



**WBTU-FM, WJFX-FM, WWFW-FM, WXKE-FM**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Advancement within	N	1
2	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 765-285-1522	N	0
3	Bowling Green State University Bowling Green, OH 43403 419-372-2531 <a href="http://www.bgsu.edu">www.bgsu.edu</a>	N	
4	Client Referrals	N	0
5	Country Aircheck 914 18 <sup>th</sup> Ave. S. Second Floor Nashville, TN 37212 615-320-1450 news@countryaircheck.com <a href="http://www.countryaircheck.com">www.countryaircheck.com</a>	N	0
6	Employee Referral	N	2
7	Huntington University Attn: Amber Rensberger <a href="mailto:arensberger@huntington.edu">arensberger@huntington.edu</a> Huntington Union Building – Upper Level 260-359-4040	N	0
8	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 <a href="http://www.indeed.com">www.indeed.com</a>	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Indiana Broadcasters Association PO BOX 902 Carmel, IN 46082 317-701-0084	N	0
12	Indiana State University 200 N. 7th Street Terre Haute, IN 47809 812-237-3773	N	0
13	Indiana Tech Career Center 1600 E. Washington Blvd. Fort Wayne, IN 46803 260-422-5561 Ext: 2217 <a href="mailto:careercenter@indianatech.edu">careercenter@indianatech.edu</a>	N	0
14	Inside Radio.com PO Box 567925 Atlanta, GA 31156 800-248-4242 <a href="mailto:contact@insideradio.com">contact@insideradio.com</a>	N	0
15	ITT Technical Institute 2810 DuPont Commerce Ct. Fort Wayne, IN 46825 260-497-6200	N	0
16	Ivy Tech 3800 N Anthony Blvd. Fort Wayne, IN 46805 260-482-9171	N	0
17	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 <a href="http://www.linkedin.com">www.linkedin.com</a>	N	0
18	Manchester College 604 E. College Ave. N. Manchester, IN 46962 260-982-5242 <a href="mailto:mcdcareers@manchester.edu">mcdcareers@manchester.edu</a>	N	0
19	Non-Employee Referral/Industry Peer	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
20	On-Air Announcements WBTU-FM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WWFW-FM, WXKE-FM	N	4
21	PFW 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 260-481-4739 <a href="http://www.pfw.edu">www.pfw.edu</a>	N	0
22	Ramp 247.com 24307 Magic Mountain Pkwy #65 Valencia, CA 91355 661-294-9408 <a href="mailto:kevin@ramp247.com">kevin@ramp247.com</a>	N	0
23	Station Website Posting WBTU-FM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WWFW-FM, WXKE-FM	N	1
24	Trine University One University Ave. Angola, IN 46703 260-665-4100 <a href="http://www.Trinecareers.com">www.Trinecareers.com</a>	N	0
25	University of Saint Francis 2701 Spring St. Fort Wayne, IN 46808 260-399-7999	N	0
26	Wabash College 301 W Wabash Ave Crawfordsville, IN 47933 795.361-6100 <a href="http://www.wabash.edu">www.wabash.edu</a>	N	0
27	All Access 28955 Pacific coast Highway, Ste 210 Malibu, CA 90265 <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
28	Zip Recruiter 800-557-9015 <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	0
29	Prior Internship	N	0

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**ANNUAL EEO PUBLIC FILE REPORT**

**June 9, 2023 - March 31, 2024**

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Training Programs	<p>Throughout the period the SEU has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> <li>• Sales Training – New Marketing Consultants, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients</li> <li>• Sales Training – Required for all Sales Personnel Sales Strategy, Rumble and RAB Webinars. Ongoing training to aid sales staff, with new tools to be better prepared to aid their clients.</li> <li>• Traffic Training – Sales Asst &amp; Marketing Consultants working with Traffic Manager and Business Manager, to continue learning Marketron 360, and V-Creative as well as Marketron Pitch Traffic system updates to assist sales personnel with their orders.</li> </ul>
2.	Diversity Training / Sexual Harassment / Ethics Training	<p>During the reporting period the entire staff took 2 mandatory Diversity &amp; Sexual Harassment training programs.</p> <p>One program was on Sexual Harassment, the second program was on Diversity in the workplace. Each employee had to follow the webinars and complete the online testing with a passing level for a certificate of completion.</p> <p>All Supervisors and Managers were required to take a third training course, Ethics in Action. Each had to complete the online testing with a passing level and certificate of completion.</p>
3.	Internship Program/Combined Promotions/Programming	<ul style="list-style-type: none"> <li>• Student at- Homestead HighSchool - currently does an on-air shift</li> </ul>
4.	Internship Program - Production	<p>Student from from Ball State University worked closely with the production department</p>
5.	Waterloo Elementary Career Day	<p>Program Director visited with school to educate students about jobs in radio</p>