

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2018 through March 31, 2019

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
Staff Engineer	1-12, 14-16, 18, 21, 30	30
Government Affairs Sales Director	1-10, 12, 14-16 18, 22, 36	36
Account Coordinator	1-12, 14-16, 18, 22, 36, 39	39
WFNI Promotions Team Lead	1-12, 14-16, 18, 30, 39	39
WFNI Promotions Team Lead	1-12, 14-16, 18, 30, 39	39
Digital Content Manager	1-12, 14-16, 18, 39	39
General Sales Manager	1-12, 14-16, 18, 36	36
WYXB Music Director	1-12, 14-16, 18, 21, 22, 23, 30	30
Sales Operations Coordinator	1-12, 14-16, 18, 30, 36, 37, 41	36
Operations Manager	1-10, 12, 14, 15, 18, 22, 23, 37, 39	39
Network Indiana Affiliate Manager	1-12, 14-16, 18, 21, 22, 23, 37, 39	39
Digital Campaign Strategist	1-12, 15, 16, 18, 21, 36, 37, 39	39
Program Director WLHK	1-12, 14-16, 18, 22, 23, 37	22
WFNI Promotions Director	1-12, 15, 16, 18, 22, 30, 37	30
Government Affairs Sales Director	1-12, 14-16, 18, 22, 36, 37, 42	22
Executive Producer, The Fan	1-12, 15, 16, 18, 27, 30, 37, 43	30
Government Affairs Account Services Coordinator	1-12, 15, 16, 18, 22, 30, 36, 37	22

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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: Tim Pollard Email: tpollard@bsu.edu	Y	0
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Carlene Ng-Gomez Email: carlene.ng-gomez@christamorehouse.org	Y ¹	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Tracey Jackson Email: tjackson@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Jennifer Ryan Trusler Email: jtrusler1@ivytech.edu	Y	0
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Email: careerctr@marian.edu	Y	0

¹ This source was not notified of a certain vacancy due to changed contact information and/or email delivery failure.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	University of Indianapolis/WICR FM 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications Careers Website 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com/careers/	N	18
9	Illinois Media School (formerly Illinois Center for Broadcasting) BEONAIR Network 455 Eisenhower Lane South Lombard, IL 60148 Phone: (630) 916-1700 Email: fmuller@beonair.com	Y	0
10	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone: (812) 237-3806 Email: teresa.dwyer@indstate.edu / amy.kingery@indstate.edu	Y	0
11	Ohio Media School BEONAIR Network 4411 Montgomery Road, Suite 200 Norwood, OH 45212 Phone: (513) 342-3512 Attn : Heather Parr Email: hparr@beonair.com	Y (03/02/18)	0
12	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org ; jcollins@mlk-msc.org	N	0
14	Kaplan/Brightwood College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: Jill.burton@brightwood.edu ; jiburton@kaplan.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn: Mona Guirguis Email: career@butler.edu	N	0
16	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Email: hubbard@depauw.edu	N	0
17	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0
18	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
19	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	0
20	Career Builder (<i>not directly contacted by SEU</i>) 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	0
21	Internal Posting (<i>job announcements posted for current employees on a local bulletin board</i>)	N	17
22	Word-of-Mouth Referral (Emmis / Other)	N	18
23	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	12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	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
25	SEU Internship Program (as described in section III)	N	0
26	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
27	Unknown (source not adequately identified upon SEU inquiry)	N	0
28	Walk-In/Self-Referral	N	0
29	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn: Nicole Newsome Email: NicoleN@rtnda.org	N	0
30	Emmis Communications Former Employee / Re-hire	N	9
32	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
33	NTS Media Online Al Peterson Phone: (858) 486-7559 al@ntsmediaonline.com	N	0
34	Job Fairs (see Sec. III)	N	0
35	Indianapolis Craigslist https://indianapolis.craigslist.org/	N	0
36	LinkedIn.com (via job board posting, active sourcing and/or self referral) www.linkedin.com/jobs	N	20
37	Indeed, Inc. (via automated posting from Emmis careers website) 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	Inside Radio P.O. Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 http://www.insideradio.com/	N	0
39	Internal Transfer / Promotion	N	7
40	Glass Door https://www.glassdoor.com/index.htm	N	0
41	Zip Recruiter https://www.ziprecruiter.com/	N	1
42	Government Affairs Society of Indiana http://www.governmentaffairssociety.org/	N	0
43	SportsRadioPd.com, also known as Barrett Media (<i>not directly contacted by SEU</i>)	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			111

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities. Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments and are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <ul style="list-style-type: none"> - During Summer 2018, the SEU had 6 interns: 4 in Programming, 1 in Digital and 1 in News. - During Winter 2018/2019, the SEU had 6 interns: 4 in Programming, 1 in Digital, and 1 in Production
2	Participated in scholarship program	<p>Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA. This program awards successful college and high school students with college funding. SEU Management also reviewed and assessed all applicants, providing a selection of our top 10 to the IBA.</p>
3	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	<p>In April – May 2018 and Jan - March 2019, SEU Account Manager taught a graduate-level class at Indiana University – Purdue University Indianapolis, as part of their Sports Broadcast Journalism program.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participated in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 14, 2018, SEU Multimedia Content Producer attended Admitted Student Day at Depauw University to discuss his story related to his career path in broadcasting.
5	Participated in job fair	On April 19, 2018, SEU's Executive Producer, Director of Digital Content and News Director participated in the 2018 Spring Communication Job Fair hosted by the University of Indianapolis. Representatives met with students to discuss opportunities in broadcast and the internship program at Emmis.
6	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On June 15, 2018, Promotion Director for WLHK hosted IUPUI student studying Communications to job shadow her.
7	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	SEU Market Manager served as a mentor for career development two students as part of the Ivy Tech Jump Start Program, offered by Ivy Tech Community College. Program extended from Aug 2018 to February 2019 and focused on career development, community involvement, networking and sharing broadcast experiences. Included face-to-face meetings, bi-weekly communication to encourage students and offer guidance on how to eliminate industry barriers. Mentor acts as a consistent presence during the program to aid in student's success.
8	Participated in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On August 15-16, 2018, SEU Controller spoke at a Rising Through the Ranks conference hosted by the Radio Advertising Bureau, located at the BMI headquarters in Nashville, TN. The two-day program is dedicated to the advancement of women in radio sales and management.
9	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	From Aug – Dec 2018, SEU On-air Host taught a three-credit hour class on Mass Media and Broadcasting at the University of Indianapolis as part of their Communications program.
10	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On August 31, 2018, Affiliate Manager visited Rosa Parks Elementary and spoke to students about his radio career and broadcast opportunities.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
11	Participated in job fair	Our SEU co-sponsored the IBA Broadcasters Fall Career Fair on September 19, 2018 at 502 East Event Centre in Carmel, Indiana, represented by our General Sales Manager. The event gave Emmis an opportunity to connect with prospective employees and share information about our internship program. The SEU also ran announcements promoting the job fair leading up to the event.
12	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 24, 2018, SEU Senior Account Executive hosted a high school Senior from Plainfield High School. The job shadow included meetings with an on-air personality and SEU Sales Manager. Student was able to experience advertising sales first-hand and included outside sales calls with Senior Account Executive.
13	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On January 11, 2019, Affiliate Manager visited Warren Central High School and spoke with students about how to be successful in radio from internships to career advancement. Warren Central High School broadcasts WEDM 91.1FM, a student-operated radio station and provides real work experience in a classroom setting.
14	Participated in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On February 20, 2019, Affiliate Manager served as a judge at the 2019 Indiana Association of School Broadcasters Competition at the University of Indianapolis. The annual competition included 745 entries for evaluation. Member institutions submit student-produced radio, television and multimedia content in various categories. Competition is focused on recognizing and rewarding excellence in student broadcasting.
15	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On February 22, 2019, Sales Director participated in a Ball State University Q&A with Junior and Senior level students in an Advanced Sales and Promotions Class, which allowed them to network and get answers to any questions they had about the broadcast industry (notably broadcast sales).

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
16	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 5 th , 2019, SEU Assistant Controller, Promotion Director, Sales Manager and Digital Specialist hosted 20 Valparaiso Students for a facility tour and general information about career opportunities in broadcasting.
17	Participated in event or programs sponsored by professional organization relating to career opportunities in broadcasting	On March 24, 2019, Director of Sales spoke at IBA Career Day about jobs within the broadcast industry at the 502 East Event Centre in Carmel, IN.
18	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	Beginning Dec 2018, Market Manager joined the Indiana Broadcasters Association (IBA) board working in conjunction with other broadcast professionals across the state focusing on workforce development and expansion of community awareness regarding opportunities in broadcast, as well as other objectives related to the support and advancement of the broadcast industry in Indiana.