

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, 2019** to and including **March 31, 2020**.

Section 1: VACANCY INFORMATION

Full Time Positions Filled by Job Title	Recruitment Source of Hire	Total Interviewees - All Sources
News Director	Referral/Word of Mouth	7
Promotions/On-Air	Station Memo/posting	4
Sales/Account Executive	Radio Ad	13
Promotions/On-Air	None Hired For This Position	5

Section 2: RECRUITMENT SOURCE INFORMATION

Recruitment Source (Name, Address, Phone, Contact)	Total # Interviewees Provided	Full Time Positions Utilized
Indiana Broadcasters Association (indianabroadcasters.org)		0
AllAccess Music Group (allaccess.com) p: 615-252-4838 Jim Asker 11 Music Circle S, Ste 101, Nashville, TN 37203	7	0
Ball State University (bsu-csm.symplicity.com)	1	0
Indiana Radio Watch (indianaradio.net) Blaine Thompson 6502 Emmons Dr., Fort Wayne, IN 46835		0
Facebook	1	0
Station Websites	4	0
Indeed.com		0
Radio Ads	5	1
Station Memo/Posting	5	1
Referral/Word of Mouth	4	1
Walk-ins		0
Other: Job Fairs	2	0

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Section 3: MENU OPTION INITIATIVES:

(Description of Activities)

8/19 - 12/13/2019	Internship: Ball State University (Muncie, IN)
9/3 - 12/12/2019	Internship: Indiana Wesleyan University (Marion, IN)
9/18/2019	Fall Cardinal Job Fair on campus at Ball State University Steve Dill, PD, attended and discussed careers in Radio Broadcasting & Sales, and internships
October 2019	On-Air Advertisements for 2019 Fall Indiana Broadcasters Association Career Fair
10/23/2019	Indiana Broadcasters Association Fall Career Fair Joel Pyle, GM, attended and discussed careers in Radio Broadcasting & Sales, and internships
11/4/2019	IU Kokomo Lean In To Your Legacy Career Fair Fall 2019 Jessica Green, PD, & Steve Dill, PD, attended and discussed careers in Radio Broadcasting & Sales, and internships
1/28/2019 - current	Internship: Huntington University (Huntington, IN)
2/19/2020	Spring Cardinal Job Fair on campus at Ball State University Vanessa Miller, OM, attended and discussed careers in Radio Broadcasting & Sales, and internships
4/1/19-3/31/20	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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