

**WLHK(FM), WYXB(FM), WFNI(AM), WIBC(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 through March 31, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
WLHK Account Executive	1-18, 22, 30, 34	30
WFNI Executive Producer	1-18, 20-22, 37-38, 42, 44	21
Incite Project Manager	1-18, 21-22, 37	8
IT Administrative / Project Assistant	1-18, 22, 38	22
Multi-media Content Producer	1-18, 21-23, 34	23
Multi-media Content Producer	1-18, 21-22, 34, 45	45
Sales Assistant	1-18, 34, 45	45
WLHK Promotion Director	1-18, 22, 38	22
WLHK Promotion Director	1-18, 21-22, 38	38

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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 12-month period
1	<b>Ball State University</b> Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Tim Pollard Email: tpollard@bsu.edu; jmisiewicz@bsu.edu	Y	0
2	<b>Christamore House</b> 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Carlene Ng-Gomez Email: carlene.ng-gomez@christamorehouse.org	Y	0
3	<b>Martin University</b> 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Tracey Jackson Email: tjackson@martin.edu	Y	0
4	<b>Hanover College</b> Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	<b>Ivy Tech Community College – Central Indiana</b> 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	<b>Marian University</b> 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman Attn: dworkman@marian.edu; careercntr@marian.edu	Y	0
7	<b>University of Indianapolis</b> 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	<b>Emmis Communications Careers Website</b> 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 <a href="http://www.emmis.com/careers/">www.emmis.com/careers/</a>	N	11
9	<b>Illinois Center for Broadcasting</b> 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn: Carl Jackson Email: cjackson@beonair.com	Y	0
10	<b>Indiana State University</b> 550 N. 5 <sup>th</sup> Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn: Martha Reed Email: martha.reed@indstate.edu	Y	0
11	<b>Anderson University</b> Career Development Center 1100 East 5 <sup>th</sup> Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>Franklin College</b> 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	<b>Martin Luther King Community Center</b> 40 W. 40 <sup>th</sup> Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org; jcollins@mlk-msc.org	Y	0
14	<b>Kaplan College</b> 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@kaplan.edu	N	0
15	<b>Butler University</b> Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn: Mona Guirguis Email: career@butler.edu	N	1
16	<b>Depauw University</b> 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0
17	<b>Indiana Broadcasters Association</b> 3003 E 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<b>Indiana University</b> 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
19	<b>Monster Job Board</b> 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	0
20	<b>Career Builder</b> 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	1
21	<b>Internal Posting</b> ( <i>job announcements posted for current employees on a local bulletin board</i> )	N	10
22	<b>Word-of-Mouth Referral</b> (Emmis / Other)	N	11
23	<b>All Access</b> 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	1
24	<b>The Society of Broadcast Engineers (SBE)</b> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120 Email: mclappe@sbe.org www.sbe.org	N	0
25	<b>Internship Program</b> ( <i>as described in section III</i> )	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	<b>Indianapolis Ad Club</b> 3003 E. 96 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
27	<b>Unknown</b> ( <i>source not adequately identified upon SEU inquiry</i> )	N	0
28	<b>Walk-In/Self-Referral</b>	N	0
29	<b>Radio-Television News Directors Association (RTNDA)</b> 1025 F Street NW, 7 <sup>th</sup> Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn: Nicole Newsome Email: NicoleN@rtnda.org	N	0
30	<b>Emmis Communications Former Employee / Re-hire</b>	N	1
32	<b>Indiana Business College</b> 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
33	<b>NTS Media Online</b> Al Peterson Phone: (858) 486-7559 al@ntsmidiaonline.com	N	0
34	<b>Job Fairs</b> ( <i>see Sec. III</i> )	N	0
35	<b>Indianapolis Craigslist</b> <a href="https://indianapolis.craigslist.org/">https://indianapolis.craigslist.org/</a>	N	0
36	<b>Linkedin.com</b> <a href="http://www.linkedin.com/jobs">www.linkedin.com/jobs</a>	N	0
37	<b>Employment Connections, Inc</b> 2901 East 20 <sup>th</sup> , Suite 101 Farmington, NM 87402 Phone: (505) 324-8877 Fax: (505) 324-8066 www.ecistaffing.com	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
38	<b>Indeed, Inc.</b> 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	11
39	<b>Indianapolis Urban League</b> 777 Indiana Avenue Indianapolis, IN 46202 Phone: (317) 693-7652 Attn: Aisha Sabur-Jaruis Email: asjarvis@indplsul.org	N	0
40	<b>Center for Leadership Development</b> 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
41	<b>Indianapolis Star</b> 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
42	<b>Twitter</b> <a href="https://twitter.com/">https://twitter.com/</a>	N	1
43	<b>Debbie McCain dba Sierra Marketing</b> 500B Southgate Ave. Nashville, TN 37203 Phone: (615) 712-7605 deb@sierra-marketing.com	N	0
44	<b>Inside Radio</b> P.O. Box 567925 Atlanta, GA 31156 Phone: (800) 248-4242 <a href="http://www.insideradio.com/">http://www.insideradio.com/</a>	N	1
45	<b>Internal Transfer / Promotion</b>	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>53</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments and are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <ul style="list-style-type: none"> <li>- During Spring/Summer 2016, the SEU had 9 interns: 4 in Programming, 2 in Incite, 1 in Digital, and 2 in Production.</li> <li>- During Fall 2016, the SEU had 5 interns: 3 in Programming, 1 in Production, and 1 in Digital.</li> <li>- During Winter 2016/2017, the SEU had 4 interns: 3 in Programming, and 1 in Digital.</li> </ul>
<b>2</b>	Participated in scholarship program.	<p>Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA. This program awards successful college and high school students with college funding.</p>
<b>3</b>	Co-sponsored job fair.	<p>On April 30, 2016 an SEU News Director, along with a corporate parent, co-sponsored the IBA Spring Job &amp; Internship Fair at the</p>



	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
		Marriott Indianapolis North Hotel. This event gave Emmis an opportunity to connect with prospective employees. The SEU also ran announcements promoting the job fair for several weeks leading up to the event.
4	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On May 20, 2016, an SEU Account Manager hosted a Butler University student for a facility tour and general information about career opportunities in broadcasting.
5	Co-sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 14, 2016 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. The SEU also ran announcements promoting the job fair for several weeks leading up to the event. SEU participants included our WFNI Program Director and Director of Digital Content.
6	Co-sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 1, 2016 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. The SEU also ran announcements promoting the job fair for several weeks leading up to the event. SEU participants included our WLHK Sales Manager and Business Office Assistant.
7	Participated in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On September 15, 2016, an SEU Account Manager spoke to University of Indianapolis Broadcast students about the radio industry and career opportunities in radio sales.
8	Hosted event/program sponsored by or on behalf of an educational institution relating to	On October 7, 2016, an SEU On-air Personality hosted local Girls Scouts Troop for a facility

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	career opportunities in broadcasting.	tour and general information about career opportunities in broadcasting.
<b>9</b>	Participated in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On October 13, 2016, an SEU Account Manager spoke to University of Indianapolis Broadcast students about the radio industry and career opportunities in radio sales.
<b>10</b>	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On October 24, 2016, the SEU's Director of Sales hosted a recruitment luncheon for area college students through the Indianapolis American Advertising Federation. The day included a tour of the facility and time to learn about career opportunities in the radio industry.
<b>11</b>	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On November 2, 2016, an SEU Program Director was shadowed by an area college student to learn about the radio business. Observed live broadcasts on WFNI.
<b>12</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.	On November 6, 2016, an SEU Account Manager spoke at Butler University Boot Camp, hosted by the campus newspaper, The Butler Collegian.
<b>13</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.	On December 5, 2016, an SEU Account Manager spoke to students in a communications class at Indiana University – Purdue University Indianapolis regarding careers in broadcasting.
<b>14</b>	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On January 5, 2017, an SEU Account Manager hosted a Butler University student for a facility tour and general information about career opportunities in broadcasting.
<b>15</b>	Hosted event/program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On February 4, 2017, an SEU On-air Personality hosted local Girls Scouts Troop for a facility tour and general information about career opportunities in broadcasting.
<b>16</b>	Hosted event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On February 7, 2017, an SEU Account Manager hosted a Hamilton Southeastern high school student for a facility tour and general information about career opportunities in radio.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>17</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.	On February 21, 2017, an SEU Account Manager addressed Advertising class at Butler university for an overview of sales and marketing career opportunities in radio.
<b>18</b>	Participated in event/program sponsored by or on behalf of educational institution relating to career opportunities in broadcasting.	On March 13, 2017, two SEU employees spoke at the annual Indiana Association of School Broadcasters conference, which has an attendance of up to 600 area high school students. The Director of Promotions & Events discussed opportunities and developments in the Promotions area and a WFNI Account Manager discussed sales and marketing sides of the business. Additionally, a WYXB Account Manager participated as a judge for the finals competition.
<b>19</b>	Participated in event/program sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting.	In April – May 2016 and March 2017, an SEU Account Manager taught a graduate-level class at Indiana University – Purdue University Indianapolis, as part of their Sports Broadcast Journalism program.