.com</u> 800-352-7503 <u>Southern Illinois University – Edwardsville</u> Career Center SIUE Director Edwardsville, IL 62026 <u>sseiber@siue.edu</u> 618-650-3708	<u>NN</u>	<u>00</u>
<u>6438</u>	<u>MediaRecruiter.com</u> 9457 So University Blvd. #303 Highlands Ranch, CO 80126 <u>art@mediarecruiter.com</u> 303-400-5150 <u>University of Michigan</u> The Career Center 515 E. Jefferson 3200 Student Activities Bldg Ann Arbor, MI 48109 <u>careercenter@umich.edu</u> 734-764-7460	<u>NN</u>	<u>00</u>
<u>6239</u>	<u>Craigslist.com</u> <u>Vincennes University</u> Career Center 1002 N. First Street Vincennes, IN 47591 <u>career&amp;employer@vinu.edu</u> 812-888-4504	<u>NN</u>	<u>00</u>

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6340	<u>Nora Willman</u> <u>Indianapolis Public Schools</u> <u>Office of School and Community Relations</u> <u>120 E. Walnut ST. R-114</u> <u>Indianapolis, IN 46204</u> <u>willmand@ips.k12.in.us</u> <u>317-226-4000</u> <u>Radio Online LLP</u> <u>3500 Tripp Ave</u> <u>Amarillo, TX 79121-1637</u> <u>radio-online.com</u> <u>800-352-7503</u>	<u>NN</u>	<u>0</u> <u>0</u>
6441	<u>WFYI</u> <u>1630 N. Meridian Street</u> <u>Indianapolis, IN 46202</u> <u>aromo@wfyi.org</u> <u>317-636-2020</u> <u>Media Recruiter.com</u> <u>9457 So University Blvd. #303</u> <u>Highlands Ranch, CO 80126</u> <u>art@mediarecruiter.com</u> <u>303-400-6160</u>	<u>NN</u>	<u>00</u>
6542	<u>Indyhispano.com</u> <u>Craigslist.com</u>	<u>NN</u>	<u>00</u>
6643	<u>Indeed.com</u> <u>6433 Champion Grandview Way</u> <u>Building 1</u> <u>Austin, TX 78750</u> <u>800-475-4361</u> <u>Nora Willman</u> <u>Indianapolis Public Schools</u> <u>Office of School and Community Relations</u> <u>120 E. Walnut ST. R-114</u> <u>Indianapolis, IN 46204</u> <u>willmand@ips.k12.in.us</u> <u>317-226-4000</u>	<u>NN</u>	<u>00</u>
6744	<u>Linked In</u> <u>2029 Stierlin Court</u> <u>Mountain View, CA 94043</u> <u>650-687-3600</u> <u>WFYI</u> <u>1630 N. Meridian Street</u> <u>Indianapolis, IN 46202</u> <u>aromo@wfyi.org</u> <u>317-636-2020</u>	<u>NN</u>	<u>00</u>
68	<u>Indyhispano.com</u>	<u>N</u>	<u>0</u>
69	<u>Indeed.com</u> <u>6433 Champion Grandview Way</u> <u>Building 1</u> <u>Austin, TX 78750</u> <u>800-475-4361</u>	<u>N</u>	<u>0</u>

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RS Number	RS Information	Has Source Requested Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
70	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	0
<b>TOTAL INTERVIEWEES</b>			<b>44</b>

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

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April 1, 2021 - March 31, 2022**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Training <a href="#">and Mentoring</a> Programs	The station employment unit has established training <a href="#">and mentoring</a> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions, <ul style="list-style-type: none"><li>• Promotions Director/On-Air – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios, as well as mentored by the General Manager, Program Director and Business Manager to learn the Promotions aspects of the position.</li><li>• Sales Training – New Hire Sales, RAB Training. Training program for those new to Sales.</li><li>• Sales Training – Entire Sales Staff, General Manager and Business Manager for Nielsen and Scarborough Reports.</li></ul>
2	Hosted a Job Fair	On February 7, 2022- February 28, 2022, 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 8 participating companies, as well as 5 days of our own, that the Program Director promoted our station.
3	Internships	Internships were placed on hold due to COVID. We plan on having interns this summer if available.
4	<a href="#">Station Tours</a>	<a href="#">Station tours were placed on hold due to COVID. We plan to resume station tours when it is safe to do so.</a>