

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

**ANNUAL EEO PUBLIC FILE REPORT**

**April 1, 2023 - March 31, 2024**

**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>Date of Hire</b>	<b>Total Number of Interviewees</b>	<b>RS Referring Hiree</b>
1	Account Executive	13, 18, 43, and 44	01/15/24	9	43

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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	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

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 <sup>th</sup> 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 <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
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	1
19	Job Fair	N	0

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 <sup>rd</sup> 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	3
44	Linked In 2029 Stierlin Court Mountain View, CA 94043 650-687-3600	N	4
45	MLC Tunes 500 Newport Center Dr Suite 600 Newport Beach, CA 92660 323-505-0612	N	0
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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	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 Hire Sales, P1 Training. Training program for James Robles. Training started on or around 1/15/24, and was fully completed</li><li>• Sales Training – New Hire Sales, Nielson Training. These training sessions lasted one hour and took place 7 times between 4/4/23 and 4/27/23.</li><li>• Sales Training – Entire Sales Staff, General Manager and Business Manager for Nielsen and Scarborough Reports. This training session lasted one hour and took place in April 2023.</li><li>• Sales Training – Entire Sales Staff and General Manager for Power Sales Training. Training took place weekly April – May 2023, and again weekly for the month of September 2023. The topics covered Collection Ammunition and Eliminating Objections, The Liquid Prestation, and Closing and Handling Objections.</li><li>• Management Training – Business Manager attended “14 Traits of Breakthrough Talent” hiring workshop by Steve Wexler on March 23, 2024.</li></ul>
<b>2</b>	Hosted a Job Fair	<p>On February 20, 2024, the Stations hosted a Bi-lingual Job Fair with On-Air Call-ins, Social Media Feature with interviews of clients that participated, Web Posts from participating clients, and Commercials to support clients with recruitment. We had 18 participating companies, as well as having our own booth, the, General Manager, Business Manager, Program Director were in attendance as well as various other employees.</p>
<b>3</b>	Participation in Scholarship Programs	<p>WEDJ-(FM), WNTS-(AM) and WSYW-(AM), assisted with the selection of the Indiana Broadcasters Association 2024 Scholarship Program. The Station’s Business Manager performed initial assessments of applications submitted to the IBA. Winners were announced at a luncheon on March 23, 2024.</p>

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>4</b>	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"> <li>• On-Air – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios.</li> <li>• Board Operator – Mentored by Program Director and other On-Air Talent on training on the equipment in the studios.</li> <li>• Account Executive – Mentored by General Manager, Business Manager and Program Director on general sales and station information.</li> </ul>
<b>5</b>	Other Recruitment Initiatives	<p>The Program Director and On-Air Talent when and spoke at The PATH School regarding working in Radio. They spoke to grades 5<sup>th</sup>-8<sup>th</sup> on 4/12/23.</p> <p>On April 13, 2023 – 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. 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> <p>On October 2, 2023 –Amiee McGrath, Business Manager and Manuel Sepulveda, Program Director attended a Career Fair at Gainbridge Fieldhouse. While there they talked with potential employees about various positions within Radio.</p> <p>On March 23, 2023 –Amiee McGrath, Business Manager and Manuel Sepulveda, Program Director attended a Career Fair at 502 East Event Centre in Carmel, IN. While there they talked with potential employees about various positions within Radio. The Program Director and On-Air Talent when and spoke at The PATH School regarding working in Radio. They spoke to grades 5<sup>th</sup>-8<sup>th</sup> on 4/12/23.</p>