

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2009 through March 31, 2010

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
Producer	1-17, 24, 28, 35-38, 40, 41, 45, 46, 49-51	15
Vice President/Market Manager	1-14, 16, 24, 28, 35-41, 43, 45-47, 49, 56	15
Project Coordinator	1-16, 24, 28, 35-38, 40, 41, 45, 46, 48-51	16
Operations Director	1-16, 24, 28, 35-41, 45, 46, 49, 50	15
Sales/Executive Assistant	1-14, 16, 24, 28, 35-38, 40, 41, 46, 49, 50	1
Director of Events and Sponsorship & Cluster Marketing	1-16, 24, 28, 35-41, 43, 46, 49, 50, 53, 55	15
Traffic Director	1-17, 24, 28, 35-38, 40, 41, 43, 44, 46, 49, 50, 52, 53, 55	15
Traffic Manger	1-17, 24, 28, 35-38, 40, 41, 43, 44, 46, 49, 50, 52, 53, 55	15
Account Manager	1-17, 24, 28, 35-38, 40, 41, 45, 46, 49-51	15
Program Director	1-16, 24, 28, 35-41, 46, 49, 50, 52, 53, 55	13
Program Director	1-16, 24, 28, 35-41, 46, 49, 50, 52, 53, 55	15
Director of Integrated Technologies	1-14, 16, 24, 28, 33, 35-41, 43, 46, 49, 50, 52-55	15
General Sales Manager	1-17, 24, 28, 35-38, 40, 41, 44, 46, 49, 50, 52, 53, 55	15
Cause Marketing Manager	1-16, 24, 27, 28, 35-38, 40, 41, 46, 49, 50, 52	15
Director of Digital Media	1-16, 24, 28, 35-38, 40, 41, 46, 49	15
On-Air Personality	1-16, 24, 28, 35-38, 40, 41, 46, 49, 50, 52	16
Music Director	1-16, 24, 27, 35-38, 40, 41, 46, 49	15

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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	1
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	0
5	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Email: careercenter@hanover.edu	Y	0
6	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Linda Compton	N	0

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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-Jarvis 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 Attn: 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

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13	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 Attn: Natalie Contos, HR Generalist www.emmis.com	N	21
14	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	7
15	Emmis Employee Referral	N	31
16	Internal Posting / Candidate	N	22
17	Non Employee Referral	N	7
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	0
21	Inside Radio P.O. Box 442 Littleton, NH 03561 Phone: (800) 640-8852 Attn: Gene McKaye	N	0

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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	2
25	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
26	WTHI -TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	1
27	Unknown Recruitment Source	N	4
28	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	13
29	Radio & Records 10100 Santa Monica Blvd. Los Angeles, CA 90067 Phone : (310) 203-8727 Attn : Lisa Linaes	N	0

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30	Unsolicited (walk in/ phone in / mail in)	N	0
31	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
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 www.ajb.org Or www.jobsearch.org	N	0
33	WIBC(FM) 40 Monument Circle, Suite 400 Indianapolis, IN 46250 www.wibc.com	N	0
34	Illinois Broadcaster job web site 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
36	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0

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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	Emmis Communications Former Employee	N	5
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	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone : (703) 684-0410 Fax : (703) 684-0540 http://jobs.afpnet.org	N	0

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43	Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.indeed.com	N	0
44	IBA Job Fair Indianapolis, Indiana	N	2
45	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0
46	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.google.com/base	N	0
47	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.jobster.com	N	0

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48	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 Phone: (317) 297-2658 www.colts.com <i>SEU did not post directly to source, but interviewee identified source as referring organization..</i>	N	1
49	Twitter job Search Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
50	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
51	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
52	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0

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53	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
54	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
55	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
56	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 Phone: (317) 842-9550 Email: www.wfms.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			118

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship programs.	<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 including the Programming Department, The Promotions Department, The Traffic Department, The Interactive Department, The Sales Department, The Production Department. Students 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> <p>During the reporting period, the SEU had 34 interns, as follows:</p> <ul style="list-style-type: none">- During Winter/Spring 2009, the SEU had 4 interns: 1 in Promotions, 1 in Interactive, and 2 in Marketing.- During Summer 2009, the SEU had 22 interns: 10 in Promotions, 9 in Programming, 2 in Sales, and 1 in News.- During Fall 2009, the station had 2 interns in Marketing.- During Winter/Spring 2010, the SEU had 6 interns: 3 in Promotions, 1 in Interactive, 1 om News and 1 in Programming.
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 and at the Emmis Communications downtown office. This program awards successful college and high school students interested in broadcasting with college funding.</p>

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Participated in job fair.	On April 14, 2009, our SEU participated in the 2009 Indiana University – Purdue University Indianapolis (IUPUI) Career and Internship Fair held at IUPUI Career Center in Indianapolis, Indiana, discussing job opportunities with individuals interested in broadcasting careers. SEU participants included IHSAA Sports.org Associate Brand Manager.
4	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 16, 2009 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. SEU participants included General Sales Managers, Program Director and Director of Staff and Diversity.
5	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 22, 2009, WIBC Assistant Program Director and Account Manager spoke to students at Ball State University, Muncie Indiana, regarding careers in broadcasting and sales. Classes included sales, management and the staff at the student radio station, WCRD.
6	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 29, 2009 at the Sheraton Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. SEU participants included Events and Sponsorships Director.
7	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 30, 2009, SEU Account Manager spoke to students at University of Indianapolis, Indianapolis, Indiana, regarding careers in broadcasting and sales.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Promotion Director participated as a judge at the DECA State Finals for the State of Indiana on March 1, 2010 at the Indianapolis Marriott, Indianapolis, Indiana. DECA is a high school program where students join and compete in programs where they learn about Marketing/Promotions/Event Planning/Hospitality and have to present marketing plans based off of fictional scenarios.
9	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Spring Broadcasting Career Fair on March 6, 2010 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. SEU participants included Network Indiana and Building Operations Director.
10	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU News Anchor-Reporter and Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis in March 8, 2010.
11	Participated in job fair.	On March 9, 2010, our SEU participated in the 2010 Indiana University – Purdue University Indianapolis (IUPUI) Student Internship & Career Conference held at IUPUI in Indianapolis, Indiana, discussing station job opportunities with individuals interested in broadcasting careers. SEU participants included Promotions Coordinator and Digital Coordinator.