WBWB(FM), Bloomington, IN (FIN: 68968)
and
WHCC(FM), Ellettsville, IN (FIN: 33540)

EEO PUBLIC FILE REPORT
April 1, 2025 through March 31, 2026

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
WBWB – Salesperson 1 (JW 9.2.25)	1, 2, 4, 5, 6, 7, 8, 9	8
WBWB – Salesperson 2 (TW 3.9.26)	1, 2, 4, 5, 6, 7, 8, 9	8

Notes:

- **The stations which comprise the SEU have had no requests for information regarding job openings from any local, state, or national organizations.**

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	Job Fair	N	0
2	Indiana Broadcasters Association or IBA Job Fair 3308 E 98th St, #161 Indianapolis, IN Contact: Gwen Piening Phone: 800-342-6276 www.indianabroadcasters.org	N	0
3	Job Boards, Jockline, RAMP & Indeed www.indeed.com	N	0
4	Outside Web Links to job postings – re-posting of our recruitment advertisement by independent web sites	N	0
5	Sound Management, LLC. Website – www.artisticradio.com	N	0
6	WBWB Radio Advertising 96.7 FM	N	2
7	WBWB Station Website – www.wbwb.com	N	0
8	WHCC Radio Advertising 105.1 FM	N	5
9	WBWB Station Website – www.whcc105.com	N	0
10	ZIP Recruiter	N	0
11	Bloomington Herald-Times P.O. Box 909 Bloomington, IN Contact: Lisa Payton Phone: 812-331-4312 Fax: 812-331-4285	N	0
12	Walk-in/Referral/Other	N	0
13	Rehire	N	0
14	Intern – Promoted to Full Time	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
Total Interviewees over reporting period			7

WBWB(FM) / WHCC(FM)
III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	**Broadcasting Outreach Education and Job Shadowing took place throughout the year.**	Station Representatives regularly speak with students and organizations in and around Bloomington about careers in broadcasting. At these events/talks, representatives speak about careers in Broadcasting and answer questions related to radio broadcasting: On **July 16, 17, & 18 of 2025,** Rick Evans (Operations Manager) conducted Summer Student Tours of the WBWB and WHCC Studios. On each of the three days, roughly 25 students (75 total) were given a tour of the studios and questions about radio careers were answered. Coleen Maynard maynardcolleen@gmail.com
2	**Establish internship program**	The stations maintain an internship program to assist members of the local community to gain skills needed for broadcast employment. Although the program is available to the general community, past participants were primarily individuals from Indiana University and surrounding High Schools. Interns

		were given the opportunity to rotate throughout various station departments to gain exposure to various facets of the broadcasting business. (On-Air, Front Desk, Sales Participants, Promotions). In some cases, participants were able to apply for school credits in return for their internship. Abigale A. was a broadcast intern through May of 2025. Abigale worked with the programming team to learn the basics of over the air broadcasting and running basic studio equipment. From **May 21 – July 31**, Sound Management, LLC. hosted Madison S. as a Sales Intern. Madison is a student with IUSB Judd Leighton School of Business and Economics. Madison completed 150 hours of Sales training with members of the SOUND Staff including SEU, GM and On-Air staff. Madison received college credits for her internship. **IU PODCASTING** Stations are working with Indiana University Media Department to train, record and publish IU Student Podcasts on an accredited basis. IU Students submit Podcasts to the station and publish and promote them on our web sites under the name Hoosier Pulse: https://whcc105.com/podcasting/the-hoosier-pulse https://wbwb.com/podcasting/the-hoosier-pulse **Participants included:** Grace S. William S. John W. Contact: Galen Clavio Associate Dean for Undergraduate of Education and Director of the National Sports Journalism Center. gclavio2@iu.edu
3	**Participation in Job Fairs**	On **April 2, 2025**, Arthur Angotti (President) attended the Hire IUSB event held in the IU South Bend Student Activities Center. There were approximately 120 other business employees in attendance and over 250 students and applicants attended. Arthur spoke with applicants about radio internships and job opportunities and collected resumes during the event. Hire IUSB Contact Info: **Career Services Office** Indiana University South Bend Administration Building 104

		(574) 520-4425 HireIUSB@iu.edu On **April 24, 2025**, GM Tony Calumet and staff attended the Showcase Bloomington put on by the Greater Bloomington Chamber of Commerce. The event took place at Switchyard Park, located at 1601 S Rogers Street in Bloomington, IN. Total attendance was over 1,000 people with over 75 local Showcase booths representing local businesses. WBWB and WHCC participated by discussing opportunities and handing out employment applications for our radio stations On **May 20, 2025**, Arthur Angotti (President) and SOUND Management Hosted a Job & Career Expo held at The Moose Lodge in Elkhart, IN. Approximately 25 clients participated in the event where face to face interviews were conducted by venders and SEU Arthur Angotti. **Moose Lodge** 1500 Co Rd 6, Elkhart, IN 46514 **Phone:** (574) 264-1712 On **October 21, 2025**, Arthur Angotti (President) and SOUND Management Hosted a Job & Career Expo held at The Moose Lodge in Elkhart, IN. Approximately 18 clients participated in the event where face to face interviews were conducted by venders and SEU Arthur Angotti. **Moose Lodge** 1500 Co Rd 6, Elkhart, IN 46514 **Phone:** (574) 264-1712 On **October 28, 2025**, Arthur Angotti (President) Hosted/Attended the IBA Career Expo held at the Gridiron Hall, Farm Bureau Football Center. The event was promoted on all SOUND radio stations and websites as well as the IBA website prior to the event. Arthur spoke with candidates, accepted resumes and gave general broadcasting advice to participants. Indiana Broadcasters Association Contact: Mickaela Melvin Phone: (317) 508-0363
4	**SOUND partners with the Indiana University Media School to give**	**IU Media School** Students are paid by Sound Management to broadcast high school sports while

	aspiring student broadcasters real world experience.	they receive Media School Credits and real-world experience. Noah G. Ian P. Luke B. Zach B. Contact: Galen Clavio IU Associate Dean for Undergraduate Education gclavio2@iu.edu