

WWKI (FM)
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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
Sales Rep	2-4, 7, 9-12, 14-18	14
Sales Rep	2-4, 7, 9-12, 14-18	2

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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	All Access	No	0
2	Employee Referral	No	1
3	Indeed Website www.indeed.com	No	3
4	Indiana Broadcasters Association Attn: Gwen Piening 3003 East 98 th Street, Suite 161 Indianapolis, IN 46280 www.indianabroadcasters.org	No	1
5	Indiana University-Kokomo Attn: Sheryl Phillips 2300 S. Washington Street Kokomo, IN 46902 (765) 455-9301	No	0
6	Internal Posting	No	0
7	Job Fair (<i>see Section III</i>)	No	1
8	Kokomo Tribune/Career Builder Attn: Kathie Gifford 300 N. Union Street Kokomo, IN 46904 (765) 854-6722	No	0
9	Professional Referral	No	1
10	On-Air Announcements	No	0
11	Station Website Posting	No	1
12	Zip Recruiter Website www.Ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
13	Internal Transfer/Promotion	No	0
14	Cumulus Job Board (Cumulus.hrmdirect.com)	No	5
15	Simply Hired (www.simplyhired.com)	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Glass Door (www.glassdoor.com)	No	0
17	Linked In	No	2
18	Walk In	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Collegiate Career Expo	On April 5, 2017, our SEU participated in the Indiana University-Kokomo Cougar Career Fair at its Kokomo campus. The SEU's Market Manager and Program Director attended the event and answered students' questions about career opportunities in radio broadcasting as well as its on-going internship program and job openings within the SEU.
2	Participate in Job Fair	On April 8, 2017, our SEU participated in the Indiana Broadcasters Association Spring Job Fair at the Marriott Indianapolis North. Our Business Manager attended the event and answered questions about career opportunities in broadcasting. They also talked about current vacancies within the SEU and accepted resumes from interested attendees.
3	Participate in Job Fair	On September 20, 2017, our SEU participated in the Congressman Luke Messer 6 th Congressional Job Fair. Our Business Manager attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies, internship opportunities for college credit and accepted resumes from interested attendees
4	Participate in Collegiate Career Expo	On March 20, 2018 our SEU participated in the Indiana University-Kokomo Cougar Career Fair at its Kokomo campus. The SEU's Program Director attended the event and answered students' questions about career opportunities in radio broadcasting as well as its on-going internship program and job openings within the SEU.
5	Participate in Job Fair	On March 24, 2018, our SEU participated in the Indiana Broadcasters Association Spring Career Fair at 502 East Event Centre in Carmel, IN. Our Program Director attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies, internship opportunities for college credit and accepted resumes from interested attendees.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in Collegiate Career Expo	On March 30, 2018, our SEU participated in the Ball State College of Communications, Information & Media Career Forum. Our Business Manager attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies, internship opportunities for college credit and accepted resumes from interested attendees.