

WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)
EEO PUBLIC FILE REPORT
April 1, 2017-March 31, 2018¹

I. VACANCY LIST

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

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1	WYXB Account Executive	1-12, 15, 18, 22, 30, 36, 38, 49	30
2	WLHK Account Executive	1-12, 15, 18, 22, 36, 38	36
3	Producer – “Tony Katz and the Morning News”	1-12, 15, 18, 22-23, 45	45
4	Continuity Manager	1-12, 15, 18, 21-22, 36, 38, 48	22
5	WLHK Music Director/On-air Talent	1-12, 15, 18, 21-23	22
6	Multi-media Content and Show Producer	1-12, 15, 18, 22-23	22
7	WIBC Promotions Director	1-12, 15, 18, 21, 36, 38, 45	45
8	Sales Assistant	1-12, 15, 18, 21-22, 27, 36	22
9	Account Coordinator – “The Fan”	1-12, 15, 18, 21-22, 25	8
10	Multi-media Content Producer	1-10, 12, 15, 18, 21-22, 30, 38	22
11	Digital Content Manager	1-12, 15, 18, 22, 36, 38	38
12	Multi-media Content Producer	1-10, 12, 15, 18, 21-23	22
13	Digital Project Coordinator	1-10, 12, 15, 18, 21-22, 38	8
14	Videographer/Digital Video Producer	1-10, 12, 15, 18, 22, 46-47	22
15	Incite Account Services Coordinator	1-10, 12, 15, 18, 21-22, 25, 36	25
16	Sales Assistant	1-10, 12, 15, 18, 22, 30, 36, 45-47	45
17	Director of Integrated Technology	1-10, 12, 15, 18, 24, 45	45
18	Account Executive – All Stations	1-10, 12, 15, 18, 21, 36	21

¹ This Report was modified in April 2018 to address reporting issues.

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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	1
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	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: careercntr@marian.edu	Y	0
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	15
9	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn: Francesca Muller Email: fmuller@beonair.com	Y	0
10	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn: Teresa Dwyer/Amy Kingery Email: teresa.dwyer@indstate.edu/amy.kingery@indstate.edu	Y	0
11	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	N <i>(as of 5/2017)</i>	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 College/Brightwood College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@brightwood.edu	N	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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	N	12
22	Word-of-Mouth Referral	N	32
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	1
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 (<i>as described in section III</i>)	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
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 (<i>source not adequately identified upon SEU inquiry</i>)	N	1
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	4
31	<i>(intentionally omitted)</i>		
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@ntsmidiaonline.com	N	0
34	Job Fairs (<i>see Sec. III</i>)	N	0
35	Indianapolis Craigslist https://indianapolis.craigslist.org/	N	0
36	LinkedIn.com (<i>via job board posting, active sourcing and/or self-referral</i>) www.linkedin.com/jobs	N	12
37	<i>(intentionally omitted)</i>		

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	Indeed, Inc. (<i>not directly contacted by SEU</i>) 7501 N. Capitol of Texas Hwy, Building B Austin, Texas, 78731 www.indeed.com	N	13
39	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone: (317) 693-7652 Attn: Aisha Sabur-Jarvis Email: asjarvis@indplsul.org	N	0
40	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
41	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
42	Twitter (<i>not directly contacted by SEU</i>) https://twitter.com/	N	0
43	Debbie McCain dba Sierra Marketing 500B Southgate Ave. Nashville, TN 37203 Phone: (615) 712-7605 deb@sierra-marketing.com	N	0
44	Inside Radio P.O. Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 http://www.insideradio.com/	N	0
45	Internal Transfer/Promotion	N	4
46	Glass Door (<i>not directly contacted by SEU</i>) https://www.glassdoor.com/index.htm	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	Zip Recruiter <i>(not directly contacted by SEU)</i> https://www.ziprecruiter.com/	N	2
48	Traffic Directors Guild of America Larry Keene tdga@cox.net http://www.tdga.org/	N	1
49	BroadcastingCareers.com <i>(via JobTarget)</i>	N	0
50	International Association of Radio and Telecommunications Engineers <i>(via JobTarget)</i> https://inarte.org/	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			103

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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.</p> <p>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 Spring 2017, the SEU had 1 intern in Programming. - During Summer 2017, the SEU had 10 interns: 4 in Programming, 2 in Production, 2 in Digital, 1 in Community Outreach and 1 in News. - During Fall 2017, the SEU had 2 interns: 1 in Community Outreach and 1 in News. - During Winter 2017/2018, the SEU had 4 interns: 3 in Programming, and 1 in Promotions.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participated in scholarship program	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.
3	Participated in job fair	On April 4, 2017, an SEU Operations Manager, Director of Digital Content and News Director participated in the 2017 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.
4	Hosted job fair	On May 10, 2017, our SEU hosted a Career Open House on-site in the SEU lobby. This event gave Emmis an opportunity to connect with prospective employees, and share information about our internship program. Representatives from Sales, Programming, Promotions, Production, Engineering, Digital and Business Departments, as well as Emmis Corporate, were on-hand to meet and speak with registered attendees. The SEU also ran announcements promoting the open house for two weeks prior to the event.
5	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On July 7, 2017, a Promotions Team Lead hosted ELS Language Center students for a facility tour and general information about career opportunities in radio.
6	Participated in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On August 16, 2017, our Controller spoke at a Rising Through the Ranks conference hosted by the Radio Advertising Bureau, located at the BMI headquarters in Nashville, TN. The 2-day program is dedicated to the advancement of women in radio sales and management.
7	Participated in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On January 17, 2018, our Operations Manager spoke to Lanesville Junior/Senior students about the radio industry and career opportunities in broadcast.
8	Hosted event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On January 18, 2018, our SEU hosted a local Girls Scouts Troop for a facility tour and general information about career opportunities in broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
9	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting	On March 1, 2018, our Director of Sales participated in a professional development panel for Butler University's Young Alumni Association, held at Ice Miller.
10	Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	In April–May 2017 and Jan–March 2018, an Account Manager taught a graduate-level class at Indiana University–Purdue University Indianapolis, as part of their Sports Broadcast Journalism program.