

2015 EEO PUBLIC FILE REPORT

This report covers the following employment unit:

CALL SIGN	AM/FM	FACILITY ID#	COMMUNITY OF LICENSE	STATE	LMA
WHON	AM	6746	Centerville	IN	
WQLK	FM	6749	Richmond	IN	

The information contained in this Annual EEO Report covers the time period from **April 1, 2015 to, and including, March 31, 2016** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Stations during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;
3. The recruitment source that referred the Hired for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the Applicable Period.

A total of 4 full-time job vacancies were filled by the employment unit.

A total number of 16 persons were interviewed for all of the full-time vacancies.

Section 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **April 1, 2015 to March 31, 2016**

Stations in Employment Unit: **WQLK-FM, WHON-AM**

Full-Time Positions Filled By Job Title and Date Filled	Recruitment Source of Hired	Number of Interviewees Source Provided
Account Executive 5/1/15	Radio Ad	1
General Manager	Employee Referral	1
Traffic Assistant	CareerBuilder.com	6
Account Executive 2/1/16	Personal Referral	1

Total Number of People Interviewed for All Job Positions: 16

Section 2: Recruitment Sources

Time Period Covered: **April 1, 2015 to March 31, 2016**

Stations in Employment Unit: **WQLK-FM, WHON-AM**

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-Time Positions for Which This Source Was Utilized
Brewer Broadcasting Websites/Radio Ads 2626 Tingler Rd W Richmond, Indiana 47374	1	Position 1, 3, 4
Indiana Career Connect 3771 South "A" Street Richmond, IN 47374	6	Position 1, 3
CareerBuilder.com Palladium Item North A Street Richmond, Indiana 47374	6	Position 3
Employee Referral 2626 Tingler Road Richmond, Indiana 47374	2	Position 2, 4
Broadcast Compliance Service (Website) 1700 Rockville Pike, Rockville, MD 20852	1	Position 1, 3, & 4

FULL-TIME VACANCY

Job Title:	Account Executive
Date Filled:	May 18, 2015
Total Number of Interviews:	3

Recruitment Sources:¹

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	0
Indiana Career Connect Service (Website)	3771 South "A" Street Richmond, IN 47374	Angela Mays	765-962-8591	2
Radio Ads	2626 Tingler Road Richmond, Indiana 47374	Dave Strycker	765-962-1595	1*

¹ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	General Manager
Date Filled:	12/1/2015
Total Number of Interviews:	2

Recruitment Sources:²

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Referral	2626 Tingler Road W Richmond, IN 47374	Dave Strycker	765-962-1595	1*
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	1x

² A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

FULL-TIME VACANCY

Job Title:	Traffic Assistant
Date Filled:	March 28, 2016
Total Number of Interviews:	7

Recruitment Sources:³

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
CareerBuilder.com Palladium Item	North A Street Richmond, Indiana 47374	Lottie Jordan	765-962-1595	6*
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	0
Brewer Broadcasting Websites	2626 Tingler Road Richmond, Indiana 47374	Lottie Jordan	765-962-1595	1

³ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

FULL-TIME VACANCY

Job Title:	Account Executive
Date Filled:	2/10/2016
Total Number of Interviews:	4

Recruitment Sources:⁴

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
IndianaCareerConnect.com	3771 South "A" Street Richmond, Indiana 47374	Angela Mays	765-962-8591-	2
Indiana Broadcasters Association Website	3003 E 98 th Street Ste. 161 Indianapolis, IN 46280	Gwen	317-573-0119	1
Personal Referral	5601 National Road East Richmond, IN 47374	John Starnes	765-962-7533	1*

Time Period Covered: **April 1, 2015 to March 31, 2016**

⁴ A source with an (*) was the source that referred the hired. A source with an (x) was a source that requested to be contacted as job openings occur.

Stations in Employment Unit: **WQLK-FM, WHON-AM**

Guest Instructor – Josh Hohman gave a presentation to the Media Management Course at Heidelberg University on March 8, 2016. His topics included Audience & Audience Research. Answering of questions about radio industry, how to become involved and how radio audiences are measured