### I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Vacancy</th>
<th>Number of Interviewee’s</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marketing Consultant</td>
<td>2,3,17,22,23,24,33</td>
<td>9</td>
<td>33</td>
</tr>
<tr>
<td>Marketing Consultant</td>
<td>2,3,17,22,23,24,33</td>
<td>2</td>
<td>22</td>
</tr>
<tr>
<td>On Air Personality</td>
<td>2,3,5,18,23,24,31,32</td>
<td>5</td>
<td>2</td>
</tr>
</tbody>
</table>

| Total Interview’s      |                                          |                         |                   |
|------------------------|                                          | 16                      |                   |

*Exigent Circumstance*
## II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Has Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over reporting period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Advancement within</td>
<td>N</td>
<td>0</td>
</tr>
</tbody>
</table>
| 2         | All Access  
28955 Pacific Coast Highway Suite 210  
Malibu, CA 90265  
310-457-6616  
www.allaccesse.com | N | 5 |
| 3         | Ball State University  
Career Center  
Lucina Hall 220  
Muncie, IN 47306  
765-285-1522 | N | 0 |
| 4         | Client Referrals | N | 0 |
| 5         | Country Aircheck  
914 18th Ave. S. Second Floor  
Nashville, TN 37212  
615-320-1450  
news@countryaircheck.com  
www.countryaircheck.com | N | 0 |
| 6         | DePauw University  
Hubbard Center – Student Union Building  
408 S. Locust St.  
Greencastle, IN 46135  
765-658-4622 | N | 0 |
| 7         | Employee Referral | N | 0 |
| 8         | FortWayneHelpWanted.com  
RegionalHelpWanted.com, Inc.  
6465 Greenwood Plaza Blvd. #400  
Centennial, CO. 80111  
800-365-8630 | N | 0 |
| 9         | Fort Wayne Urban League  
2135 S. Hanna St.  
Fort Wayne, IN 46803  
260-745-3100  
Email: rhamilton@fwurbanleague.com | N | 0 |
| 10        | Huntington University  
Attn: Amber Rensberger  
arensberger@huntington.edu  
Huntington Union Building – Upper Level  
260-359-4040 | N | 0 |
| 11        | Indeed  
470 W. Ave.  
Stamford, CT 06902  
203-564-2418  
www.indeed.com | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Has Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS over reporting period</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>Indiana Broadcasters Association Attn: Gwen Piening <a href="mailto:gwen@indianabroadcasters.org">gwen@indianabroadcasters.org</a> 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>13</td>
<td>Indiana Radio Watch Attn: Blaine Thompson 6523 Emmons Dr. Fort Wayne, IN 46835 <a href="mailto:irw@well.com">irw@well.com</a> <a href="http://www.indianaradio.net">www.indianaradio.net</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>14</td>
<td>Indiana Tech Career Center 1600 E. Washington Blvd. Fort Wayne, IN 46803 260-422-5561 Ext: 2217 <a href="mailto:careercenter@indianatech.edu">careercenter@indianatech.edu</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>15</td>
<td>Inside Radio.com PO Box 567925 Atlanta, GA 31156 800-248-4242 <a href="mailto:contact@insideradio.com">contact@insideradio.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>ITT Technical Institute 2810 DuPont Commerce Ct. Fort Wayne, IN 46825 260-497-6200</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>Ivy Tech 3800 N Anthony Blvd. Fort Wayne, IN 46805 260-482-9171</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 <a href="http://www.linkedin.com">www.linkedin.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>19</td>
<td>Manchester College 604 E. College Ave. N. Manchester, IN 46962 260-982-5242 <a href="mailto:mcdcareers@manchester.edu">mcdcareers@manchester.edu</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Metro Human Relations 2310 Parnell Ave. Fort Wayne, 46818 260-427-1146 <a href="mailto:metro@cityoffortwayne.org">metro@cityoffortwayne.org</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Non-Employee Referral/Industry Peer</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Has Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS over reporting period</td>
</tr>
<tr>
<td>-----------</td>
<td>--------------------------------------------------------------------------------</td>
<td>------------------------------------------------------</td>
<td>---------------------------------------------------------</td>
</tr>
</tbody>
</table>
| 23        | PFW  
2101 E. Coliseum Blvd.  
Fort Wayne, IN 46805  
260-481-0689 | N | 0 |
| 24        | Station Website Posting  
| 25        | Tom Taylor Now  
RTK Media, Inc.  
Attn: Kristy Scott  
kristy@rtk-media.com  
3925 Sussex Dr.  
Nashville, TN 37207  
818-591-6815  
www.rtkmedia.com | N | 0 |
| 26        | Traffic Directors Guild of America  
26000 Avenida Aeropuerto Bldg 114  
San Juan Capistrano, CA 60342  
949-429-7063  
tdga@cox.net | N | 0 |
| 27        | Trine University  
One University Ave.  
Angola, IN 46703  
260-665-4100  
Trinecareers.org | N | 0 |
| 28        | University of Saint Francis  
2701 Spring St.  
Fort Wayne, IN 46808  
260-399-7999 | N | 0 |
| 29        | Self-Referral/Walk In | N | 0 |
| 30        | Zip Recruiter  
800-557-9015  
www.ziprecruiter.com | N | 0 |
| 31        | Ramp 247.com  
24307 Magic Mountain Pkwy #65  
Valencia, CA 91355  
661-294-9408  
kevin@ramp247.com | N | 0 |
| 32        | Indiana State University  
200 N. 7th Street  
Terre Haute, IN 47809  
812-237-3773 | N | 0 |
| 33        | SEU Open House Career Fair  
2000 Lower Hunting Road  
Fort Wayne, IN 46819  
260-747-1511 | N | 6 |
III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Training Program</td>
<td>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,</td>
</tr>
<tr>
<td></td>
<td>• 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</td>
</tr>
<tr>
<td></td>
<td>• Sales Training – For all Sales Personnel: CSS Training, RAB Webinars and P1 webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.</td>
</tr>
<tr>
<td></td>
<td>• Traffic Training – Sales Asst &amp; Marketing Consultants working with Traffic Manager and Business Manager, to continue learning the new Marketron 360 Traffic system, and aid in entering sales orders and copy.</td>
</tr>
<tr>
<td>2. Diversity Training / Sexual Harassment</td>
<td>During the reporting period the entire staff took 2 mandatory diversity &amp; Sexual Harassment training programs.</td>
</tr>
<tr>
<td>Training</td>
<td>One program was on Sexual Harassment the second program was on diversity in the workplace. Each employee had to follow the webinars and complete the online testing with a passing level for a certificate of completion.</td>
</tr>
</tbody>
</table>


ANNUAL EEO PUBLIC FILE REPORT
March 31, 2019 - March 27, 2020
<table>
<thead>
<tr>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
</table>
| 3. Internship Program/Combined Promotions/Programming | Throughtout the reporting period, our SEU hosted one Promotions/Programming Internship Program exposing local students, recent high school and college students to the different facets of promotions and programming of the stations. Our intern learned social media for our brands and was give the opportunity to create for it. Our intern learned the basics of the on-air studio and phone call editing. Further, our intern learned how to voice on air breaks, observed how to run the board during an on-air shift, edit content and audio. We hosted one combined Promotions/Programming intern during the reporting period, as follows:  
  - 05/14/19 – 7/13/19 Ball State University, Muncie IN |
| 4. Internship Program - Production | Throughtout the reporting period, our SEU hosted one Production Internship Program exposing local students, recent high school and college students to the different facets of our production department. Our intern learned how to digitally convert pre-produced spots and PSA’s so they would air properly, lable them and save to on-air computers. Our intern learned and produced on-air liners and commercials that aired over the SEU stations. We hosted one Production intern during the reporting period, as follows:  
  - 05/20/19-08/19/19 Huntington University, Huntington, IN |
<p>| 5. Open House Career Fair | On October 10, 2019 the SEU hosted an Open House Career Fair at the studios in Fort Wayne, IN from 3pm to 6pm. Appointments started at 10am. All station personell were on hand to meet and expalin their positions to the applicants. The applicants were given a complete tour of the facilities, met with the General Manager, Business Manager, On-Air talent and all other staff members. The Career Fair bought in approximately 30 job seekers from Fort Wayne and the surrounding area. |</p>
<table>
<thead>
<tr>
<th>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</th>
<th>BRIEF DESCRIPTION OF ACTIVITY</th>
</tr>
</thead>
</table>
| 6. Host program/event sponsored by or on behalf of an educational institution relating to careers in broadcasting. | Throughout the reporting period the SEU hosted one student from a local high school in the area to job shadow for class credit. The student spent a day with two of our on-air talent and learned how programming produces sweepers and promos for syndicated shows and contest. The student was then shown how the night show host preps for his on-air show, the sites he uses for material, how the board works, how to execute on air and promo sheets. The student was shown how they voice track and schedule music and review daily logs. We hosted one Educational Institution intern during the reporting period, as follows:  
- 04/02/2019 East Allen University, Fort Wayne, IN |