

**WFBQ(FM), WNDE(AM) & WRZX(FM)  
EEO PUBLIC FILE REPORT**

**April 1, 2011 – March 31, 2012**

**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 Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Account Executive	1-23 25 27-78 80-84	12
Sales Account Executive	1-25 27-84	79
On-Air Host	76*	76
On-Air Host	76*	76
Sales Assistant/Continuity Director	1-25 27-84	76
Sales Account Executive	1-25 27-84	76
Online Content Coordinator	1-8 10-23 25 27-78 80-85	84
Sales Account Executive	76 79-81	81
Sales Account Executive	76 79-81	79

\* *Exigent Circumstances*

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>AARP Senior Community Service Employment Program Office</b> Ellen Jackson 603 East Washington Street Indianapolis, IN 46204 317-634-6416	No	0
2	<b>America Works of Indianapolis</b> Pat Nolting 2021 North Meridian Street Indianapolis, IN 46202 317-923-3600	No	0
3	<b>American Indian Center of Indiana</b> Linda Madagame 2236 East 10 <sup>th</sup> Street Indianapolis, IN 46201 317-917-8000	No	0
4	<b>American Society for Training and Development Central Indiana Chapter</b> Mark Records 8945 South Street Fishers, IN 46038 317-841-1395	No	0
5	<b>Anderson University-Career Development Dept</b> Jo DuMontelle 1100 East Fifth Street Anderson, IN 46012 765-641-4196	No	0
6	<b>Asian Help Services – Employment</b> Sung Boon Baik 609 East 29 <sup>th</sup> Street Indianapolis, IN 46205 317-924-4827	No	0
7	<b>Ball State University-Center for Radio and TV</b> Cindy Hershman 2000 West University Avenue Lucina Hall-220 Muncie, IN 47306 765-285-2436	No	3
8	<b>Butler University-Center for Career Planning</b> Timothy Harding 4600 Sunset Avenue Atherton Union-Room 315 Indianapolis, IN 46208 317-940-9384	No	0

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9	<b>The Indianapolis Star / Career Builder.com</b> <a href="http://indystar.gannettonline.com/careerbuilder/index.html">http://indystar.gannettonline.com/careerbuilder/index.html</a>	No	2
10	<b>Circle Seven Training Council</b> Interlocal Association Lance Ratliff PO Box 69 Greenfield, IN 46140	No	0
11	<b>Civil Rights Commission</b> Burnetta Sloss-Tanner Indiana Government Center North 100 North Senate, Room N103 Indianapolis, IN 46204 317-232-2600	No	0
12	<b>Clear Channel Careers Website</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a>	No	5
13	<b>Damien Center</b> Edward Alexander 26 North Arsenal Avenue Indianapolis, IN 46201 317-632-0123	No	0
14	<b>Easter Seals Crossroads of Indianapolis Deaf Community Services</b> Jerome Freeman 4740 Kingsway Drive Indianapolis, IN 46205 317-479-3241	No	0
15	<b>Employment Source Indianapolis</b> Joanne Jones 6415 Castleway West Drive Indianapolis, IN 46250 317-570-4040	No	0
16	<b>Equal Employment Office</b> Indianapolis District Office Phyllis Tucker-Wells 101 West Ohio Street, Suite 1900 Indianapolis, IN 46204 317-226-7469	No	0
17	<b>Fletcher Place Community Center</b> Wanda Minor 1637 Prospect Street Indianapolis, IN 46203 317-636-3466	No	0
18	<b>Franklin College</b> Kirk Bixler 501 East Monroe Street, Dietz Center Franklin, IN 46131 317-738-8801	No	0

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19	<b>Franklin College – WFCI</b> Joel Cramer 101 Branigin Boulevard Franklin, IN 46131 317-738-8197	No	0
20	<b>Harrison College</b> Claudia Coulter 6300 Technology Center Drive Indianapolis, IN 46278 317-873-6500	No	0
21	<b>Harrison College – East</b> Alan Bacon 8150 Brookeville Road Indianapolis, IN 46239 317-375-8000	No	0
22	<b>I-Net Department of Workforce Development</b> Brenda Brown 805 Beachway Drive, Suite 110 Indianapolis, IN 46224 317-684-7600	No	0
23	<b>Indiana Black Expo</b> Marcia Bennett 3145 North Meridian Street Indianapolis, IN 46208 317-925-2702	No	0
24	<b>Indiana Black Expo – Career Fair</b>	No	0
25	<b>Indiana Broadcasters Association</b> Gwen Piening 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 317-573-0119	No	0
26	<b>Indiana Broadcasters Association – Career Fair</b>	No	1
27	<b>Indiana Human Resource Investment Council</b> Tim McGann 402 West Washington Street, Room W076 Indianapolis, IN 46204 317-232-1980	No	0
28	<b>Indiana Institute of Technology</b> Monica Trump 3500 DePauw Boulevard Indianapolis, IN 46268 260-422-5561	No	0

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29	<b>Indiana Society of Professional Journalists</b> Julie Slaymaker 5161 Washington Boulevard Indianapolis, IN 46205 317-255-5554	No	0
30	<b>Indiana State Council-Job Placement</b> 3833 North Meridian Street, Suite 50 Indianapolis, IN 46208 317-924-9440	No	0
31	<b>Indiana State University</b> Ken Waggoner 200 North Seventh Street Terre Haute, IN 47809 812-237-5000	No	0
32	<b>Indiana University-Career Development Center</b> Jeremy Harmon 625 North Jordan Bloomington, IN 47405 812-855-1556	No	0
33	<b>Indiana University-Purdue University- Indianapolis</b> Sarah Zikesd 815 West 16 <sup>th</sup> Street, 3 <sup>rd</sup> Floor Indianapolis, IN 46202 317-278-9170	No	0
34	<b>Indianapolis Association of Black Journalists</b> Michael Dabney PO Box 441795 Indianapolis, IN 46244 317-444-2814	No	0
35	<b>The Indianapolis Plan</b> Dax Ramsey 445 North Pennsylvania Street, Suite 610 Indianapolis, IN 46204 317-639-4661	No	0
36	<b>Indianapolis Resource Council</b> 8383 Craig Street, Suite 130 Indianapolis, IN 46250 317-596-6440	No	0
37	<b>Indianapolis Ten Point Coalition</b> Byron Alston 900 West 30 <sup>th</sup> Street Indianapolis, IN 46208 317-924-0733	No	0

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38	<b>Indianapolis WorkOne Indiana Workforce Development</b> Melissa Learning 805 Beachway Drive Indianapolis, IN 46224 317-684-2400	No	0
39	<b>Indianapolis Urban League</b> Brian McDonald 777 Indiana Avenue Indianapolis, IN 46202 317-693-7603	No	0
40	<b>International Business College</b> Laurie Fisher 7205 Shadeland Station Indianapolis, IN 46256 317-841-6400	No	0
41	<b>ITT Technical Institute-Educational Services</b> Amy Rusiloski 13000 North Meridian Street Carmel, In 46032 317-706-9369	No	0
42	<b>ITT Technical Institute Learning Site-Greenwood</b> Ron Lorenzoni 549 East County Line Road Greenwood, IN 46143 317-888-4750	No	0
43	<b>Ivy Tech Community College-Anderson</b> Koco Brooks 104 West 53 <sup>rd</sup> Street Anderson, IN 46013 765-643-7133	No	0
44	<b>Ivy Tech Community College-Indianapolis NIC</b> Rebecca Patten-Lemons 101 West 28 <sup>th</sup> Street Indianapolis, IN 46208 317-921-4994	No	0
45	<b>J Everett Light Career Center-WJEL</b> Rob Hendrix 1901 East 86 <sup>th</sup> Street Indianapolis, IN 46240 317-259-5278	No	0
46	<b>Jewish Community Center</b> Julie Sondhelm 6701 Hoover Road Indianapolis, IN 46260 317-475-4430	No	0

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47	<b>Jewish Community Relations Council</b> Dr. Marcia Goldstone 1100 West 42 <sup>nd</sup> Street, Suite 240 Indianapolis, IN 46208 317-926-2935	No	0
48	<b>La Guia De Indianapolis Magazine</b> Robert Curci 39 West Jackson Place, Suite 135 Indianapolis, IN 46225 317-687-9767	No	0
49	<b>La Ola Latino-Americano</b> Ildelfonso Carvajal 2611 West Washington Street #1 Indianapolis, IN 46222 317-822-0345	No	0
50	<b>La Plaza Hispanic Center</b> Miriam Acevedo Davis 8902 East 38 <sup>th</sup> Street Indianapolis, IN 46226 317-890-3292	No	0
51	<b>La Voz Latina de Indiana</b> Liliana Hamlick 2911 West Washington Street Indianapolis, IN 46222 317-423-0957	No	0
52	<b>Lincoln Technical Institute-Career Center</b> 1201 Stadium Drive Indianapolis, IN 46202 317-632-5553	No	0
53	<b>Madison-Grant Workforce Investment Board-Job Source</b> Steve Corona PO Box 149 Anderson, IN 46015 260-458-7152	No	0
54	<b>Manual Adult Education</b> Robert Stockard 2405 Madison Avenue Indianapolis, IN 46225 317-226-3837	No	0
55	<b>Marion University-Career Services</b> Barbara Benson 3200 Cold Springs Road Clare Hall-Room 119 Indianapolis, IN 46222 317-955-6341	No	0

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56	<b>Martin Luther King Multi-Service Center</b> Patricia McCarroll 40 West 40 <sup>th</sup> Street Indianapolis, IN 46208 317-923-4581	No	0
57	<b>Martin University-Career Center</b> Michelle Tillman 2171 Avondale Place PO Box 18567 Indianapolis, IN 46218 317-543-3627	No	0
58	<b>National Association of Broadcasters</b> Michelle Duke 1771 N Street NW, Suite 708 Washington, DC 20036 202-429-5300	No	0
59	<b>National Organization for Women-Indiana Chapter</b> Melissa Fadeley PO Box 2264 Indianapolis, IN 46206	No	0
60	<b>Ohio and Illinois Centers for Broadcasting</b> Gary James 9000 Sweet Valley Drive Valley View, OH 44125 216-447-9117	No	0
61	<b>Professional Careers Institute</b> Rick Weiss 7302 Woodland Drive Indianapolis, IN 46278 317-299-6001	No	0
62	<b>Purdue University-WCCR</b> Colin McGonagill 1016 West Stadium Avenue West Lafayette, IN 47906 765-595-9733	No	0
63	<b>Saint Josephs College-Career Center</b> Donna Brody US 231-Halleck Student Center PO Box 910 Rensselaer, IN 47978 219-866-6116	No	0
64	<b>Salvation Army</b> 3100 North Meridian Street Indianapolis, IN 46208 317-937-7000	No	0

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65	<b>Society of Broadcast Engineers</b> Jim Bernier/Scott Jones 9247 North Meridian Street, Suite 305 Indianapolis, IN 46260 317-846-9000	No	0
66	<b>Society of Professional Journalists</b> Terry Harper 3909 North Meridian Street Indianapolis, IN 46208 317-927-8000	No	0
67	<b>Training Inc</b> Cindy Gosser 333 North Pennsylvania Street, Suite 900 Indianapolis, IN 46204 317-264-6740	No	0
68	<b>United Way of Central Indiana</b> Lori Stewart 3901 North Meridian Street PO Box 88409 Indianapolis, IN 46208 317-921-1466	No	0
69	<b>University of Indianapolis - Career Services</b> Libby Davis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, IN 46227 317-788-3296	No	0
70	<b>University of Indianapolis – WICR</b> Roberta Thompson 1400 East Hanna Avenue Indianapolis, IN 46227 317-788-3280	No	0
71	<b>Urban League of Madison County</b> Sue Scott 1210 West 10 <sup>th</sup> Street Anderson, IN 46015 765-649-7126	No	0
72	<b>Veterans Upward Bound – Vincennes University</b> Brad Musgrave 3833 North Meridian Street, Ste 300 Indianapolis, IN 46208 317-927-9605	No	0
73	<b>Vocational Rehabilitation-Job Placement</b> 402 West Washington PO Box 7083 Indianapolis, IN 46207 317-232-1319	No	0

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74	<b>Walker Career Center</b> Dann Henn 9651 East 21 <sup>st</sup> Street Indianapolis, IN 46229 317-532-6199	No	0
75	<b>Wilson College</b> Mona Cross 5425 South East Street Indianapolis, IN 46227 317-787-6863	No	0
76	<b>Word-of-Mouth Referral</b>	No	11
77	<b>Workforce Development Center</b> 501 South 9 <sup>th</sup> Street Noblesville, IN 46060 317-773-4689	No	0
78	<b>WorkOne Indiana - Anderson</b> Melanie Sorrell 222 East 10 <sup>th</sup> Street, Suite B Anderson, IN 46016 765-642-4981	No	0
79	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	15
80	<b>Walk-In/Self Referral</b>	No	0
81	<b>Station Websites</b> ( <i>one or more SEU stations</i> )	No	5
82	<b>WISH-TV - Website</b> Jackie Green 1950 North Meridian Street Indianapolis, IN 46202 317-956-8592	No	0
83	<b>WRTV-TV</b> Jimmy Love 1330 North Meridian Street Indianapolis, IN 46202 317-269-1409	No	0

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84	<b>Websites – Indirect Listings</b>	No	1
85	<b>Art Institute of Indianapolis</b> Natalia Derevyanny □ 3500 Depauw Boulevard, Ste 1010 Indianapolis, IN 46268 317-613-4800	No	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>44</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Career Fair	On July 14, 2011, our SEU participated in the 2011 Indiana Black Expo Employment Opportunity Fair at the Indiana Convention Center. Our General Sales Manager provided information about job opportunities, accepted resumes, and spoke with attendees about career opportunities in broadcasting at the largest expo of its kind in the country.
2	Internship Program - Production	From April 2011 to May 2011, our SEU hosted a student intern from Anderson College in our production department. The intern experienced and gained insight into career opportunities in broadcasting by job shadowing and working with sales and programming to produce and record on-air spots. The intern was supervised by our Production Director.
3	Internship Program – Programming and Promotions	From May 2011 to August 2011 our SEU hosted seven student interns from Ball State University, Indiana University, Indiana University Kokomo, Ivy Tech Community College, Marion University, and Vincennes University in our programming and promotions departments. The interns experienced and gained insight into career opportunities in broadcasting by job shadowing and working with sales, clients, and programming to plan and set up promotional events. The interns were supervised by our Promotions Director and Programming Director.
4	Internship Program - Web	From May 2011 to August 2011, our SEU hosted two student interns from Indiana University-Purdue University Indianapolis and Daytona State College in our web department. The interns experienced and gained insight into career opportunities in broadcasting by job shadowing and working with sales, promotions, and programming to post content on our SEU websites. The interns were supervised by our Online Content Manager.

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<b>5</b>	Internship Program – Sales	From June 2011 to August 2011, our SEU hosted a student intern from Ball State University in our sales department. The intern experienced and gained insight into career opportunities in broadcasting by job shadowing and participating in sales meetings and client calls. The intern was supervised by our General Sales Manager.
<b>6</b>	Participate in Job Fair	On February 11, 2012, our SEU participated in a Broadcaster Job Fair at the Indianapolis Marriott North sponsored by the Indiana Broadcasters Association. Our General Sales Managers provided information about job opportunities, accepted resumes, and spoke with attendees about career opportunities in broadcasting.
<b>7</b>	Participate in Scholarship Program	Our SEU participated in the Indiana Broadcasters Association 2012 Scholarship Program for high school and college students pursuing an education in broadcasting. The stations ran PSA announcements from January 23, 2012 – February 29, 2012 and were a distribution point for students to pick up applications. Our General Manager also evaluated submitted applications.
<b>8</b>	Speak at Local Universities	Our Production Director spoke with Telecommunication students at Ball State University on February 21, 2012 and Butler University on March 8, 2012, providing information about the broadcast industry and career opportunities in broadcasting.