

**WFMS(FM), WJJK(FM), WRWM(FM)**  
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**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>
Sales Representative	2-4,8-19, 22-23, 26-29, 31-35, 37-39, 42-44, 47-59	38
Chief Engineer	2-4,8-19, 22-23, 26-29, 31-35, 37-39, 42-44, 47-59	9
Sales Representative	2-4,8-19, 22-23, 26-29, 31-35, 37-39, 42-44, 47-59	9
WRWM On-Air Announcer	2-4,8-19, 22-23, 26-29, 31-35, 37-39, 42-44, 47-59	1

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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	<b>All Access Website</b> www.allaccess.com	No	4
2	<b>Asian Help Services</b> Broadway United Methodist Church 609 E 29th Street Indianapolis, IN 46205 (317) 924-4827 Fax: (317) 924-4209 baikahs@yahoo.com	No	0
3	<b>Ball State University</b> Career Center Lucina Hall, Room 220 Muncie, IN 47306 (765) 285-1522 Fax: (765) 285-3757 careercenter@bsu.edu	No	0
4	<b>Butler University</b> Internship & Career Services Atherton Union – Room 315 4600 Sunset Ave. Indianapolis, IN 46208 (317) 940-8425 ics@butler.edu	No	0
5	<b>Career Builder Website</b> (in conjunction with Indianapolis Star) www.CareerBuilder.com	No	0
6	<b>Craig’s List Website</b> www.indianapolis.craigslist.org	No	0
7	<b>Cumulus Media Website</b> www.cumulusradio.com	No	0
8	<b>Cumulus Business Managers</b> bm@cumulus.com	No	0
9	<b>Employee Referral</b>	No	3
10	<b>Equal Employment Office Indianapolis</b> phyllis.tucker-wells@eoc.gov	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Harrison College</b> (Formerly Indiana Business College) Anderson Campus 140 E. 53 <sup>rd</sup> Street Anderson, IN 46031 (765) 644-7514 Fax: (765) 644-5724 careerservices@harrison.edu	No	0
12	<b>Indeed Website</b> www.indeed.com	No	10
13	<b>Indiana Black Expo</b> 3145 N. Meridian Street Indianapolis, IN 46208 (317) 924-2702 Fax: (317) 925-6624 communications@indianablackexpo.com	No	0
14	<b>Indiana Broadcasters Association</b> 3003 E. 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 (317) 573-0019 (x104) Fax: (317) 573-0895 Attn: Gwen Piening pieningiba@aol.com	No	1
15	<b>Indiana State University</b> Career Center HMSU, Room 139 200 N. Seventh Street Terre Haute, IN 47809 (812) 237-8887 Fax: (812) 237-2621 Isu-career-center@mail.indstate.edu	No	0
16	<b>Indiana Student Chapter IUPUI- Society of Professional Journalists</b> IUPUI 535 W. Michigan Street IT 569 Indianapolis, IN 46202 (317) 278-5328 dperkins@iupui.edu	No	0

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17	<b>Indiana Student Chapter University of Southern Indiana-Society of Professional Journalists</b> 8600 University Boulevard Evansville, IN 47712 (812) 465-1125 emgibson@usi.edu	No	0
18	<b>Indiana University</b> 625 N. Jordan Avenue Bloomington, IN 47405 (812) 855-5234 Fax: (812) 855-2121 iucareer@indiana.edu	No	0
19	<b>IUPUI (Indiana University Purdue University Indianapolis)</b> 400 University Boulevard Indianapolis, IN 46202 (317) 274-5555 clkendall@iupui.edu	No	0
20	<b>Indianapolis Star</b> Contact: Brandon (317) 444-5076	No	0
21	<b>Inside Radio Website</b> www.insideradio.com	No	0
22	<b>Internal Posting</b>	No	<b>1</b>
23	<b>International College of Broadcasting</b> 6 S. Smithville Road Dayton, OH 45431 (937) 258-8251 Fax: (937) 258-8714 Attn: Kenneth Pyles swackkid@yahoo.com	No	0
24	<b>SEU Internship Program</b> <i>(see Section III)</i>	No	0
25	<b>SEU Job Fairs</b> <i>(see Section III)</i>	No	0
26	<b>LinkedIn Website</b> www.linkedin.com	No	<b>1</b>

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<b>Manual Adult Education</b> Manual Adult Evening School 2405 Madison Avenue, Room 128 Indianapolis, IN 46225 (317) 226-4004 Fax: (317) 226-3836 Attn: Robert Stockard stockarR@ips.k12.in.us	No	0
28	<b>Marian College</b> Clare Hall, Room 119 3200 Cold Spring Road Indianapolis, IN 46222 (317) 955-6364 Attn: Barbara Benson bbenson@marian.edu	No	0
29	<b>Martin Luther King Jr. Multi-Service Center</b> Brandon Ware 40 West 40 <sup>th</sup> Street Indianapolis, IN 46208 (317) 923-4581 bware@mlkccindy.org	No	0
30	<b>Media Recruiter Website</b> www.mediarecruiter.com	No	0
31	<b>NAACP-Columbus/Bartholomew Branch</b> 1531 13 <sup>th</sup> Street, Suite 1310 Columbus, IN 47001 (812) 314-2708 Attn: Gwen gwensw@sbcglobal.net	No	0
32	<b>NAACP</b> Greater Indianapolis Branch NAACP #3053 300 E. Fall Creek Parkway North Indianapolis, IN 46205 (317) 925-5127 nbryant@indynaacp.org	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>National Organization for Women-Indiana Chapter</b> P. O. Box 2264 Indianapolis, IN 46208 Attn: Melissa Fadeley Indiana.now.chapter@gmail.com	No	0
34	<b>Ohio Center for Broadcasting-Columbus</b> 5330 East Main Street Suite 200 Columbus, OH 43213 (614) 245-0555 Attn: Alvis Moore, Placement Director <a href="mailto:amoore@beonair.com">amoore@beonair.com</a> and Phil Brown, School Director <a href="mailto:pbrown@beonair.com">pbrown@beonair.com</a>	Yes	0
35	<b>Ohio Center for Broadcasting – Cincinnati</b> <b>Alexandria Powell</b> <a href="mailto:apowell@beonair.com">apowell@beonair.com</a>	Yes	0
36	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
37	<b>Participate Event/Program Sponsored by Educational Institution</b> ( <i>see Section III</i> )	No	0
38	<b>Professional Referral</b>	No	3
39	<b>Purdue University</b> Career Center West Lafayette, IN 47907 (765) 494-3981 <a href="mailto:hire@purdue.edu">hire@purdue.edu</a>	No	0
40	<b>Radio Advertising Bureau</b> Attn: Mark Levy <a href="mailto:mlevy@rab.com">mlevy@rab.com</a>	No	0
41	<b>Regional Help Wanted Website</b> <a href="http://www.RRegionalHelpWanted.com">www.RRegionalHelpWanted.com</a>	No	0
42	<b>Salvation Army</b> The Salvation Army-Indiana Division 3100 N. Meridian Street Indianapolis, IN 46208 (317) 937-7000 Fax: (317) 937-7010 <a href="mailto:indweb@usc.salvationarmy.org">indweb@usc.salvationarmy.org</a>	No	0
43	<b>IBA Scholarship Program</b> ( <i>see Section III</i> )	No	0

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44	<b>Society of Broadcast Engineers</b> 9102 N. Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000 Fax: (317) 846-9120 Attn: Scott Jones kjones@sbe.org	No	0
45	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	No	0
46	<b>Traffic Directors Guild of America</b> 26000 Avenida Aeropuerto, Bldg 114 San Juan Capistrano, CA 92675 www.tdga.org	No	0
47	<b>United Way of Central Indiana-Hancock County Office</b> United Way of Central Indiana One Courthouse Plaza P. O. Box 714 Greenfield, IN 46140 (317) 467-2346 paula.jarrett@uwci.org	No	0
48	<b>United Way of Central Indiana-Boone County Office</b> United Way of Central Indiana 221 ½ N. Lebanon Street P. O. Box 773 Lebanon, IN 46052 (317) 366-5413 jill.troha@uwci.org	No	0
49	<b>United Way of Central Indiana-Morgan County Office</b> United Way of Central Indiana 109 E. Morgan Street P. O. Box 1781 Martinsville, IN 46151 (765) 349-9780 diana.roy@uwci.org	No	0

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50	<b>United Way of Central Indiana-Main Office</b> United Way of Central Indiana P. O. Box 88409 Indianapolis, IN 46208 (317) 923-1466 Fax: (317) 921-1355 community@uwci.org	No	0
51	<b>University of Notre Dame</b> 248 Flanner Hall Notre Dame, IN 46556 (574) 631-5200 ndcps@nd.edu	No	0
52	<b>University of Southern Indiana</b> 8600 University Boulevard Evansville, IN 47712 (812)464-1865 Usi1careerspt@usi.edu	No	0
53	<b>Vincennes University</b> Career Center 1002 N. First Street Vincennes, IN 47591 (812) 888-4501 career&employer@vinu.edu	No	0
54	<b>Zip Recruiter Website</b> www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
55	<b>Internal Transfer/Promotion</b>	No	0
56	<b>Cumulus Job Board</b>	No	23
57	<b>Simply Hired (<a href="http://www.simplyhired.com">www.simplyhired.com</a>)</b>	No	0
58	<b>Glass Door (<a href="http://www.glassdoor.com">www.glassdoor.com</a>)</b>	No	0
59	<b>Link Up (<a href="http://www.linkup.com">www.linkup.com</a>)</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>46</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On April 3, 2016, our SEU participated in the Indiana Broadcasters Association Spring Job Fair at the Marriott Indianapolis North. Our Business Managers attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU and accepted resumes from interested attendees.
2	Participate in Job Fair	On July 14, 2016, our SEU participated in the Employment Fair at the Indianapolis Convention Center sponsored by the Indiana Black Expo. The SEU's VP of Sales and Business Manager attended the event and greeted attendees, answered questions about careers opportunities in broadcasting, discussed current vacancies within the SEU and accepted resumes.
3	Participate in Job Fair	On October 1, 2016, our SEU participated in the Indiana Broadcasters Association Fall Job Fair at Marriott Indianapolis North. Our Business Manager attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU and accepted resumes from interested attendees.
4	Internship Program	Between June 3, 2016 and August 18, 2016 our SEU hosted one student intern from Butler University in Indianapolis, IN. The intern was supervised by our Operations Manager. The intern started in the Programming Dept. assisting with various tasks including assistance with show preparation for On-Air content for all 3 stations, scheduling music for WRWM, downloading barter commercials for all 3 stations, attending Morning Show meeting with Program Directors, he was given opportunity to be on-air on WRWM and worked closely with WRWM-FM on-air staff while they were on-air. In addition, he was given opportunity to work a day in each department including Sales, Promotions, Business Office and Traffic Department. He was given overview what each department did and how it impacts each of the other departments.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager and Business Manager were active attendees in that seminar
6	Participate in Scholarship Program	On January 1, 2017, our SEU assisted the Indiana Broadcasters Association ("IBA") with its Scholarship Program. Our SEU ran Public Service Announcements and posted information about the Program on our station's websites to encourage participation. Our Market and Business Managers received, reviewed and evaluated applications received by the IBA and submitted their recommendations to the scholarship committee.
7	Internship Program	Between February 6, 2017 and April 27, 2017 our SEU hosted one student intern from Anderson University located in Anderson, IN. The intern was supervised by our Marketing Director. She interned in Promotions Dept. assisting with various tasks including putting together promotion proposals, scheduling part time Promotion Dept. employees for events, monitoring other stations web activity, loading events on station websites, packing bags for events, preparing on-site forms, preparing promotional notes. She attended meetings including Station Brain Storming meeting that involve Sales Dept., Programming Dept. and Promotions Dept., where ideas were discussed for Sales team to sell. She also worked with Front Desk answering phones, prize fulfillment.
8	Participate in Job Fair	On February 18, 2017 our SEU participated in the Indiana Broadcasters Association Spring Job Fair at the 502 Event Centre. Our Director of Sales attended the event and answered questions about career opportunities in broadcasting, talked about current vacancies within the SEU and accepted resumes from interested attendees.

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9	Participate in program sponsored by educational institution relating to careers in broadcasting.	Warren Central High School's Radio & Television Broadcast Class invited one of our SEU's On-Air Personalities to speak to the class on March 15, 2017. He spoke with a large group of students about career opportunities in radio broadcasting and answered questions.
10	Participate in Collegiate Career Expo	On March 23, 2017, our SEU participated in the Ball State University Student Career Fair on the Ball State University Campus in Muncie, Indiana. Our Business Manager attended this event and answered student's questions about career opportunities in broadcasting as well as the SEU's internship program.