

2016 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, 2016 to, and including, March 31, 2017** (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 8 full-time job vacancies were filled by the employment unit.

A total number of 47 persons were interviewed for all the full-time vacancies.

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

Time Period Covered: **April 1, 2016 to March 31, 2017**

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 4/13/2016	Employee Referral – Dave Strycker	6
Account Executive 5/23/2016	Broadcast Compliance Service (Website)	6
On Air Personality/Promotions 7/5/2016	All Access	3
Director of First Impressions 8/24/2016	Personal Referral – Brad Russell	8
Account Executive 10/26/2016	Employee Referral – John Westover	6
Account Executive 12/14/2016	Employee Referral – Amy Dillon	6
Account Executive/Sports Announcer 12/29/2016	Kicks 96 Website	7
Production Manager 02/24/2017	Employee Referral – Amy Dillon	7

Total Number of People Interviewed for All Job Positions: 49

Section 2: Recruitment Sources

Time Period Covered: **April 1, 2016 to March 31, 2017**

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, 2, 4, 5, 6, 7, 8
Indiana Career Connect 3771 South "A" Street Richmond, IN 47374	6	Position 1, 2, 5, 6, 7
CareerBuilder.com Palladium Item North A Street Richmond, Indiana 47374	6	Position 4
Employee Referral 2626 Tingler Road Richmond, Indiana 47374	2	Position 1, 2, 3, 4, 6, 7, 8
Broadcast Compliance Service (Website) 1700 Rockville Pike, Rockville, MD 20852	1	Position 1, 2, 3, 4, 5, 6, 7, 8

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

FULL-TIME VACANCY
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Account Executive
Date Filled:	April 13, 2016
Total Number of Interviews:	6

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	2
Indiana Career Connect Service (Website)	3771 South "A" Street Richmond, IN 47374	Amy Dillon	765-962-8591	3
Employee Referral	2626 Tingler Rd., Richmond, Indiana 47374	Dave Strycker	765-962-1595	1*
Radio Ads	2626 Tingler Road Richmond, Indiana 47374	Amy Dillon	765-962-1595	0

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.

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

FULL-TIME VACANCY
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Account Executive
Date Filled:	May 26, 2016
Total Number of Interviews:	6

Recruitment Sources:²

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	2*
Indiana Career Connect Service (Website)	3771 South "A" Street Richmond, IN 47374	Amy Dillon	765-962-8591	3
Employee Referral	2626 Tingler Rd., Richmond, Indiana 47374	Dave Strycker	765-962-1595	1
Radio Ads	2626 Tingler Road Richmond, Indiana 47374	Amy Dillon	765-962-1595	0

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
 Time Period Covered: **April 1, 2016 to March 31, 2017**

Job Title:	On Air Personality/Promotions
Date Filled:	July 5, 2016
Total Number of Interviews:	3

Recruitment Sources:³

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Referral	2626 Tingley 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	1*
All Access Music	Online	Amy Dillon	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.

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

FULL-TIME VACANCY
 Time Period Covered: **April 1, 2016 to March 31, 2017**

Job Title:	Director of First Impressions
Date Filled:	August 24, 2016
Total Number of Interviews:	8

Recruitment Sources:⁴

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
Referral	600 Locust LN Centerville, IN 47330	Brad Russell	765-462-9832	1*

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.

FULL-TIME VACANCY
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Account Executive
Date Filled:	October 26, 2016
Total Number of Interviews:	6

Recruitment Sources:⁵

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
IndianaCareerConnect.com	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	0
Indiana Broadcasters Association Website	3003 E 98 th Street Ste. 161 Indianapolis, IN 46280	Gwen	317-573-0119	1
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	2
Radio Ads	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	3*

⁵ 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
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Account Executive
Date Filled:	December 14, 2016
Total Number of Interviews:	7

Recruitment Sources:⁶

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
IndianaCareerConnect.com	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	0
Indiana Broadcasters Association Website	3003 E 98 th Street Ste. 161 Indianapolis, IN 46280	Gwen	317-573-0119	1
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	2
Radio Ads	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	3
Employee Referral	2626 Tingler Rd., Richmond, IN 47374	Amy Dillon	765-962-1595	1*

⁶ 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
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Account Executive/Sports Announcer
Date Filled:	December 29, 2016
Total Number of Interviews:	7

Recruitment Sources:⁷

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
IndianaCareerConnect.com	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	0
Indiana Broadcasters Association Website	3003 E 98 th Street Ste. 161 Indianapolis, IN 46280	Gwen	317-573-0119	1*
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	2
Radio Ads	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	3
Employee Referral	2626 Tingler Rd., Richmond, IN 47374	Amy Dillon	765-962-1595	1

⁷ 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
Time Period Covered: April 1, 2016 to March 31, 2017

Job Title:	Production Manager
Date Filled:	February 24, 2017
Total Number of Interviews:	3

Recruitment Sources:⁸

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	# of Interviews Referred
Indiana Broadcasters Association Website	3003 E 98 th Street Ste. 161 Indianapolis, IN 46280	Amy Dillon	765-962-1595	1
Broadcast Compliance Service (Website)	1700 Rockville Pike, Rockville, MD 20852	Judy Feigenson	301-649-1671	1
Radio Ads	2626 Tingler Road Richmond, IN 47374	Amy Dillon	765-962-1595	0
Employee Referral	2626 Tingler Rd., Richmond, IN 47374	Amy Dillon	765-962-1595	1*

⁸ 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.

Time Period Covered: **April 1, 2016 to March 31, 2017**

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

1. Job Fairs: General Manager Amy Dillon attended on behalf of WQLK-FM and WHON-AM, July 14, 2016 the Indiana Black Expo Opportunity Fair and October 3, 2016 Indiana Broadcasters Assoc. Job Fair. Amy met with students and discussed potential internships. She also accepted resumes for possible openings.

General Manager, Amy Dillon and staff attending the Wayne County Chamber Job Fairs at Richmond Senior High School, March 2016 and Centerville Senior High School, April 2016. They spoke with senior students from area high schools about internships and jobs in radio.