

**WBWB(FM), Bloomington, IN (FIN: 68968)
and
WHCC(FM), Ellettsville, IN (FIN: 33540)**

**EEO PUBLIC FILE REPORT
April 1, 2022 through March 31, 2023**

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
WBWB - Sales Person	1, 5, 6, 7, 8, 9, 10, 12, 14, 15	6
WBWB - Sales Person	1, 5, 6, 7, 8, 9, 10, 12, 14, 15	12
WBWB - General Manager	1, 5, 8, 10, 11, 12, 15	11
WBWB – Sales Person	1, 5, 6, 7, 8, 9, 10, 12, 14, 15	15

Notes:

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

WBWB(FM) / WHCC(FM)

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: Eric Moore Phone: (317) 804-9440 www.indianabroadcasters.org	N	1
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	0
6	WBWB Radio Station Advertising	N	2
7	Indeed.com	N	0
8	WHCC Station Website – www.whcc105.com	N	0
9	WHCC Radio Station Advertising	N	3
10	Broadcast Compliance Services (2022 - LAST YEAR) 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	12
12	Referral/Other	N	5
13	Internship with WBWB or WHCC (IBA, Online, Job Fairs, High School & College Interactions, etc.)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
14	Re-Hire (Previously employed with AMP. Released, quit or fired for unnamed reasons including financial strain caused by COVID.)	N	1
15	Marketron Digital Service (Posted online)	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			29

WBWB(FM) / WHCC(FM)
III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Broadcasting Outreach Education and Job Shadowing took place throughout the year.	Junior Blondell (Station Representative) regularly speaks with students at numerous schools in and around Bloomington. At these talks, Junior speaks about careers in Broadcasting as part of our ongoing Feature Teacher educational program.
2	Establish internship program	The stations maintain 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, past participants were primarily individuals from Indiana University and surrounding High Schools. Interns were given the opportunity to rotate throughout various station departments so as to gain exposure to various facets of the broadcasting business. (On-Air, Front Desk, Sales Participants, Promotions). In some cases, participants were able to apply for school credits in return for their internship. The stations had multiple interns in the spring and fall of 2022.
3	Participation in Job Fairs	On October 20, 2022 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. The event well attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event. On January 19, 2023 , Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Holiday Inn Conference Center in Mishawaka, IN. The event was well attended. Positions available were listed and on-site interviews were conducted. The event well

		attended. SOUND Management openings were listed, and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.
4	Participation in ongoing education to insure that all positions are filled according to the EEOC and Sound Management, LLC. guidelines	On March 7, 2023 , Sound Management, LLC. staff and contractors in all markets took part in an EEOC/Harassment/Discrimination training seminar conducted by Greg Guevara with Bose McKinney & Evans LLP. Attendance was mandatory for all full time staff.