

# WBWB(FM) / WHCC(FM)

## EEO PUBLIC FILE REPORT April 1, 2019 through March 31, 2020

### 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>
Salesperson 1- WBWB & WHCC	1, 5, 6, 7, 8, 9, 10, 12, 15	12
Salesperson 2 – WBWB & WHCC	1, 5, 6, 7, 8, 9, 10, 12, 15	6
Sales Person 3 – WBWB & WHCC	1, 5, 6, 7, 8, 9, 10, 12, 15	6
Sales Person 4 – WBWB & WHCC	14	14

**Notes:**

- **Sound Management, LLC. purchased WBWB and WHCC from Artistic Media Partners, Inc. with the full approval of the FCC in May of 2018.**
- **The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.**

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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 reporting period
1	Indiana Broadcasters Association 3308 E 98 <sup>th</sup> St, #161 Indianapolis, IN Contact: Eric Moore Phone: (317) 804-9440 <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a>	N	0
2	Bloomington Herald-Times P.O. Box 909 Bloomington, IN Contact: Lisa Payton Phone: 812-331-4312 Fax: 812-331-4285	N	0
3	American Women in Radio & TV 8405 Greensboro Drive McLean, VA Contact: Maria Brennan Phone: 703-506-3290- Fax: 703-506-3266 <a href="http://www.awrt.org">www.awrt.org</a>	N	0
4	Allaccess.com 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a> Phone: 310-457-6616 Fax: 310-457-8058	N	0
5	WBWB Station Website – <a href="http://www.wbwb.com">www.wbwb.com</a>	N	2
6	WBWB Radio Station Advertising	N	3
7	Artistic Media Partners Website – <a href="http://www.artisticradio.com">www.artisticradio.com</a> Contact: Arthur Angotti III 317-594-0600	N	0
8	WHCC Station Website – <a href="http://www.whcc105.com">www.whcc105.com</a>	N	1
9	WHCC Radio Station Advertising	N	5
10	Broadcast Compliance Services <a href="http://bcs-ok.com/">http://bcs-ok.com/</a> 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	0
12	Referral/Other	N	2

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
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	Linked-In (Posted online)	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			14

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.

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	<b>Broadcasting Outreach Education and Job Shadowing took place throughout the year.</b>	<p>Junior Blondell spoke with students at numerous schools in and around Bloomington. At these talks, Junior spoke about careers in Broadcasting as part of our ongoing Feature Teacher educational program.</p> <p>Below are the dates and schools where WBWB and WHCC representatives spoke with Students:</p> <p>4/2/19 Edgewood High School  4/9/19 Jackson Creek Middle School  5/10/19 Summit Elementary  8/29/19 Bedford North Lawrence  9/3/19 Highland Park Elementary  10/18/19 Tri-North Middle School  1/14/20 Binford elementary  2/14/20 Bloomington H.S. South</p>

<p><b>2</b></p>	<p><b>Establish internship program</b></p>	<p>The stations maintained an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, 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 various facets of the broadcasting business. In some cases, participants were able to apply for school credits in return for their internship. (On-Air, Front Desk, Sales Participants, Promotions).</p> <p>8/23/19 Junior Blondell (SEU Hiring Manager) attended the IU Internship Fair at Indiana University to educate and find students that want to participate in the WBWB &amp; WHCC Internship Program.</p>
<p><b>3</b></p>	<p><b>Participation in Job Fairs</b></p>	<p>On <b>April 11, 2019</b>, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Northern Indiana Events Center in Elkhart Indiana. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On <b>October 10, 2019</b>, Pam Kay Mason (SEU Hiring Manager) Hosted a Job Fair and Career Expo at the Northern Indiana Events Center in Elkhart Indiana. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p> <p>On <b>January 30, 2020</b> Junior Blondell (SEU Hiring Manager) participated in a Career Fair that took place at Indiana University. Positions available were listed and on-site interviews were conducted. The event was promoted on SEU radio stations and website prior to the event.</p>
<p><b>4</b></p>	<p><b>Participation in ongoing education to insure that all positions are filled according to the EEOC and Artistic Media Partners, Inc. guidelines</b></p>	<p>On <b>March 30, 2020</b>, 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 &amp; Evans LLP. Attendance was mandatory for all Staff and Contractors.</p>