

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2019 – March 22, 2020.

- 1) **Employment Unit: Sarkes Tarzian-Bloomington, IN**
- 2) **Unit Members (Stations and Communities of License): WGCL(AM), Bloomington, IN
WTTS(FM), Bloomington, IN**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: WTTS(FM)/WGCL(AM) 120 W. 7 th St. Suite 400 Bloomington, IN 47404	Telephone Number: 812-332-3366
	Contact Person/Title: Bradley Holtz, General Manager
	E-mail Address: brad@wttsfm.com

- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. WTTS – Account Executive	Linked In
2. WTTS/WGCL- Account Executive	External Referral – Internal Referral

(5) Job Title: WTTS – Account Executive

Referral Source of Linked In
Hired:

Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
External Referral				2	N
IBA Job Fair				2	N
Indeed				2	N
Internal Referral				4	N
Ivy Tech Job Fair				1	n
Linked In				2	N
WGCL & WTTS Websites	HR	120 W. 7 th St, Suite 400 Bloomington, IN 47404 www.wgclradio.com wttsfm.com	812-332-3366	1	N
WTTS & WGCL Radio Ads	HR	120 W. 7 th St., Suite 400 Bloomington, IN 47404	812-332-3366	2	N

Stations WGCL and WTTS are Equal Opportunity Employers.

(5) Job Title: WTTS/WGCL- Account Executive

Referral Source of External Referral – Internal Referral
Hired:

Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
American Indian Center of Indiana	Doug Poe	2236 East 10th Street Indianapolis, IN 46201	317-917-8000		N
Apostolic Lighthouse Community Church	Anthony Thompson	850 East Winslow Rd Bloomington, IN 47401	812-339-3306		N
Bedford Workforce Development	Job Placement	918 16th St. Ste. 200 Bedford, IN 47421	812-279-4400		N
Bethel AME Church	Pastor Patricia Ann Efiom	302 North Rogers St Bloomington, IN 47404	812-334-3216		N
Butler University	Center to Career Planning	4600 Sunset Ave, Atherton Union 315 Indianapolis, IN 46208	317-940-9384		N
Career Center / Ball State University		Licina Hall, Room 220 Muncie, IN 47306	765-285-1522		N
Catholic Archdiocese	Joyce Overton	1400 N Meridian Street Indianapolis, IN 46202	317-236-1553		N
Civil Rights Commission	Indiana Government Ctr.	100 North Senate Room N103 Indianapolis, IN 46204	317-232-2600		N
Depauw University	Career Services	101 East Seminary St Greencastle, IN 46135	765-658-4800		N
Division of Family and Children	Denise	PO Box 325 Nashville, IN 47448	812-988-2239		N
Equal Employment Office	Phyllis Tucker - Wells	101 W Ohio St,#1900 Indianapolis, IN 46204	317-226-7469		N
External Referral				2	N
Franklin College	Kirk Bixler	101 Branigin Boulevard Franklin, IN 46131	317-738-8801		N
Indiana Black Expo	Marcie Bennett	3145 North Meridian Street Indianapolis, IN 46208	317-925-2702		N
Indiana Broadcasters Association	Sam Klemet	3145 North Meridian St Indianapolis, IN 46208	317-259-6898		N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	3	N
ISU Dept. of Communications	N/A	200 North 7th Street Terre Haute, In 47809	812-237-2679		N
IU – Dept. of Tele-communications	Walter Ganz	1229 East 7th Street Bloomington, IN 47405	812-855-3828		N
IU - Career Dev. Center	Jeremy Harmon	625 North Jordan St Bloomington, IN 47405	812-855-5234		N
IU - African Amer. Diaspora Studies	Valerie Grim	Memorial Hall M18 1021 East 3rd St Bloomington, IN 47405	812-855-3875		N
IU - WFIU FM	Christina Kuzmych	1229 East 7th Street Bloomington, IN 47405	812-855-1357		N
IU - Kelley School of Business	Susie Clarke	1309 East 10th Street Bloomington, IN 47408	812-855-8100		N
IU - K9IU Amateur Radio Club	Andrew Ragusa	677 900 East 7th Street Bloomington, IN 47405	812-855-4311		N
IU - WTIU	Ann Wesley	Radio - TV Building Bloomington, IN 47405	812-855-5900		N
Ivy Tech Community College- Bloomington	Katie T. Anderson	200 Daniels Way #C-13 Bloomington, IN 47404	812-330-6018		N
J. Everett Light - WJEL 89.3 FM	Rob Hendrix	1901 East 86th St. Indianapolis, IN 46240	317-259-5278		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
Jewish Community Center	Julie Sondhelm	6701 Hoover Road Indianapolis, IN 46260	317-475-4430		N
Jewish Community Relations Council	Dr. Macia Goldstone	1100 W 42nd St, St240 Indianapolis, IN 46208	317-926-2935		N
Job Corps Center, Atterbury	Rhonda Heminger	PO Box 187 Edinburgh, IN 46124	812-314-6000		N
Kelly Undergraduate Career Service		1309 East Tenth Street Bloomington, IN 47405	812- 855-5317		N
LaCasa	Lillian Cassillas	715 East Seventh St Bloomington, IN 47404	812-855-0174		N
Lincoln Tech Institute	Career Services	7225 Winton Drive Indianapolis, IN 46268	317-632-5553		N
Linked In				7	N
Marion College	Career Services	3200 Cold Springs Rd Indianapolis, IN 46222	317-955-6000		N
Martin Luther King, Jr. Multi Svc Ctr.	Patricia McCarroll	40 West 40th Street Indianapolis, IN 46208	317-923-4581		N
Martin University	Career Services	PO Box 18567 Indianapolis, IN 46218	317-543-3235		N
Mercy Mission Apostolic	Helen Hartfield	217 North Elm Street Bloomington, IN 47401	812-336-2687		N
NAACP - Indianapolis	Phyllis A. Carr	300 East Fall Cr. Parkway N. Dr. Indianapolis, IN 46208	317-925-5127		N
NAACP-Monroe County Branch	William Vance	PO Box 243 Bloomington, IN 47402	812-332-1513		N
NAACP-Women in the NAACP	Mary Smith Forest	Second Baptist Church 321 N Rogers Bloomington, IN 47404	812-330-0707		N
Neal Marshall Black Culture Center at IU	Oyibo H. Afoaku	275 N Jordan Ave, Suite A-226 Bloomington, IN 47405	812-855-9271		N
Salvation Army - Bloomington	Career Services	111 N Rogers St. Bloomington, IN 47404	812-336-4310		N
Second Baptist Church	Reverend Bruce Rose	321 North Rogers Building 12, Room 490 Bloomington, IN 47404	812-336-5827		N
Sescare-Workforce / Impact Program	Attn: Tiffany Scott	1787 W. 3 rd Street Bloomington, IN 47404	800-403-0864		N
Society of Broadcast Engineers	John Poray	9102 North Meridian Street, Ste. 150 Indianapolis, IN 46260	317-846-9000		N
South Central Workforce	Sandra Culp	450 S Landmark Ave Bloomington, IN 47403	812-332-7331		N
Southeast Ed/Employment Specialist	David	901 South Shelby Indianapolis, IN 46203	317-236-7400		N
Stone Belt Employment Services	N/A	2815 East 10th Street Bloomington, IN 47408	812-332-2168		N
University of Indianapolis	Libby Davis	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3296		N
Unsolicited/Walk In	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
Vocational Rehabilitation	Job Placement	PO Box 7083 Indianapolis, IN 46207	317-232-1319		N
WFCI Radio	Joel Cramer	101 Branigin Boulevard Franklin, IN 46131	317-738-8197		N
WGCL & WTTS Websites	HR	400 One City Centre, Suite 400 Bloomington, IN 47404 www.wgclradio.com wttsfm.com	812-332-3366	1	N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	2	N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
Walker Career Center	Dan Henn	9651 East 21st Street Indianapolis, IN 46229	317-532-6150		N
WorkOne - Bloomington	Robert Harding	PO Box 3000 Bloomington, IN 47402	812-331-6000		N
WorkOne Indiana - Columbus	Mr Rogle	4555 Central Avenue Columbus, IN 47203	812-376-3351		N
WorkOne - Franklin		600 Banta Road Franklin, IN 46131	317-736-5531		N
WorkOne - Shelbyville		130 Rampart St. Shelbyville, IN 46176	317-392-3251		N
WorkOne - Spencer	John Stacks	205 East Morgan Street Spencer, IN 47460	812-829-6511		N

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6) Total # of Interviewees Referred: For the period of from March 24, 2019, through March 23, 2020 this Employment Unit interviewed 30 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.** Sarkes Tarzian-Bloomington, Indiana undertook the following Supplemental Recruiting Initiatives during the reporting period.

(a) **Initiative: Participation in Scholarship Program**

The 2019 Indiana Broadcasters Association Scholarship Program

Sarkes Tarzian-Bloomington, Indiana participated in and supported the Indiana Broadcasters Association (I.B.A.) Scholarship Program. The Employment Unit assisted in distributing applications for the program. Sarkes Tarzian-Bloomington, Indiana also ran public service announcements on the stations from January 13, 2020 through February 2, 2020. In addition, Sarkes Tarzian-Bloomington, Indiana contributed \$450 to the Indiana Broadcasters Foundation 2020 Scholarship Program.

(b) **Initiative: Participation in Job Fairs**

1) **IBA 2019 Broadcasters Spring Career Fair**

The stations' Director of Sales, who has substantial responsibility in making hiring decisions, attended the event on behalf of the Employment Unit, presenting information about employment opportunities with Sarkes Tarzian, the Employment Unit, and in broadcasting generally. Sarkes Tarzian-Bloomington, Indiana aired announcements on all stations from March 9, 2019 through March 27, 2019, for the 2019 Spring Career Fair. The stations were represented by a number of employee's in Sales and General Management at the career fair, all of whom have substantial responsibility in making hiring decisions. These individuals presented information about employment opportunities with Sarkes Tarzian, the Employment Unit and in broadcasting generally.

2) **Ivy Tech Community College 2019 Career Expo**

The stations' Director of Sales, who has substantial responsibility in making hiring decisions, attended the event on behalf of the Employment Unit, presenting information about employment opportunities with Sarkes Tarzian, the Employment Unit, and in broadcasting generally.

3) **IBA 2019 Broadcasters Fall Career Fair**

Sarkes Tarzian-Bloomington, Indiana aired announcements on all stations from October 2, 2019 through October 22, 2019 for the 2019 Fall Career Fair held in Carmel Indiana. The stations were represented by a number of employee's in Sales and General Management at this career fair, all of whom have substantial responsibility in making hiring decisions. These individuals presented information about employment opportunities with Sarkes Tarzian, the Employment Unit and in broadcasting generally.

4) **Ball State 2020 Career Fair**

The stations were represented by a number of employee's in Sales and General Management at this career fair, all of whom have substantial responsibility in making hiring decisions. These individuals presented information about employment opportunities with Sarkes Tarzian, the Employment Unit and in broadcasting generally.

5) United Career Fair

The stations were represented by a number of employee's in Sales and General Management at this career fair, all of whom have substantial responsibility in making hiring decisions. These individuals presented information about employment opportunities with Sarkes Tarzian, the Employment Unit and in broadcasting generally.

(c) Initiative: Internship Program

The Employment unit has established an internship designed to assist members of the community and local students interested in pursuing careers in broadcasting. During the reporting period, the Employment Unit had one un-paid intern assigned to WGCL who received course credit for the internship with Indiana University. The intern learned about careers in broadcasting through observing Employment Unit personnel. The Employment Unit Program Director, and Programming Assistant supervised and reviewed the intern and, as needed, communicated with the schools regarding their experiences with the intern.

(d) Initiative: Training Programs Designed to Enable Station Personnel to Acquire Skills Qualifying Them for Higher Level Positions

Sarkes Tarzian-Bloomington, Indiana has established a cross-training program for station personnel as well as a training program for junior employees. During this reporting period the station had one junior employee participating in the training program.

(e) Initiative: Other Activities Designed to Disseminate Information about Employment Opportunities in Broadcasting

Sarkes Tarzian-Bloomington, Indiana aired Recruitment Announcements on both stations designed to help disseminate information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. The announcements aired between March 24, 2019 through the end of the reporting period on March 23, 2020. The following is the script used for WTTS: *"92.3 WTTS, an equal opportunity employer, is dedicated to providing broad outreach regarding qualified applicants to our station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Bradley Holtz at WTTS by calling 812-332-3366 or email to Brad@wttsfm dot com."* and The following is the script used for WGCL: *"AM 1370 WGCL, an equal opportunity employer, is dedicated to providing broad outreach regarding qualified applicants to our station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Bradley Holtz at WGCL by calling 812-332-3366 or email to Brad@wttsfm dot com."*