

WBWB(FM) / WHCC(FM)

EEO PUBLIC FILE REPORT

April 1, 2011-March 31, 2012

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 Person #1	1,5,6,7,8,12	9
Sales Person #2	1,5,6,7,8,9,12	6
Part Time Board Operator	1,5,6,8,9,12	8
Part Time Board Operator	1,5,6,8,9,12	12
Part Time Board Operator	1,5,6,8,9,12	12

Note: The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.

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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 3308 E 98 th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	2
2	Bloomington Herald-Times P.O. Box 909 Bloomington, IN Contact: Lisa Payton Phone: 812-331-4312 Fax: 812-331-4285	N	0
3	American Women in Radio & TV 8405 Greensboro Drive McLean, VA Contact: Maria Brennan Phone: 703-506-3290- Fax: 703-506-3266 www.awrt.org	N	0
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com Phone: 310-457-6616 Fax: 310-457-8058	N	0
5	WBWB Station Website – www.wbwb.com	N	6
6	WBWB Radio Station Advertising	N	7
7	Artistic Media Partners Website – www.artisticradio.com Contact: Arthur Angotti III 317-594-0600	N	2
8	WHCC Station Website – www.whcc105.com	N	5
9	WHCC Radio Station Advertising	N	6
10	Broadcast Compliance Services http://bcs-ok.com/ Contact: Robin Cooper Phone: 301-457-6616 Fax: 410-457-8058	N	0
11	Inside Radio – Classifieds Contact: Gene McKay 800-640-8852 Fax: 877-270-3998	N	0
12	Other	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Interaction with Indiana University Business Placement Offices	Direct connection with Indiana University placement offices to disseminate and interview IU Students for open positions from the Telecom and Business Placement Offices at Indiana University.
2	Establish internship program	The stations maintained an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, participants were primarily individuals from Indiana University and Ivy Tech Community College. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business. In some cases, participants were able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants)
3	Participation in ongoing education to insure that all positions are filled according to the EEOC and Artistic Media Partners, Inc. guidelines.	On February 7, 2012 , Artistic Media Partners, Inc. Staff and Contractors in all markets took part in an EEOC/Harassment/Discrimination training seminar conducted by Amy Adolay with Kreig DeVault, LLP. Attendance was mandatory for all Staff and Contractors.
4	Participation in Job Fairs.	<p>On February 11, 2012, The SEU was a co-sponsor for the Broadcaster Job Fair held at the Marriott Hotel in Indianapolis, IN. Arthur A. Angotti III (President) represented the SEU at the event.</p> <p>On July 14, 2011, Arthur Angotti (SEU President) participated in the 2011 Black Expo Employment Opportunity Fair in Indianapolis, Indiana.</p> <p>On October 29, 2011, The SEU was a co-sponsor for the Indiana Broadcasters Association Equal Opportunity Fair held at the Marriott Hotel in Indianapolis, IN. Arthur A. Angotti III (President) represented the SEU at</p>

		the event.
	Scholarship Programs designed to assist students interested in pursuing a career in broadcasting.	2011 & 2012 - IBA Scholarship-ran PSA's on WBWB & WHCC promoting the scholarship. The stations were a distribution point for students to pick up the scholarship packets. The stations ran more than 500 promotional announcements to raise awareness of the scholarship opportunity.