



EEO PUBLIC FILE REPORT

April 1, 2023 – March 31, 2024

WKOA-FM, WASK-FM, WASK-AM, WKHY-FM, WXXB-FM

1. VACANCY LIST

<u>Job Description</u>	<u>Date Filled</u>	<u># of Applicants Interviewed</u>	<u>Interviewee Sourced</u>	<u>Recruitment Sources Used</u>
Full-time Promotions/Content Assistant	5/17/23	4	3(4)	3,4

2. NEW HIRES

<u>Job</u>	<u>Hire Date</u>	<u>Source</u>
Full-time Promotions/Content Assistant	6/8/2023	3

3. MASTER RECRUITMENT LIST

1. WASK AM-FM, WKHY-FM, WKOA-FM, WXXB-FM On Air Announcements
3575 McCarty Lane
Lafayette, Indiana 47905
765-447-2186

Neuhoff Media of Lafayette
3575 McCarty Lane
Lafayette, Indiana 47905



2. WASK AM-FM, WKHY-FM, WKOA-FM, WXXB-FM station web sites
3575 McCarty Lane
Lafayette, Indiana 47905
765-447-2186
3. Indiana Broadcasters Association
3003 E. 98th Street #161
Indianapolis, IN 46280
317-573-0119
4. www.allaccess.com
Industry Recruitment Website
5. Ball State University
2000 W. University Ave
Muncie, IN 47306
765-286-1241
6. Valparaiso University
1700 Chapel Drive
Valparaiso, IN 46383
219-464-5000
7. Indiana University Purdue University Indianapolis
420 University Blvd
Indianapolis, IN 46202
317-274-5555
8. NAACP of Lafayette/West Lafayette
Branch #3056
Lafayette, Indiana 47903
765-464-2085
9. National Association of Black Journalists
1100 Knight Hall, Suite 3100
College Park, MD 20742
301-405-0248

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10. University of Notre Dame
Notre Dame, In 46556
574-631-5000
11. University of Indianapolis
1400 East Hanna Avenue
Indianapolis, Indiana 46227
317-788-3368
12. Purdue University
West Lafayette, IN 47906
765-494-4636
13. Neuhoff Media Website
www.neuhoffmedia.com
14. Cameron McDowell- Recruiter
www.TBCHoldingsLLC.com
15. Neuhoff Media- Employee Referral

RECRUITMENT INITIATIVES

1. On May 1st, 2023, General Manager Mike Shamus interviewed 8 University of Indianapolis students as part of their Final Exam. The interview was meant to replicate and job interview for the students. 2 interviewees later applied for a position with Neuhoff Media.

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2. Junior Achievement

Neuhoff Media Lafayette volunteers as a the Media partner for Junior Achievement's Biz Town, where students learn the inner workings of a radio station, the jobs available and the role the radio station plays in the local economy. MNL managers are leading classroom work and practical applications hands on, experiential training of students to understand broadcasting.

3. Scholarship Program

In conjunction with the Indiana Broadcasters Association, Stations contributed to the annual scholarship program of the Indiana Broadcasters Foundation. Foundation grants 10 - 5,000 scholarships to students pursuing careers in the broadcast industry

4. Routine Listings

The Licensee routinely lists each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities, such as The Indiana Broadcasters Association



5. Senior Leadership Team-EEO

Annually the Neuhoff Leadership Team is provided with training on best practices concerning equal employment opportunities. We also provide training for our staff in the prevention of discrimination, harassment, and other related matters. The video-based training was completed by 12/30/2023.

6. Neuhoff Media Summer Camp

This annual program featured 15 students attending the week of June 19th, 2023, at the Danville Area Community College. The program focused on careers in the media field in general, but with an emphasis on radio, television broadcasting and writing. Members of the Neuhoff staff conduct hands on training in announcing, interviewing, reporting and public relations. Participants were told of employment opportunities in the each of the Neuhoff markets. This was the 27th year of the program, the Summer Media Camp is directly responsible for several current or past staff members across the company.

7. University of Indianapolis- Career Fair

On April 13, 2023, Neuhoff Media COO Mike Hulvey participated in the Career Fair on campus in Indianapolis. A group of students met directly with Mr. Hulvey and NM-Lafayette OM Joe Lacey., they were informed of the opportunities that were available within the industry in general, at all the Neuhoff facilities specifically related to their field of study. These students included sales, news, sports, announcing, video, and digital related interests. There were over forty students participating in the program.

8. Indiana Broadcasters Association- Fall Career Fair

On October 2nd, 2023, Neuhoff Media participated in the Career Fair at the annual conference of the IBA in Indianapolis Indiana. A group of over 130 students participated in the event. The students were informed of the opportunities that were available with the Neuhoff stations specifically related to their field of study. These students included sales, news, sports, announcing, video, and digital related interests.

9 Indiana Broadcasters Association- Spring Career Fair

On March 23rd, 2024, Neuhoff Media participated in the IBA Spring Career Fair. A group of students participated in the event. The students were informed of the opportunities that were available with the Neuhoff stations specifically related to their field of study. These students included sales, news, sports, announcing, video, and digital related interests.

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