

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WBAT-AM 1400, community of License Marion, Indiana; WCJC-FM 99.3, community of license Van Buren, Indiana; WMRI-AM 860, community of license Marion, Indiana; and WXXC-FM 106.9, community of license Marion, Indiana; and is required to be placed in the public inspection files of these stations, and posted on these stations' websites, if applicable.

The information contained in this report covers the time period beginning **April 1, 2018** to and including **March 31, 2018**.

Section 1: VACANCY INFORMATION

Full Time Positions Filled by Job Title	Recruitment Source of Hire	Total Interviewees - All Sources
Production Director/On-Air	Referral/Word of Mouth	12
Sales/Account Executive	None Hired For This Position	11
Traffic/Billing	Radio Ad	15

Section 2: RECRUITMENT SOURCE INFORMATION

Recruitment Source (Name, Address, Phone, Contact)	Total # Interviewees Provided	Full Time Positions Utilized
Indiana Broadcasters Association (indianabroadcasters.org)	6	0
AllAccess Music Group (allaccess.com) p: 615-252-4838 Jim Asker 11 Music Circle S, Ste 101, Nashville, TN 37203	15	0
Ball State University (bsu-csm.symplicity.com)	0	0
CentralIndianaHelpWanted.com	0	0
Indiana Radio Watch (indianaradio.net) Blaine Thompson 6502 Emmons Dr., Fort Wayne, IN 46835	0	0
WorkOne of Eastern Indiana (indianacareerconnect.com)	1	0
Facebook	3	0
Station Websites	3	0
Indeed.com	1	0
Radio Ads	12	1
Station Memo/Posting	2	0
Referral/Word of Mouth	2	1
Walk-ins	0	0
Other: Job Fairs	2	0

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Section 3: MENU OPTION INITIATIVES:

(Description of Activities)

9/17/2019	Indiana Broadcasters Association Fall Career Fair Steve Dill, PD, attended and discussed careers in Radio Broadcasting & Sales, and internships
2/20/2019	Spring Cardinal Job Fair on campus at Ball State University Vanessa Miller, OM, and Logan Dooley, Business Manager, attended and discussed careers in Radio Broadcasting & Sales, and internships
3/30/2019	Indiana Broadcasters Association Spring Career Fair Vanessa Miller, OM, attended and discussed careers in Radio Broadcasting & Sales, and internships
4/1/18-3/31/19	EEO Outreach PSAs - Aired on all stations to encourage businesses and organizations to post our job openings

Section 4: PUBLIC CONTACT INFORMATION

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