

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

**EEO PUBLIC FILE REPORT
April 1, 2021 through March 31, 2022**

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
Digital Sales	1, 5, 6, 7, 8, 9,10,12, 14, 15	Not Filled
Sales Person	1,5,6,8,9,10,12,14	Re-Hire

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	N/A
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	N/A
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	Artistic Media Partners Website – www.artisticradio.com Contact: Arthur Angotti III 317-594-0600	N	N/A
8	WHCC Station Website – www.whcc105.com	N	0
9	WHCC Radio Station Advertising	N	1
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	N/A
12	Referral/Other	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Internship with WBWB or WHCC (IBA, Online, Job Fairs, High School & College Interactions, etc.)	N	0
14	Re-Hire (Previously employed with AMP. Released, quit or fired for unnamed reasons including financial strain caused by recession.)	N	1
15	Marketron Digital Service (Posted online)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

Note: Broadcast Compliance Services (“BCS”) is a Rockville, Maryland, based company that provides broadcast stations with prompt and wide-ranging distribution of the stations’ vacant employment opportunities. BCS maintains an extensive resource listing of contacts at minority, distaff (gender-specific) and college institutions and organizations. A subscribing station furnishes BCS with notification of a job vacancy, and BCS, in turn, distributes the vacancy notice to all the relevant contacts on its resources lists, thereby ensuring broad public outreach of the employment opportunities. 2021 is the last full year of BCS and it will be removed from our reports after this reporting period.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Broadcasting Outreach Education and Job Shadowing took place throughout the year.	<p>Due to Covid, ongoing Outreach Education and Job Shadowing initiative was suspended during this reporting period.</p> <p>The Job Shadowing Program is standard and will start back up as soon as distancing rules subside.</p> <p>In non-pandemic times, 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.</p>
2	Establish internship program	<p>The stations maintain an internship program to assist members of the local community to gain skills needed for broadcast employment.</p> <p>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</p>

		<p>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.</p> <p>There were 2 interns from IU between August and December of 2021 and 1 intern from January and May of 2022. All 3 interns trained in programming, promotions, social media, and sales.</p>
3	<p>Participation in Job Fairs</p>	<p>On May 20, 2021 Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Northern Indiana Events Center in Elkhart, IN. The event last from 2pm – 6p and was well attended. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event. Openings for Bloomington SEU were on site and discussed with applicants that wanted to travel.</p> <p>On October 14, 2021, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Moose Lodge in Elkhart, IN. the event lasted from 2p-6p with good attendance. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event. Openings for Bloomington SEU were on site and discussed with applicants that wanted to travel.</p>
4	<p>Participation in ongoing education to insure that all positions are filled according to the EEOC and Sound Management, LLC.. guidelines</p>	<p>On March 1, 2022, 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 Staff.</p>