

ADAMS RADIO OF NI
WLJE-FM, WXRD-FM, and WZVN-FM
ANNUAL EEO PUBLIC FILE REPORT
April 01, 2018 - March 31, 2019
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 *****	15,37,21	20	15,37 ,21
Marketing Consultant	26	3	26
Marketing Consultant	25	1	25
***** unit hired 5 consultants			
Total Interview’s		24	

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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	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	0
10	Brown Mackie College 1000 East 80 th Place Ste. 101 No. Merrillville, IN 46410	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	Ivy Tech Community College 3714 Franklin Street Michigan City, IN 46360	N	0
12	Ivy Tech Community College 2610 Portage Mall Portage, IN 46368	N	0
13	Ivy Tech Community College 410 East Columbus Drive East Chicago, IN 46312	N	0
14	Kaplan College 7833 Indianapolis Blvd East Chicago, IN 46324	N	0
15	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 www.indeed.com	N	17
16	Indiana Broadcasters Association Attn: Gwen Piening gwen@indianabroadcasters.org 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970	N	0
17	Kaplan College 6040 Hohman Ave. Hammond, IN 46320	N	0
18	Ivy Tech Community College 3100 Ivy Tech Drive Valparaiso, IN 46383	N	0
19	Columbia College – Radio Broadcasting 33 East Congress Ste 107 Chicago, IL 60605	N	0
20	Crown Point Adult Learning Ctr. Northwest Indiana 109 East Joliet Street Crown Point, IN 46383	N	0
21	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 www.linkedin.com	N	1

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	Everybody Counts – Ctr for Independent Living 9111 Broadway, Ste A Merrillville, IN 46410	N	0
23	Goodwill Industries in Gary 1845 West Ridge Road Gary, IN 46404	N	0
24	Hammond Area Career Center 5727 South Sohl Ave. Hammond, IN 46320	N	0
25	Non-Employee Referral/Industry Peer	N	1
26	On-Air Announcements WLJE-FM, WXRD-FM, WZVN-FM, WAKE-AM	N	3
27	Station Website Posting WLJE-FM, WXRD-FM, WZVN-FM, WAKE-AM	N	0
28	Hammond Workforce Development 5217 Hohman Ave Hammond, IN 46320	n	0
29	Indiana Workforce Development Sagamore Center 300 Legacy Plaza West LaPorte, IN 46350	N	0
30	ITT Technical Institute 8488 Georgia Street Merrillville, IN 46410	N	0
31	League of United Latin American Citizens, 3240 West 76th Place Merrillville, IN 46410	N	0
32	NAACP in Michigan City 209 Pearl Street Michigan City, IN 46360	N	0
33	Self-Referral/Walk In	N	0
34	Purdue University Northwest	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
35	Valparaiso University	N	0
36	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	0
37	Internal posting/Advancement within/ Internship hire	N	2
38	Indiana University Northwest	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship	Through the months of July 2018 – Aug 2019, Adams Radio Group hosted an intern who was a student of Illinois School of Broadcasting. He was taught how to run the board as well as other production skills. Later he was offered a part time position which he accepted.
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"> • 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 • 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.	Job Fair	Valparaiso University – Job Fair attended by Scott Rosenberg. Students were introduced to radio station and shown opportunity for part-time or internship positions.
5.	Job Fair	Purdue University NW – Job Fair attended by Scott Rosenberg and Rhonda Russ. Students were introduced to radio station and shown opportunity for full-time sales or internship positions.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6.	Career Day	Mike Sueppel (Summers) attended a career day to inform students at the Wanatah Middle School about radio.
7.	Job Shadow	Lauren Drang – Student of Kouts High School came in and job shadowed the morning show on WLJE-FM. She learned how much work it took to make the morning show happen. It also gave her a greater interest in the position of “DJ”.
7 .	Work Host	Working with Work Force One and hosting Travis. Travis is learning by being an assistant to Scott Rosenberg. Scott is teaching him about music scheduling and licensing. He is also shadowing the morning team to learn about show producing.