

WTHI-FM, WWVR(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009

I. VACANCY LIST

See Section II, the **Master Recruitment Source List** (“MRSL”), for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-15, 18	15
Promotions Manager	1-15, 17-18	17
Evening On-Air Personality	1-12, 15, 16	15

WTHI-FM, WWVR(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Indiana Business College Attn: Wilma Johnson 1378 S. State Rd. 46 Terre Haute, IN 47803 Phone: 812-232-4458	N	0
2	Illinois Broadcasters Association Job Placement 200 Missouri Ave. Energy, IL 62933-3512 Phone: 618-942-2139	N	0
3	Indiana State University Career Center Attn: Anna Donnelly 567 N 5 th St. Terre Haute, IN 47809 Phone: 812-237-5000	N	0
4	Ivy Tech Placement Office Attn: Terri May 7999 US 41 South Terre Haute, IN 47802 Phone: 812-298-2301	N	0
5	Illinois Department Of Employment Security 255 N. Schuyler Kankakee, IL 60901 Phone: 815-932-0035 Email: Grichar@Ides.State.II.Us	N	0
6	NAACP, Terre Haute Chapter Attn: Theresa Bynum P. O. Box 441 Terre Haute, IN 47808 Phone: 812-234-4209	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Vincennes University Attn: Douglas Young Broadcasting Dept 1200 N 2 nd St. Davis Hall, Rm 120 Vincennes, IN 47591 Phone: 812-888-5417	N	0
8	St. Mary-Of-The-Woods Attn: Susan Gresham College Placement Service St Mary Of The Woods, IN 47876 Phone: 812-535-5151	N	0
9	Indiana State University Afro-American Cultural Ctr Attn: Julia Bruce Terre Haute, IN 47809 Phone: 812-237-3811	N	0
10	Indiana Workforce Development Attn: Mary Leann 30 North 8 th St. Terre Haute, IN 47807 Phone: 812-234-6602	N	0
11	Eastern Illinois University Attn: Jan Stevens Career Center Room 13 Charleston, IL 61920 Phone: 217-581-2412 Email: Jastevens2@Eiu.Edu	N	0
12	Indiana Broadcasters Association Attn: Courtney Smith 3003 E. 98 th St., Suite 161 Indianapolis, IN 46280 Fax: 317-573-0895 www.indianabroadcasters.org	N	0
13	Emmis Communications, Staffing Department (<i>job announcements posted to www.emmis.com</i>) Attn: Kenneth Vaughn One Emmis Plaza 40 Monument Circle, Suite 500 Indianapolis, IN 46204 Phone: 317-684-2999	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Taleo <i>www.taleo.com</i> <i>(Career placement website that distributes vacancy notices to a network of other career placement websites, including CareerBuilder and Monster)</i>	N	1
15	Internal Posting / Candidate <i>(job announcements posted on a local bulletin board)</i>	N	2
16	All Access Music Group Attn: Matt Parvis 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: 310-457-6616 Fax: 310-457-8058 <i>www.allaccess.com</i>	N	4
17	Former Employee	N	1
18	Employee Referral	N	3
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:			12

WTHI-FM, WWVR(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in job fair	On July 17, 2008, our SEU attended the Black Expo Career Fair held at the Indianapolis Convention Center in Indianapolis, IN. At the fair we spoke with attendees about career opportunities and accepted resumes. SEU participants included our Promotions Director, Chief Engineer, and the Corporate Director of Staffing and Diversity.
2	Participate in job fair	On February 7, 2009, our SEU attended the Indiana Broadcasters Association Broadcaster Job Fair at the Sheraton Hotel in Indianapolis, IN. Fair participants were able to ask us questions about career opportunities at our SEU and submit their resumes. SEU participants included our General Manager.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 24, 2009, our General Manager spoke with a group of students in the Broadcast Management class at Indiana State University regarding careers in broadcasting and the broadcast industry. Students were also able to ask questions and seek career advice.
4	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 25, 2009, our Chief Engineer and Operations Manager spoke to a group of radio broadcasting students at Vincennes University in Vincennes, IN during the annual "Career Days." At the event we met with students and discussed career opportunities and entering the workforce.