



EEO PUBLIC FILE REPORT

April 1, 2017 – March 31, 2018

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 Afternoon Host WKOA-FM	Not Filled	3	Source 4	ALL
Full Time WXXB/WKHY Sales	7/1/2017	4	2 Source 1. 1 Source 3 1 Source 14	ALL
Full Time General Manager	8/26/2017	3	1 Source 10 1 Source 14	ALL
Full Time All Stations Sales	3/26/2018	3	2 Source 1 1 Source 14	ALL

2. NEW HIRES

<u>Job</u>	<u>Hire Date</u>
WXXB/WKHY Sales	7/1/2017
General Manager All Stations	8/26/2017
All stations Sales Executive	3/26/2018

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. Lafayette Journal and Courier
Lafayette, Indiana
www.jconline.com

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10. www.lafayettehelpwanted.com
11. National Association of Black Journalists
1100 Knight Hall, Suite 3100
College Park, MD 20742
301-405-0248
12. University of Notre Dame
Notre Dame, In 46556
574-631-5000
13. Purdue University
West Lafayette, IN 47906
765-494-4636
14. Neuhoff Media Website
www.neuhoffmedia.com
15. www.lafayetteadvertising.com

RECRUITMENT INITIATIVES

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| 1. DSS Panel and Pre-Event Dinner, Illinois State University | Media Sales Institute (NABEF), one on one career coaching sessions with candidates considering a career in broadcasting – April 4. 2017 |
| 2. Kokomo Area Spring Job Fair hosted by Indiana University and Ivy Tech CC | Attending the Career/Internship Fair, April 12, 2017, working in the booth collecting resumes and interviewing qualified candidates |
| 3. Purdue University Media Ethics Class | Senior Management spoke to Purdue Media Ethic Class on 10/23/2017. All three members of the team gave student a snap shot of a day in the life of a media manager, media sales manager, media |

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programming manager and on-air host. Class consisted of 15 upper level Purdue students.

4. Ball State University Programming and Audience Class speaking engagement
Outreach to students studying broadcasting about the applications of programming and research in the workplace. Discuss employment opportunities in today's job market. October 24th, 2017
5. Indiana Broadcasters Scholarship Program
Participated in a scholarship program directed at students interested in pursuing a career in Broadcasting – February March 2018
6. IBA Job Fair
Contributing a specified amount for booth rental for the Broadcasters Career/Internship Fair; Attending the Broadcasters Career/Internship Fair, Saturday, March 24, 2018, working in the booth collecting resumes and interviewing qualified candidates
7. 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