

ADAMS RADIO OF NI

WLJE-FM, WXRD-FM, and WZVN-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	Valparaiso Chamber of Commerce 162 W Lincolnway, Ste 101 Valparaiso, IN 46350	N	0
2	Ada S. McKinley Community Services 1863 So Wabash Chicago, IL 60611	N	0
3	Arc Bridges 2650 West 35 th Ave. Gary, IN 46408	N	0
4	Calumet Area Literacy Council, Inc. 564 State Street 2 nd Floor Hammond, IN 46320 219-852-2226	N	0
5	Carolina School of Broadcasting 3435 Performance Road Charlotte, NC 28214	N	0
6	Client Referrals	N	0
7	Center of Workforce Innovations 2804 Boilermaker Court. Ste E Valparaiso, IN 46383	N	0
8	DePauw University Hubbard Center – Student Union Building 408 S. Locust St. Greencastle, IN 46135 765-658-4622	N	0
9	Employee Referral	N	2
10	Ivy Tech Community College 3714 Franklin Street Michigan City, IN 46360	N	0

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11	Ivy Tech Community College 2610 Portage Mall Portage, IN 46368	N	0
12	Ivy Tech Community College 410 East Columbus Drive East Chicago, IN 46312	N	0
13	Kaplan College 7833 Indianapolis Blvd East Chicago, IN 46324	N	0
14	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 www.indeed.com	N	0
15	Indiana Broadcasters Association Attn: Gwen Piening gwen@indianabroadcasters.org 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970	N	10
16	Kaplan College 6040 Hohman Ave. Hammond, IN 46320	N	0
17	Ivy Tech Community College 3100 Ivy Tech Drive Valparaiso, IN 46383	N	0
18	Columbia College – Radio Broadcasting 33 East Congress Ste 107 Chicago, IL 60605	N	0
19	Crown Point Adult Learning Ctr. Northwest Indiana 109 East Joliet Street Crown Point, IN 46383	N	0
20	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 www.linkedin.com	N	0
21	Everybody Counts – Ctr for Independent Living 9111 Broadway, Ste A Merrillville, IN 46410	N	0
22	Goodwill Industries in Gary 1845 West Ridge Road Gary, IN 46404	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
23	Hammond Area Career Center 5727 South Sohl Ave. Hammond, IN 46320	N	0
24	Non-Employee Referral/Industry Peer	N	0
25	On-Air Announcements WLJE-FM, WXRD-FM, WZVN-FM,	N	0
26	Station Website Posting WLJE-FM, WXRD-FM, WZVN-FM,	N	5
27	Hammond Workforce Development 5217 Hohman Ave Hammond, IN 46320	n	0
28	Indiana Workforce Development Sagamore Center 300 Legacy Plaza West LaPorte, IN 46350	N	0
29	ITT Technical Institute 8488 Georgia Street Merrillville, IN 46410	N	0
30	League of United Latin American Citizens, 3240 West 76th Place Merrillville, IN 46410	N	0
31	NAACP in Michigan City 209 Pearl Street Michigan City, IN 46360	N	0
32	Self-Referral/Walk In	N	2
33	Purdue University Northwest	N	0
34	Valparaiso University	N	0
35	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	0
36	Internal posting/Advancement within/ Internship hire	N	1

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
37	Indiana University Northwest	N	0
38	Indiana State University	N	0

ADAMS RADIO OF NORTHWEST INDIANA LLC

WLJE-FM, WXRD-FM, and WZVN-FM

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2024 – March 31, 2025

THIS UNIT HAS MORE THAN 11 EMPLOYEES

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Lake Station Edison High School Career Fair	General Business Manager and Operations Manager attended a career fair on March 18, 2025 to talk with students about career opportunities in radio..
2	Training Program	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, <ul style="list-style-type: none">• Sales Training – Selling Digital Campaigns. AEs learning different aspects in selling digital ads.• Sales Training – All Sales, RAB Webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.
3.	Diversity Training Seminar	Employees of Adams Radio were required to complete training on Diversity in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.
4.	Harassment Training Seminar	Employees of Adams Radio were required to complete training on preventing Harassment in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.
5.	Ethics	Employees of Adams Radio were required to complete training on Ethics in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.
6.	Indiana University NW Employment & Internship Fair	General Business Manager, Business Manager, Operations Manager attend Employment Fair April 12, 2024. Meet with several graduation students regarding opportunities in broadcasting.
7.	Crown Point High School Career Fair	General Business Manager meet with students to give information regarding job opportunities within the broadcast industry.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Tri Township Career Day	On-Air personality was a guest speaker at Career Day. He gave his insights into the broadcast industry.