

**WLBC-FM, WERK-FM, WMXQ-FM, WMQX-FM
WXFN-AM, WHBU-AM
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011**

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	Personal Referral	NO	2
2	Station Web Sites WLBC.COM , MAXROCKS.NET , WERKFM.NET	NO	2
3	Indiana Broadcasters Assn. Web Listing/IBA.org 3003 E. 98 th ST. Indianapolis, IN 46280 (317)-573-0119	NO	2
4	Ad Federation of East Central Indiana 3755 East 82 nd St. Suite 105 Indianapolis, IN 46420 WWW.adfedeci.org	NO	0
5	Central Indiana Help Wanted 9100 E. Panorama Dr. Suite 200 Englewood, CO 80112 Centralindianahelpwanted.com	NO	0
6	All Access Music Group AllAccess.com 28955 Pacific Coast Hwy. Malibu, CA 90265 310.457.6616 (p) 310.457.8058 (f)	NO	0
7	On Air Announcements 104.1 WLBC, 104.9 WERK, 93.5 WMXQ, 96.7 WMQX, 1240 WXFN, 1340 WHBU	NO	12
8	Job Fair – TCOM – Ball State University 2000 W. University Ave. Muncie, IN 47306 765-289-1241 – Dr. Joe Misiewicz/Nancy Carlson	NO	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Co sponsored job fair	In August each year, the stations cosponsored the Muncie Black Expo / job fair. Participants included VP Station Manager Steve Lindell and Market Manager Bruce Law.
2	Hosted job fair	In August each year, the stations host a job fair during our “welcome back BSU broadcasts” at Ball State University. Steve Lindell, VP Station Manager attended.
3	Participated in job fair	September, Muncie Business Expo – sales recruiting. Participants included Market Manager Bruce Law, GSM Amy Dillon, LSM Randy Robinson, and VP Station Manager Steve Lindell
4	Participated in job banks	Indiana Broadcasters Association, All Access, Radio and Records Magazine.

6	Participated in career days	Steve Lindell attended and participated in a panel as well as presentation to class at Wilson Middle school, others
7	Internship program	Sales internships with Ball State University students. Supervisors and recruiters for this initiative include GSM Amy Dillon, LSM and Randy Robinson.
8	Participated in scholarship programs	Stations ran free promotional ads to explain Indiana Broadcasters program as well as the Upper Midwest Communications Conclave. Also sent applications to area schools and posted on websites.
9	Ran outreach ads on radio	Continuous schedule on all seven stations in cluster
10	Participated in job fair	January 28, 2010 Ball State University radio sales department – sales recruiting. Participants included Market Manager Bruce Law, GSM Amy Dillon, LSM Randy Robinson, and VP Station Manager Steve Lindell