

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
EEO PUBLIC FILE REPORT
April 1, 2014 through March 31, 2015

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
Incite Project Manager	1-18, 23	8
Image Director	1-18, 22, 24, 26	26
Digital Content Editor	1-19, 22, 24, 44-46, 49-51	8
WIBC Morning Show On-Air	23*	23
IT Manager	1-18, 21-22, 54	8
Digital Coordinator	1-18, 22-24, 43-53	24
Digital Brand Manager	1-18, 22-23, 26, 54	23
Digital Brand Manager	1-18, 22-23, 26, 54	8
Jr. Account Executive	1-18, 23-24, 35, 42	35
Incite Director	1-18, 23, 25, 35	35
Account Coordinator	1-18, 21, 23-24, 43	24
Assistant Chief Engineer	1-18, 23-24, 54	24

*Exigent Circumstances

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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 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Phone: (800) 382-8540 Attn: Tim Pollard Email: tpollard@bsu.edu	Y	2
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Phone: (317) 635-7211 Attn: Simonna Woodson Email: simonna.woodson@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Phone: (317) 917-3315 Attn: Yvette Booker Email: ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Phone: (812)866-7127 Attn: Sue Tilley, Career Center Assistant Email: careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Phone: (317) 921-4667 Attn: Rebecca Patten-Lemons Email: rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Phone: (317) 955-6341 Attn: Diane Workman or Barbara Benson Attn: dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Phone: (317) 788-3280 Attn: Scott Uecker Email: suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Phone: (317) 684-2960 www.emmis.com	Y	21
9	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Phone : (630) 916-1700 Attn : Carl Jackson Email: cjackson@beonair.com	Y	0
10	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Phone : (812) 237-3806 Attn : Martha Reed Email: martha.reed@indstate.edu	Y	0
11	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Phone: (765) 641-4196 Attn: Tina Faivor Email: career@anderson.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Franklin College 101 Branigin Blvd Franklin, IN 46131 Phone: (317) 738-8801 Attn: Kirk Bixler Email: kbixler@franklincollege.edu	Y	0
13	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 Phone: (317) 923-4581 Attn: Janice Cox and Joni Collins Email: jcox@mlk-msc.org or jcollins@mlk-msc.org	Y	0
14	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Phone: (317) 299-6001 Attn: Jill Burton Email: jiburton@kaplan.edu	N	0
15	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 Phone: (317) 940-9383 Attn : Mona Guirguis Email : career@butler.edu	N	1
16	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Phone: (765) 658-4279 Attn: Tom Cath Email: careercenter@depauw.edu	N	0
17	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Phone: (317) 573-0119 Attn: Joe Misiewicz Email: joe@indianabroadcasters.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Indiana University 625 North Jordan Bloomington, IN 47405 Phone: (812) 855-1556 Attn: Jeremy Harmon Email: jeharmon@indiana.edu	N	0
19	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Phone : (317) 693-7652 Attn : Aisha Sabur-Jarvis Email : asjarvis@indplsul.org	N	0
20	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Phone: (317) 923-8111 Attn: William Durham	N	0
21	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Phone: (978) 461-8061 Attn: Kimberly Wood www.monster.com	N	1
22	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Phone: (888) 855-5594 Attn: Yvan Demosthenes www.careerbuilder.com	N	4
23	Emmis Employee Referral	N	15
24	Internal Posting (<i>job announcements posted for current employees on a local bulletin board</i>)	N	6
25	Word of Mouth	N	1
26	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Phone: (310) 457-6616 Fax: (310) 457-8058 Attn: Matt Parvis www.allaccess.com	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone : (317) 846-9000 Fax : (317) 846-9120 Email : mclappe@sbe.org www.sbe.org	N	0
28	Internship Program (as described in section III)	N	0
29	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 Phone: (317) 574-0061 Email: director@indyadclub.org www.indyadclub.org	N	0
30	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Phone: (317) 444-7109 Attn: Libbi Abbosh Email: libbi.abbosh@indystar.com	N	0
31	WTHI –TV 918 Ohio Street Terre Haute, IN 47807 Phone : (812) 232-9481 Attn : James Conner, General Manager	N	0
32	Unknown Source	N	0
33	Self-Referral	N	0
34	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Phone: (202) 659-6510 Fax: (202) 223-4007 Attn : Nicole Newsome Email: NicoleN@rtnda.org	N	0
35	Emmis Communications Former Employee (self-referral)	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	Indiana Business College 550 East Washington Indianapolis, IN 46203 Phone: (317) 656-4764 Attn: Belinda Farmer Email: belinda.farmer@ibcschools.edu	N	0
37	NTS Media Online Al Peterson Phone: (858)486-7559 al@ntsmediaonline.com	N	0
38	IBA Job Fair Indianapolis, Indiana	N	0
39	WRTV 1330 North Meridian Street Indianapolis, IN 46202 Phone: (317) 635-9788 Email: www.theindychannel.com	N	0
40	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 Phone: (317) 923-8888	N	0
41	Craigslist www.craigslist.org	N	0
42	Linkedin.com www.linkedin.com/jobs	N	0
43	Employment Connections, Inc 2901 East 20 th , Suite 101 Farmington, NM 87402 Phone: (505) 324-8877 Fax: (505) 324-8066 www.ecistaffing.com	N	2
44	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com www.simplyhired.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
45	Job.com	N	0
46	JuJu.com	N	0
47	Trovit U.S.	N	0
48	VetJobs.com	N	0
49	America's Job Exchange	N	0
50	Oodle Equest 2010 Crow Canyon Place San Ramon, CA 94583 Phone: (925) 275-3593 Attn: Nikki Ortega Email: nikki.ortega@equest.com	N	0
51	AboutJobs.com The AboutJobs.com Network 180 State Road Suite 2U Sagamore Beach, MA 02562 www.aboutjobs.com	N	0
52	Gradspring.com	N	0
53	ISAllStars.com	N	0
54	Indeed, Inc. 7501 N. Capitol of Texas Hwy, Building B Austin, Texas 78731 www.indeed.com	N	7
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			66

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities.</p> <p>Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming Department and the Marketing Department.</p> <p>Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 12 interns, as follows:</p> <ul style="list-style-type: none">-During Winter/Spring 2014, the SEU had 2 interns: 2 in Marketing- During Summer 2014, the SEU had 6 interns: 1 in Programming, 5 in Marketing.-During Fall 2014, the SEU had 1 intern: 1 in Programming

2	Participated in scholarship program.	Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.
3	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Spring Career/Internship Fair on April 5, 2014 at the Marriott Indianapolis North Hotel. This event gave Emmis an opportunity to connect with prospective employees. Representative from the stations included Director of Network Operations-Network Indiana, General & Administrative.
4	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 17, 2014 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representative from the SEU NTR Director.
5	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 9, 2014, SEU News/Traffic Reporter spoke as part of a panel at the NAB Radio Show Career Fair at the Indiana Convention Center, Indianapolis, Indiana, regarding careers in broadcasting and communications.
6	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On September 26, 2014, SEU gave a station/building tour, Indianapolis, Indiana, to a group of business undergrad students from Anderson University. The HR Administrator, Accounts Payable Clerk, On Air Personality, and Director of Digital spoke to students regarding careers in broadcasting and communications.

7	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 11, 2014 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representative from the SEU included Director of Digital Department.
8	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On October 17, 2014 SEU Program Director and Account Executive spoke to communications students at the University of Indianapolis, Indianapolis, Indiana regarding careers in broadcasting and sales.
9	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Account Manager judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis on March 9, 2015.
10	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 9, 2015, SEU Program Director spoke to students at the Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis regarding careers in broadcasting and sales.