

**ADAMS RADIO OF NI**  
**WLJE-FM, WXRDM-FM, and WZVN-FM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 01, 2020 - March 31, 2021**  
**THIS UNIT HAS MORE THAN 11 EMPLOYEES**

**I. VACANCY LIST**

**See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data**

Job Title	Recruitment Sources (“RS”) Used to Vacancy	Number of Interviewee's	RS Referring Hiree
Marketing Consultant	***EXIGENT CIRCUMSTANCE	1	9
Marketing Consultant	20,14, 33, 38,39	18	14
On-Air	1, 36	2	36
Total Interview's		21	

## 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	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616 www.allaccess.com	N	1
2	Ada S. McKinley Community Services 1863 So Wabash Chicago, IL 60611	N	0
3	Arc Bridges 2650 West 35 <sup>th</sup> Ave. Gary, IN 46408	N	0
4	Calumet Area Literacy Council, Inc. 564 State Street 2 <sup>nd</sup> 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	1

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Ivy Tech Community College 3714 Franklin Street Michigan City, IN 46360	N	0
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	4
15	Indiana Broadcasters Association Attn: Gwen Piening gwen@indianabroadcasters.org 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970	N	0
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

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
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
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	0
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	<b>League of United Latin American Citizens, 3240 West 76<sup>th</sup> Place Merrillville, IN 46410</b>	N	0
31	<b>NAACP in Michigan City 209 Pearl Street Michigan City, IN 46360</b>	N	0
32	Self-Referral/Walk In	N	0
33	Purdue University Northwest	N	7

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
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
37	Indiana University Northwest	N	0
38	Indiana State University	N	7
39	Valparaiso Chamber of Commerce	N	0

**ADAMS RADIO OF NI**  
**WLJE-FM, WXRD-FM, and WZVN-FM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**April 1, 2020– March 31, 2021**  
**THIS UNIT HAS MORE THAN 11 EMPLOYEES**

**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Indiana State University – Virtual Job Fair	Rhonda Russ attended virtual job fair and offered insights to become a marketing consultant with Adams Radio Group
2	Training Program	<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 – All Sales, RAB Webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.</li> </ul>
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.	Purdue University – Virtual Job Fair	Rhonda Russ attended virtual job fair and offered insights to become a marketing consultant with Adams Radio Group

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
6.		
7.		