

WBTU(FM), WHPP(FM),¹ WJFX(FM)
EEO PUBLIC FILE REPORT
April 1, 2011-March 31, 2012²

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
On-Air Personality	3, 5, 9-10, 14, 18, 23, 28	5
On-Air Personality	3, 5, 9-10, 14, 18, 23, 28	5
On-Air Personality	3, 5, 9-10, 14, 18, 23, 28	5
On-Air Personality	3, 5, 9-10, 14, 18, 23, 28	5
On-Air Personality	3, 5, 9-10, 14-15, 18, 23, 28	15
On-Air Personality	3, 5, 9-10, 14, 18, 23, 28	5
Marketing Consultant	2, 3, 9-10, 12, 18, 23, 27, 29	12
Marketing Consultant	2, 3, 9-10, 15, 18, 23, 27, 29	15
Marketing Consultant	2, 3, 9-10, 18, 23, 27, 29	27
Marketing Consultant	3, 9-10, 18, 23, 27, 29	3
Marketing Consultant	2-3, 9-10, 13, 18, 23, 27, 29	13
Receptionist / Office Assistant	3, 9-10, 15, 18, 23	15
Producer	9-10, 13, 18, 23	13
Marketing Consultant	2-3, 9-10, 12, 15, 18, 23	15
Marketing Consultant	2-3, 9-10, 12, 15, 18, 23	15
Marketing Consultant	2-3, 9-10, 12, 14-15, 18, 23	14
Marketing Consultant	2-3, 9-10, 12, 15, 18, 23	15
Marketing Consultant	2-3, 9-10, 12, 15, 18, 23	15
Marketing Consultant	2-3, 9-10, 12, 15, 18, 23	2
Sales Manager	2-3, 4-5, 9-10, 14, 18-19, 23, 30	2
General Sales Manager	2-3, 4-5, 9-10, 14, 18-19, 23, 30	14

¹ On September 6, 2011, WJOE(FM) changed its call sign to WHPP(FM).

² This Report provides recruitment data collected from March 26, 2011 through March 25, 2012.

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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 reporting period
1	Frost Illustrated Attention: Bill Grindstaff 3121 South Calhoun Street Fort Wayne, IN 46807 Phone 260-745-0552 Fax 745-9503 http://www.frostillustrated.com	N	0
2	On Air Announcements (<i>one or more SEU stations</i>)	N	2
3	Station Website Postings (<i>one or more SEU stations</i>) http://hot1079online.com ; http://us933.us ; http://clickhop.com	N	4
4	Fort Wayne Newspapers Attention: Shaquana Hamilton 600 W. Main Street Fort Wayne, IN 46802 260-461-8230 www.fortwayne.com	N	0
5	allaccess.com 310-457-8058	N	20
6	Purdue University Attention: Beth Smith 765-494-6959 http://www.purdue.edu/hr/Employment	N	0
7	Indiana State University Attention: Mary Kelley 625 North Jordan Bloomington, IN 812-237-4392 http://www.indstate.edu/humres/employment.htm	N	0
8	Indiana Broadcasters Association Attention: Linda Compton 3003 East 98 th Street Suite 161 Indianapolis, IN 317-573-0119 www.indianabroadcasters.org/opportunities	N	0
9	IPFW Fort Wayne Campus 2101 E. Coliseum Blvd IPFW.ed.accs Fort Wayne, IN 46805 260-481-IPFW http://new.ipfw.edu/hr/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Indiana Tech Attention: Steve Malloris 1600 E. Washington Blvd. Fort Wayne, IN 46802 260-422-5561 http://www.indianatech.edu/about/hr/Pages/default.aspx	N	0
11	<i>[Intentionally Omitted]</i>	N/A	N/A
12	Walk-In/Self-Referral	N	2
13	Internal Transfer/Promotion	N	2
14	Non-Employee Referral	N	3
15	Employee Referral	N	8
16	monster.com	N	0
17	fortwaynejobs.com	N	0
18	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 Phone: 765-285-1522 Fax: 765-285-3757 http://cms.bsu.edu/About/AdministrativeOffices/CareerCenter/Employers.aspx	N	1
19	Inside Radio 365 Union Street Littleton, NH 03561 Toll Free: (800) 248-4242 Phone: (603) 444-5720 Fax: (603) 444-2872 http://www.insideradio.com/sectional.asp?id=33084	N	7
20	simplyhired.com 2513 Charleston Road Suite Mountain View, CA 94043	N	0
21	bestradiojobs.com	N	0
22	airttalent.com Jamit Software Limited 1801 Wing On Central Building 26 Des Voeux Road Central Central, Hong Kong.	N	0
23	Trine University Linda Bateman One University Avenue Angola, IN 46703 Phone 260-665-4124	N	0
24	Huntington University/Manchester College 2303 College Avenue Huntington, IN 46750 (260) 359-4003	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
25	University of Saint Francis 2701 Spring Street Fort Wayne, Indiana 46808 (260) 399-7999 Attn: C. Edwards aedwards@sf.edu	N	0
26	ITT- Technical Institute 2810 Dupont Commerce Court Fort Wayne, N 46835 260-497-6200	N	0
27	Linked In Network http://linkedin.com/jobs/post	N	11
28	tvandradijobs.com	N	1
29	salesjobs.com	N	1
30	Career Builder 1-800-891-8880 http://careerbuilders.com	N	0
31	Inside Music Media http://insidemusicmedia.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			62

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative	Brief Description Of Activity
1	Participate in Job Fair	On April 14, 2011, our SEU participated in Northeast Indiana College job fair held at the Indiana Tech Campus in Fort Wayne, IN. Participants from the stations included our Director of Sales and Promotions Director.
2	Participate in Job Fair	On September 22, 2011, our SEU participated in the IPFW Career Fair held at the Indiana Purdue Fort Wayne (IPFW) Campus. Participants from the stations included our Promotions Director, Sales Manager and several On-Air Announcers.
3	Participate in Job Fair	On February 11, 2012, our SEU participated in the Indiana Broadcasters Association (IBA) Career Fair held at the Marriott Indianapolis North Hotel in Indianapolis, Indiana. Participants from the stations included our Business and Sales Managers.
4	Internship Program/Promotions and Marketing	<p>During the reporting period, our SEU hosted a Promotions/Marketing Internship Program. This program exposes students from area schools and community members to all facets of the promotions and marketing of the stations. Our interns help create and manage web content and assist with social media networks. These interns also get involved in certain aspects of production, creating and recording station liners as well as researching, brainstorming, editing, and recording short films for our web sites and special projects.</p> <p>We hosted two Promotion & Marketing interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> ▪ 09/19/11-11/30/11: Indiana Purdue University ▪ 10/11/11-Present: Ivy Tech Community College

	Type Of Recruitment Initiative	Brief Description Of Activity
5	Internship Program/Morning Show	<p>Throughout the reporting period, our SEU hosted an On-Air Internship Program in association with our WJFX(FM) morning show, exposing local students, recent high school/college graduates and other community members to all facets of production and broadcast operations as it relates to airing a live radio program. Our interns learn how to load spots and commercials, run the boards during an on-air shift, edit content and audio, and become skilled at Vox Pro and Adobe Audition. The intern also becomes part of the live show and helps with prep-to-air. Further, our interns research, brainstorm, edit and record short films for our web sites and other special projects.</p> <p>We hosted two Morning Show interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> ▪ 05/24/11–07/30/11: Community Member ▪ 05/19/11–07/30/11: Indiana Purdue University
6	Internship Program/Digital Production	<p>During the reporting period, our SEU hosted a Digital Production Internship Program, teaching video production and editing, cinematography as well as graphic design. Our intern was taught how to operate a Cannon 5D camera and how to use Final Cut software. In addition, the intern learned screenwriting and how to direct an episode of the “Station,” an in-house mini-series that is used as a marketing tool. Our intern was also part of weekly brainstorming and vision meetings.</p> <p>We hosted one Digital Internship during the reporting period, as follows:</p> <ul style="list-style-type: none"> ▪ 11/16/11–3/16/12: Ivy Tech Community College