

EEO Public File Report

Group: WLBC					
Stations: WLBC-FM, WERK-FM, WMXQ-FM, WBKQ-FM, WHBU-AM, WXFN-AM					
A. Job Vacancies Filled between 04/01/2022 - 03/31/2023					
1. Job Title: Account Exec./Sales Assistant	Date Posted: 2/7/22	Date Filled: 3/17/22			
2. Job Title: Account Executive	Date Posted: 3/2/22	Date Filled: 7/19/22			
3. Job Title: Account Executive	Date Posted: 6/8/22	Date Filled: 9/29/22			
4. Job Title: Assistant Traffic	Date Posted: 8/2/22	Date Filled: 9/19/22			
5. Job Title: Account Executive	Date Posted: 1/6/23	Date Filled: 2/28/23			
B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy					
1. Job Title: Account Exec./Sales Assistant				Date Filled: 3/17/22	
Source	Contact	Address	Phone	Referred Person Hired?	Requesting Notification ?
LinkedIn	None	www.linkedin.com	None	NO	NO
Indeed.com	None	www.indeed.com	None	YES	NO
Indiana Broadcasters Association	Dave Arland	www.indianabroadcasters.org	None	NO	NO
Ohio Association of Broadcasters	Christine Merritt	www.oab.org	None	NO	NO
Purdue University	None	www.cco.purdue.edu	None	NO	NO
Indiana University	None	www.joinhandshake.com	None	NO	NO
Ohio State University	None	www.joinhandshake.com	None	NO	NO
All Access: Radio Industry	None	www.allaccess.com/		NO	NO
2. Job Title: Account Executive				Date Filled: 7/19/22	
Source	Contact	Address	Phone	Referred Person Hired?	Requesting Notification ?
LinkedIn	None	www.linkedin.com	None	NO	NO
Indeed.com	None	www.indeed.com	None	NO	NO
Indiana Broadcasters Association	Dave Arland	www.indianabroadcasters.org	None	NO	NO
Ohio Association of Broadcasters	Christine Merritt	www.oab.org	None	NO	NO
Purdue University	None	www.cco.purdue.edu	None	NO	NO
Indiana University	None	www.joinhandshake.com	None	NO	NO
Ohio State University	None	www.joinhandshake.com	None	NO	NO
All Access: Radio Industry	None	www.allaccess.com/		NO	NO
Referral	Mark Di Fabio	800 E. 29th Street	765-288-4403	YES	NO

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3. Job Title: Account Executive				Date Filled: 9/29/22	
Source	Contact	Address	Phone	Referred Person Hired?	Requesting Notification ?
LinkedIn	None	www.linkedin.com	None	NO	NO
Indeed.com	None	www.indeed.com	None	YES	NO
Indiana Broadcasters Association	Dave Arland	www.indianabroadcasters.org	None	NO	NO
Ohio Association of Broadcasters	Christine Merritt	www.oab.org	None	NO	NO
Purdue University	None	www.cco.purdue.edu	None	NO	NO
Indiana University	None	www.joinhandshake.com	None	NO	NO
Ohio State University	None	www.joinhandshake.com	None	NO	NO
All Access: Radio Industry	None	www.allaccess.com/		NO	NO
Referral	Thomas Peek	800 E. 29th Street	765-288-4403	NO	NO
Career Fair	Ind. Dept. Workforce	10 N. Senate Avenue	800-457-8283	NO	NO
4. Job Title: Assistant Traffic				Date Filled: 9/19/22	
Source	Contact	Address	Phone	Referred Person Hired?	Requesting Notification ?
LinkedIn	None	www.linkedin.com	None	NO	NO
Indeed.com	None	www.indeed.com	None	YES	NO
Indiana Broadcasters Association	Dave Arland	www.indianabroadcasters.org	None	NO	NO
Ohio Association of Broadcasters	Christine Merritt	www.oab.org	None	NO	NO
Purdue University	None	www.cco.purdue.edu	None	NO	NO
Indiana University	None	www.joinhandshake.com	None	NO	NO
Ohio State University	None	www.joinhandshake.com	None	NO	NO
All Access: Radio Industry	None	www.allaccess.com/		NO	NO
Referral	Thomas Peek	800 E. 29th Street	765-288-4403	NO	NO
Career Fair	Ind. Dept. Workforce	10 N. Senate Avenue	800-457-8283	NO	NO

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5. Job Title: Account Executive				Date Filled: 2/28/23	
Source	Contact	Address	Phone	Referred Person Hired?	Requesting Notification ?
LinkedIn	None	www.linkedin.com	None	NO	NO
Indeed.com	None	www.indeed.com	None	NO	NO
Indiana Broadcasters Association	Dave Arland	www.indianabroadcasters.org	None	NO	NO
Ohio Association of Broadcasters	Christine Merritt	www.oab.org	None	NO	NO
Purdue University	None	www.cco.purdue.edu	None	NO	NO
Indiana University	None	www.joinhandshake.com	None	NO	NO
Ohio State University	None	www.joinhandshake.com	None	NO	NO
All Access: Radio Industry	None	www.allaccess.com/		NO	NO
Referral	Roxie Moorman	801 E. 29th Street	765-288-4404	YES	NO
C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 04-01-2022 & 03-31-2023					40
D. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 04-01-2022 & 03-31-2023 Per Recruitment/Referral Sources:					
Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?	
Indeed.com	N/A	N/A	N/A	12	
LinkedIn.com	N/A	N/A	N/A	16	
Company Website	Megan Orbin	800 E. 29th Street	765-288-4403	6	
Referral	Mark Di Fabio	800 E. 29th Street	765-288-4403	1	
Career Fair	Indiana Dept Workforce	10 N. Senate Avenue	800-457-8283	2	
Referral	Thomas Peek	800 E. 29th Street	765-288-4403	2	
Referral	Roxie Moorman	800 E. 29th Street	765-288-4403	1	

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Group: WLBC				
Stations: WLBC-FM, WERK-FM, WMXQ-FM, WBKQ-FM, WHBU-AM, WMUN-AM				
E. Outreach Activities:				
Date	Other Outreach Activity	Description of Activity		
4/13/22	2022 Spring University of Indianapolis Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by the University of Indianapolis on April 13, 2022. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the Talent Acquisitions Specialist and Executive Assistant to the President.		
5/2/22	Applied Radio Course Mock Interviews	The President of Woof Boom Radio participated in mock job interviews with students from the University of Indianapolis.		
5/11/22	Speak at an Educational Institution	The Vice President of Programming presented at Career Day hosted by Northside Middle School.		
5/15-5/18/22	International Broadcasters Idea Bank Spring Convention	The President and Executive Assistant to the President attended three days of training related to small and medium radio and TV market topics, including recruitment and retention.		
5/31/22	Morry Mannies' Woof Boom Radio Scholarship Program	Two area High School athletes received scholarships from our Morry Mannies' Woof Boom Radio Scholarship fund at the end of the 2022 school year toward their college education.		
6/22/22	2022 Summer Indiana Department of Workforce Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by Indiana Department of Workforce on June 22, 2022. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the Talent Acquisitions Specialist.		
8/30/22	2022 Fall Ivy Tech of Lafayette Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by Ivy Tech of Lafayette on August 30, 2022. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the Talent Acquisitions Specialist and Executive Assistant to the President.		
9/16/22	Speak at an Educational Institution	On-Air Host and Production Director of Woof Boom Radio presented at Career Day hosted by Delta Middle School.		

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Fall Semester 2022	Internship Program	Woof Boom Radio supported one college student through an Engineering internship. He worked the hours required to earn college credit. Woof Boom also supported a recent college graduate. She was trained in skills that will help her pursue a career in broadcasting.
10/3/22	2022 Fall IBA Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by the Indiana Broadcasters Association on October 03, 2022. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the President, Talent Acquisitions Specialist, and Executive Assistant to the President.
10/6/22	2022 Fall Indiana Department of Workforce Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by Indiana Department of Workforce on October 6, 2022. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the Talent Acquisitions Specialist.
10/23-10/26/22	International Broadcasters Idea Bank Spring Convention	Woof Boom Radio hosted approximately 100 small and medium radio and TV market representatives for three days of training. The President, General Sales Manager, and Vice President of Programming attended training sessions.
1/18/23	Establishment of a Mentoring Program	The General Sales Manager and Executive to the President hosted all full time employees who have been with Woof Boom Radio for less than two years or recently promoted to a full time position.
2/20-2/24/23	Engineering Training	The Broadcast Technical Specialist attended training provided by the Society of Broadcast Engineers.
3/3/23	Other Activity to disseminate information about hiring	Woof Boom Radio's Talent Acquisitions Specialist participates in "First Thursday", a network event, held in a public location. They distribute information about joining Woof Boom Radio and discuss community outreach and culture of the Company.
3/25/23	2023 Spring IBA Career Fair	Woof Boom Radio stations participated in the Career Fair hosted by the Indiana Broadcasters Association on March 25, 2023. Information regarding Sales and On-Air Positions were passed out and resumes collected. The Booth was attended by the Talent Acquisitions Specialist and Executive Assistant to the President.

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3/25/23	2023 Indiana Broadcasters Foundation Scholarship Program	Successfully participated in the IBA 2023 Scholarship Program through the Indiana Broadcasters Foundation; Woof Boom Radio contributed financially, ran Scholarship PSAs and judged applicants.
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