

**WLBC-FM, WERK(FM), WURK(FM), WHTI(FM), WHTY(FM),
WXFN(AM) & WHBU(AM)**

**EEO PUBLIC FILE REPORT
April 1, 2008 to March 31, 2009¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
PM Drive/Production Director	1, 5, 7, 9	7
PM Drive/Program Director	1, 5, 7, 9	1
Account Executive	1-2, 5, 7, 9-10	10
Account Executive	1-2, 5, 7-10	10
Account Executive	1-2, 5, 7-10	1
Account Executive	1-2, 5, 7, 9-10	10
Account Executive	1-2, 5, 7-10	10
Account Executive	1-2, 5, 7-10	10
Account Executive	1-2, 5, 7-10	10
Account Executive	1-2, 5, 7-10	2
Account Executive	1-2, 5, 9-10	10
Administrative Assistant	1-2, 5-6, 8-10, 14	14

¹ This Report provides recruitment data collected from March 22, 2008 through March 21, 2009. This report was revised in September 2009 to address reporting errors.

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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	Indiana Broadcasters Association – Website Posting 3003 E. 98 th Street, Suite 161 Indianapolis, IN 46280 (317) 573-0119 www.indianabroadcasters.org	N	6
2	Ball State University – Telecommunications Department (TCOM) 2000 W. University Avenue Muncie, IN 47306 (765) 289-1241 Attn: Dr. Joe Misiewicz	N	2
3	www.craigslist.org	N	0
4	The Muncie Times 1304 Broadway Blvd. Muncie, IN 47303 (765) 741-0037 Attn: Beamoulton Foster	N	0
5	www.centralindianahelpwanted.com	N	1
6	Ball State University – Marketing Department 2000 W. University Avenue Muncie, IN 47306 (765) 289-1241 Attn: Nancy Carlson	N	0
7	All Access Music Group Website 28955 Pacific Coast Hwy. Malibu, CA 90265 (310) 457-6616 www.allaccess.com	N	1
8	Ball State University Job Fairs 2000 W. University Avenue Muncie, IN 47306 (765) 289-1241 Attn: Dr. Joe Misiewicz/Nancy Carlson	N	0
9	Posting to website of one or more SEU station	N	5
10	On-Air Announcements on one or more SEU station	N	19

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Herald Bulletin 1133 Jackson Street Anderson, IN 46016 (765) 648-4290 Attn: Michael C. Casuscelli	N	0
12	Employee Referral	N	0
13	www.monster.com	N	0
14	www.careerbuilder.com	N	0
15	Internal Transfer / Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On August 20-21, 2008, our stations participated in a job fair held at Ball State University in Muncie, IN. Station participants included our Operations Director, who discussed job opportunities at the stations with telecommunications students interested in broadcasting careers.
2	Participate in Job Fair	On January 29, 2009, our stations participated in a professional selling job fair held by the Ball State University Alumni Association in Muncie, IN. Station participants included our Market Manager and two General Sales Managers, who discussed job opportunities at the stations with students interested in broadcasting careers.