

## 2018 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, 2018 to, and including, March 31, 2019** (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 3 full-time job vacancies were filled by the employment unit.*

*A total number of 10 persons were interviewed for all the full-time vacancies.*

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

Time Period Covered: **April 1, 2018 to March 31, 2019**

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

<b>Full-Time Positions Filled By Job Title and Date Filled</b>	<b>Recruitment Source of Hired</b>	<b>Number of Interviewees Source Provided</b>
Air Personality (Morning Team) 6/7/18	Employee Referral	1
Air Personality (Morning Team) 6/18/18	Allaccess.com (Website)	4
Production Director 8/28/18	Allaccess.com (Website)	5

Total Number of People Interviewed for All Job Positions: 10

Section 2: Recruitment Sources

Time Period Covered: **April 1, 2018 to March 31, 2019**

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

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-Time Positions for Which This Source Was Utilized</b>
Brewer Broadcasting Websites/Radio Ads 2626 Tingler Rd W Richmond, Indiana 47374	0	Position 1, 2, 3
Indiana Broadcasters Organization Website P.O. Box 902 Carmel, IN 46082	0	Position 3
Allaccess.com	9	Position 1, 2, 3
Employee Referral 2626 Tingler Road Richmond, Indiana 47374	1	Position 1
Broadcast Compliance Service (Website) 1700 Rockville Pike, Rockville, MD 20852	1	Position 1, 2, 3

Section 2: Recruitment Sources

Time Period Covered: **April 1, 2018 to March 31, 2019**

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

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full-Time Positions for Which This Source Was Utilized</b>
Indiana RadioWatch Indianaradio.net	0	Position 1, 2, 3
Ball State University Tim Pollard 2000 W. University Ave Muncie, IN 47306-0540	0	Position 3
University of Indianapolis Scott Uecker 1400 East Hanna Ave Indianapolis, IN 46227	0	Position 3

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

FULL-TIME VACANCY

Time Period Covered: **April 1, 2018 to March 31, 2019**

Job Title:	Air Personality (Morning Team)
Date Filled:	June 7, 2018
Total Number of Interviews:	5

**Recruitment Sources:<sup>2</sup>**

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
Employee Referral	2626 Tingler Rd., Richmond, Indiana 47374	Phil Quinn	765-962-1595	1*
All Access Music	Online	Steve Baker	765-962-1595	4
Indiana RadioWatch Indianaradio.net	Online	Blaine Thompson	<a href="mailto:irw@well.com">irw@well.com</a>	0
Radio Websites	2626 Tingler Road Richmond, Indiana 47374	Steve Baker	765-962-1595	0

<sup>2</sup> 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, 2018 to March 31, 2019**

Job Title:	On Air Personality (Morning Team)
Date Filled:	June 18, 2018
Total Number of Interviews:	5

**Recruitment Sources:**<sup>3</sup>

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 RadioWatch Indianaradio.net	Online	Blaine Thompson	<a href="mailto:irw@well.com">irw@well.com</a>	0
All Access Music	Online	Steve Baker	765-962-1595	4*
Radio Websites	2626 Tingler Road, Richmond, Indiana 47374	Steve Baker	765-962-1595	0

<sup>3</sup> 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, 2018 to March 31, 2019**

Job Title:	Production Director
Date Filled:	August 28, 2018
Total Number of Interviews:	5

**Recruitment Sources:**<sup>1</sup>

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
Radio Ads/Websites	2626 Tingler Road Richmond, Indiana 47374	Amy Dillon	765-962-1595	0
All Access Music	Online	Amy Dillon	765-962-1595	5*
Indiana Radio Watch	Online	Blaine Thompson	<a href="mailto:irw@well.com">irw@well.com</a>	0
Ball State University	2000 W. University Ave Muncie, IN 47306-0540	Tim Pollard	765-285-1480	0
University of Indianapolis	1400 East Hanna Ave Indianapolis, IN 46227	Scott Uecker	317-788-3280	0

<sup>1</sup> 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, 2018 to March 31, 2019**

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

1. Program Director WQLK, Steve Baker attended Career Day at William Bruce Elementary School, Eaton, Ohio, April 20, 2018. Steve spoke to students of all ages throughout the day concerning careers available in radio broadcasting.
2. General Manager, Amy Dillon participated at the University of Indianapolis Comm-110 Applied Radio final exam project. The project included Mock Interviews for Seniors and the opportunity to speak to students careers available in Radio Broadcasting.