

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Traffic Manager	1-17, 24, 28, 35-38, 40, 41	28
Content Producer	1-16, 24, 28, 35-38, 40, 41	16
Account Coordinator	1-16, 20, 24, 28, 35-38, 40, 41	20
Governmental Affairs Manager	1-16, 24, 28, 35-38, 40, 41	15
Account Manager	1-16, 24, 28, 35-38, 40, 41	15
Account Manager	1-17, 24, 28, 35-38, 40, 41	16
Account Manager	1-16, 24, 30, 35-41, 44	30
Account Manager	1-16, 24, 35-41, 44	15
Account Manager	1-16, 24, 35-41, 44	15
Digital Coordinator	1-16, 24, 28, 35-38, 40, 41	15
News Producer	1-16, 24, 28, 35-38, 40, 41	16
Sports Talk Host	1-16, 24-25, 28, 35-38, 40, 41	16
Account Manager	1-16, 24, 28, 35-41	15
Director of Integrated Technologies	1-16, 24, 28, 35-38, 40, 41	28
Community Outreach Manager	1-17, 24, 28, 35-38, 40-43	17

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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	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Jim Culbertson Email: jculbertson@bsu.edu	Y	0
2	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn: Mona Guirguis Email: career@butler.edu	Y	0
3	Butler University – WTBU 2835 North Illinois Indianapolis, IN 46208 Phone: (317) 940-8100 Attn: Maggie McGlynn	N	0
4	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	Y	1
5	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Email: careercenter@hanover.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Linda Compton	N	0
7	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	Y	0
8	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone: (317) 693-7652 Attn: Aisha Sabur-Jaruis Email: asjarvis@indplsul.org	Y	0
9	Ivy Tech State College 1 West 26 th Street Indianapolis, IN 46208 Phone: (317) 921-4881 Attn: Tami Reasoner	N	0
10	Marian College 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman Email: dworkman@marian.edu	Y	0
11	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
12	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
13	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 Attn: Kenneth Vaughn, Director of Staffing & Diversity www.emmis.com	Y	17
14	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	1
15	Employee Referral	N	43
16	Internal Posting/Candidate (<i>job announcements posted on a local bulletin board</i>)	N	9
17	Non-Employee Referral	N	4
18	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	0
19	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120 Email: mclappe@sbe.org www.sbe.org	N	0
20	Internship Program (<i>as described in section III</i>)	N	2
21	Inside Radio P.O. Box 442 Littleton, NH 03561 Phone: (800) 640-8852 Attn: Gene McKaye	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Charitable Advisors, LLC P.O. Box 501245 Indianapolis, IN 46250 Phone: (317) 577-4692 Email: Bryan@CharitableAdvisors.com www.charitableadvisors.com	N	0
23	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
24	Indianapolis Monthly 40 Monument Circle, Suite 100 Indianapolis, IN 46204 Phone: (317) 237-9288	Y	0
25	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Tammy Tripp Email: Tammy.Tripp@indystar.com	N	1
26	WTHI-TV 918 Ohio Street Terre Haute, IN 47807 Phone: (812) 232-9481 Attn: James Conner, General Manager	N	0
27	Indiana Pacers 125 S Pennsylvania St Indianapolis, IN 46204 Phone: (317) 917-2500	N	0
28	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	15

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	Radio & Records 10100 Santa Monica Blvd. Los Angeles, CA 90067 Phone: (310) 203-8727 Attn: Lisa Linaes	N	0
30	Walk-In/Self-Referral	N	2
31	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
32	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Phone: (518) 457-2174 Attn: Peggy Golz Email: pgolz@ajb.dni.us <i>www.ajb.org</i> or <i>www.jobsearch.org</i>	N	0
33	WIBC(FM) 40 Monument Circle, Suite 400 Indianapolis, IN 46250 <i>www.wibc.com</i>	N	0
34	Illinois Broadcaster Jobs Website 300 N Pershing, Suite B Energy, IL 62933 Phone: (618) 942-2139 Attn: Debbie David Email: ILBRDCST@neondsl.com	N	0
35	Anderson University Career Development 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
37	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Phone: (317) 524-4313 Attn: Tammy Green Email: tgreen@goodwillindy.org	Y	0
38	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Sue Loomis Email: sloomis@kaplan.edu	Y	0
39	Former Employee	N	3
40	Martin Luther King Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Natalie Walker/Wilbert Buckner Email: nwalker@mlk-msc.org or wbuckner@mlk-msc.org	Y	0
41	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	Y	0
42	Association of Fund Raising Professionals (AFP) 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
43	Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (303) 399-1043 Attn: Kristi Michaud Email: kmichaud@equest.com www.indeed.com	N	3
44	Job Fairs (as described in section III)	N	3
45	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (303) 399-1043 Attn: Kristi Michaud Email: kmichaud@equest.com www.simplyhired.com	N	0
46	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (303) 399-1043 Attn: Kristi Michaud Email: kmichaud@equest.com www.google.com/base	N	0
47	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (303) 399-1043 Attn: Kristi Michaud Email: kmichaud@equest.com www.jobster.com	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			109

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>Our SEU hosts a year-round internship program for which students may earn academic credit. Students may begin the internship at any time and intern for a period of 12 weeks. During the reporting period 35 students participated.</p> <p>The internship program allows students majoring in communications or related fields to gain valuable experience and explore potential career opportunities. The program is open to college students attending an accredited 4-year college or university. Students are placed at one of our stations and intern in a number of departments including the Programming Department, Promotions Department, Traffic Department, Interactive Department, Sales Department, and Production Department. Students are assigned projects that allow them to become familiar with a variety of departments and the role those departments play in the company.</p>
2	Participate in scholarship program	<p>During the reporting period, our SEU participated in the Indiana Broadcasters Scholarship program administered by the Indiana Broadcasters Association (IBA). Our SEU contributed monetarily to the scholarship, publicized the scholarship via on-air announcements, and made scholarship applications available at Emmis Communications' downtown office.</p> <p>The scholarship is available to high school and college students with an interest in the broadcasting field.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On April 9, 2008, our Market Manager taught a telecommunications class at Ball State University in Muncie, Indiana. The students learned about the broadcasting industry and how to enter the field. Students also had the opportunity to ask questions and seek career advice.
4	Participate in job fair	On July 17, 2008, our SEU participated in the Indiana Black Expo (IBE) Employment Opportunity Fair at the Indiana Convention Center in Indianapolis, IN. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, a career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. SEU participants included General Sales Managers and our Director of Staff and Diversity.
5	Participate in job fair	On November 19, 2008, our SEU participated in the Indiana Broadcasters Association Broadcaster Job Fair held at the Sheraton Hotel in Indianapolis, Indiana. At the fair we had the opportunity to speak with prospective employees and collect resumes. SEU participants included our General Sales Manager.
6	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On November 21, 2008, our SEU provided a station tour and job shadow to a Center Grove high school student interested in pursuing a career in broadcasting. The student spent the day with several on-air personalities, our Music Director, and Promotion Department staff.
7	Participate in job fair	On February 7, 2009, our SEU participated in the Indiana Broadcasters Association Broadcaster Job Fair at the Sheraton Hotel in Indianapolis, Indiana. At the fair we answered participants questions regarding career opportunities at our SEU and accepted resumes. SEU participants included the Network Indiana/Building Operations Director.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On February 12, 2009, our SEU provided a station tour and job shadow opportunity to a Carmel High School student who is interested in pursuing a career in broadcasting. The student was able to observe a department meeting as well as ask questions about the broadcast industry. SEU participants included our Promotion Director and Project Manager.
9	Participate in job fair	On February 18, 2009, our SEU participated in the 2009 Indiana University – Purdue University Indianapolis (IUPUI) Intern Connections Fair held at IUPUI in Indianapolis, Indiana. At the fair we discussed job opportunities at our stations with individuals interested in broadcasting careers. SEU participants included our Promotions Coordinators.
10	Participate in job fair	On February 19, 2009, our SEU attended the College Talent Recruitment Day/Internship and Job Fair at the Indiana Convention Center in Indianapolis, Indiana. At the fair we collected resumes and spoke with participants about careers in the broadcasting industry. SEU participants included our Promotions Coordinators and Director of Staffing and Diversity.
11	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On February 24, 2009, our SEU participated in the initial rounds of the Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis, Indianapolis, Indiana. The competition is open to all high school students in Indiana involved in a broadcasting class or program at their school. Students compete in a number of broadcasting categories, including new reporting and on-air announcing, and deliver a live presentation to judges. Based on their chosen category, students are judged on criteria such as enunciation, story relevancy, and presentation. SEU participants included our News Reporter, Assistant Program Director, and Music Director.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
12	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On March 2, 2009, our SEU participated in the Indiana State DECA Finals at the Indianapolis Marriott in Indianapolis, Indiana. DECA is a high school program that teaches students about marketing, promotions, event planning, and hospitality. Students use this knowledge to compete at competitions where they present marketing plans based on fictional scenarios. SEU participants included our Promotion Director and Project Manager who served as judges.
13	Participate in event/programs for or on behalf of an educational institution relating to careers in broadcasting	On March 9, 2009, our SEU participated in the final rounds of the Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis. Students perform live bits from 2 to 20 minutes in length in a number of categories, including news reporting and on-air announcing. Students are again judged on criteria such as enunciation and presentation. Our Account Manager, Assistant Program Director, and Music Director judged the competition.