

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 26, 2023 – March 25, 2024.

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

Mailing Address: WTTS(FM)/WGCL(AM)/QUARRY 120 One City Center, 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	Website – Radio Ad
2. WGCL – Account Executive	Linked In

Stations WGCL and WTTS are Equal Opportunity Employers.

(5) Job Title: WTTS – Account Executive

Referral Source of Web Site, WTTS-Radio ad
Hired: 2

Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
All Access					N
External Referral					N
IBA Job Fair					N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
Linked In					N
Unsolicited/Walk In	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		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	1	N

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(5) Job Title: WGCL/QUARRY – Account Executive

Referral Source of Linked In
Hired: 1

Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
All Access					N
External Referral					N
IBA Job Fair					N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
Linked In				1	N
Unsolicited/Walk In	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
WGCL & WTTS Websites	HR	400 One City Centre, Suite 400 Bloomington, IN 47404 www.wgclradio.com wttsfm.com	812-332-3366		N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	1	N

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6) Total # of Interviewees Referred: For the period of from March 26, 2023, through March 25, 2024 this Employment Unit interviewed 4 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 2024 Indiana Broadcasters Association Scholarship Program

Sarkes Tarzian-Bloomington, Indiana participated in and supported the Indiana Broadcasters Association (I.B.A.) Scholarship Program. In addition, Sarkes Tarzian-Bloomington, Indiana contributed \$450 to the Indiana Broadcasters Foundation 2024 Scholarship Program and provided a Judge to assist in selection of the scholarship winner.

(b) Initiative: Participation in Job Fairs

1) IBA 2024 Broadcasters Spring Career Fair – March 23th 2024

The stations' Programming Director, 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.

2) IBA 2023 Broadcasters Fall Career Fair – October 2, 2023

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.

(c) Initiative: Internship Program

The Employment unit has established an internship program designed to assist members of the community and local students interested in pursuing careers in broadcasting. Interns learn about careers in broadcasting through observing Employment Unit personnel, and are supervised and reviewed by managers in the Employment Unit. There were no Interns during the hiring period.

(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 2, 2022 through the end of the reporting period on March 25, 2023. 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 Brad Holtz at WTTS by calling 812-332-3366 or email to Brad@wttsfm dot

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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 Brad Holtz at WGCL by calling 812-332-3366 or email to Brad@wttsfm dot com.