

WLHK (FM), WYXB (FM), WFNI (AM), WIBC (FM)
EEO PUBLIC FILE REPORT
April 1, 2010 through March 31, 2011

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Brand Manager	1-17, 19, 20, 22-24, 40, 41, 46, 47, 50, 51, 53, 54, 56	23
Digital Design Specialist	1-17, 19, 20, 22-24, 40, 41, 46, 47, 50, 51, 53, 54, 56	46
Account Coordinator	1-17, 19, 20, 22-24, 40, 41, 47, 50, 51, 53, 54, 56	23
Account Manager	1-14, 23, 36, 47, 50, 51, 54	23
Account Manager	1-17, 19, 20, 23, 25, 40, 41, 47, 50, 51, 53, 54, 56	25
Account Manager	1-17, 19, 20, 22, 23, 40, 41, 46, 47, 50, 51	23
Account Manager	1-17, 19, 20, 22, 23, 40, 41, 46, 47, 50, 51	23
Account Manager	1-17, 19, 20, 22, 23, 40, 41, 46, 47, 50, 51	23
Account Manager	1-17, 19, 20, 22, 23, 40, 41, 47, 50, 51, 54-56	8
Anchor/Writer/Reporter	1-17, 19, 20, 22, 24, 39-41, 46, 47, 50-52	24
Assistant Chief Engineer	1-17, 19, 20, 40, 41, 47, 50, 51, 54	8
News Director	1-17, 19, 20, 23, 24, 39-41, 47, 50, 51, 54, 55	23
Digital Brand Specialist	1-17, 19, 20, 23, 40, 41, 46, 47, 50-52	15

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Ball State University Lucina Hall 220 Muncie, IN 47306 Attn: Jim Culbertson (800) 382-8540 jculbertson@bsu.edu	Y	0
2	Christamore House 502 North Tremont Street Indianapolis, IN 46222 Attn: Jon Oren (317) 635-7211 jon.oren@christamorehouse.org	Y	0
3	Martin University 2171 Avondale Place Indianapolis, IN 46218 Attn: Yvette Booker (317) 917-3315 ybooker@martin.edu	Y	0
4	Hanover College Career Center P.O. Box 108 Hanover, IN 47243 Attn: Sue Tilley, Career Center Assistant (812) 866-7127 careercenter@hanover.edu	Y	0
5	Ivy Tech Community College – Central Indiana 50 W. Fall Creek Pkwy. North Drive Indianapolis, IN 46208 Attn: Rebecca Patten-Lemons (317) 921-4667 rpatten@ivytech.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
6	Marian University 3200 Cold Spring Road Indianapolis, IN 46222 Attn: Diane Workman or Barbara Benson (317) 955-6341 dworkman@marian.edu or bbenson@marian.edu	Y	0
7	University of Indianapolis 1400 East Hanna Avenue Indianapolis, IN 46227 Attn: Scott Uecker (317) 788-3280 suecker@uindy.edu	Y	0
8	Emmis Communications (<i>job announcements posted to www.emmis.com</i>) 40 Monument Circle Indianapolis, IN 46204 Attn: HR Generalist (317) 684-2960 www.emmis.com	Y	39
9	Indianapolis Monthly 40 Monument Circle, Suite 100 Indianapolis, IN 46204 (317) 237-9288	Y	0
10	Illinois Center for Broadcasting 455 Eisenhower Lane South Lombard, IL 60148 Attn : Dave Cogozzo (630) 916-1700 placement.lombard@beonair.com	Y	0
11	Indiana State University 550 N. 5 th Street Terre Haute, IN 47809 Attn: Martha Reed (812) 237-3806 martha.reed@indstate.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Anderson University Career Development Center 1100 East 5 th Street, D206 Anderson, IN 46012 Attn: Tina Faivor (765) 641-4196 career@anderson.edu	Y	0
13	Franklin College 101 Branigin Blvd Franklin, IN 46131 Attn: Kirk Bixler (317) 738-8801 kbixler@franklincollege.edu	Y	0
14	Martin Luther King Community Center 40 W. 40 th Street Indianapolis, IN 46208 (317) 923-4581 Attn: Netetia Walker/Wilbert Buckner nwalker@mlk-msc.org or wbuckner@mlk-msc.org	Y	0
15	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601 Attn: Yvan Demosthenes (888) 855-5594 www.careerbuilder.com	N	6
16	Butler University Internship and Career Services 4600 Sunset Avenue Indianapolis, IN 46208 (317) 940-9383 Attn: Mona Guirguis career@butler.edu	N	1
17	Depauw University 7 E. Larrabee Harrison Hall Greencastle, IN 46135 Attn: Tom Cath (765) 658-4279 careercenter@depauw.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Indiana Broadcasters Association 3003 E 98 th Street, Suite 161 Indianapolis, IN 46280 Attn: Linda Compton (317) 573-0119	N	0
19	Indiana University 625 North Jordan Bloomington, IN 47405 Attn: Jeremy Harmon (812) 855-1556 jeharmon@indiana.edu	N	0
20	Indianapolis Urban League 777 Indiana Avenue Indianapolis, IN 46202 Attn: Aisha Sabur-Jarvis (317) 693-7652 asjarvis@indplsul.org	N	0
21	Center for Leadership Development 3536 N. Washington Boulevard Indianapolis, IN 46205-3719 Attn: William Durham (317) 923-8111	N	0
22	Monster Job Board 5 Clock Tower Place, Suite 5 Maynard, MA 01754 Attn: Kimberly Wood (978) 461-8061 www.monster.com	N	1
23	Emmis Employee Referral	N	29
24	Emmis Internal Candidate (<i>job announcements posted on a local bulletin board</i>)	N	5
25	Non Employee Referral	N	3
26	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Attn: Matt Parvis (310) 457-6616 (310) 457-8058 (Fax) www.allaccess.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
27	The Society of Broadcast Engineers (SBE) 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000 (317) 846-9120 (Fax) mclappe@sbe.org www.sbe.org	N	0
28	Internship Program <i>(as described in section III)</i>	N	0
29	Inside Radio P.O. Box 442 Littleton, NH 03561 Attn: Gene McKaye (800) 640-8852	N	0
30	Charitable Advisors, LLC P.O. Box 501245 Indianapolis, IN 46250 (317) 577-4692 Bryan@CharitableAdvisors.com www.charitableadvisors.com	N	0
31	Indianapolis Ad Club 3003 E. 96 th Street, Suite 161 Indianapolis, IN 46032 (317) 574-0061 director@indyadclub.org www.indyadclub.org	N	0
32	Indianapolis Star 307 North Pennsylvania Indianapolis, IN 46206 Attn: Libbi Abbosh (317) 444-7109 libbi.abbosh@indystar.com	N	0
33	WTHI –TV 918 Ohio Street Terre Haute, IN 47807 Attn : James Conner, General Manager Phone : (812) 232-9481	N	0

34	Unknown Source	N	0
35	Radio & Records 10100 Santa Monica Blvd. Los Angeles, CA 90067 Attn : Lisa Linaes (310) 203-8727	N	0
36	Unsolicited (walk in/ phone in / mail in)	N	1
37	Radio-Television News Directors Association (RTNDA) 1025 F Street NW, 7 th Floor Washington, DC 20004 Attn : Nicole Newsome (202) 659-6510 (202) 223-4007 (Fax) NicoleN@rtnda.org	N	0
38	American Job Bank (AJB) State Campus Building 12, Rm 117 Albany, NY 12240 Attn: Peggy Golz (518) 457-2174 pgolz@ajb.dni.us www.ajb.org Or www.jobsearch.org	N	0
39	WIBC(FM) 40 Monument Circle, Suite 400 Indianapolis, IN 46250 www.wibc.com	N	3
40	Goodwill Industries Services 16535 W. Michigan Street Indianapolis, IN 46222 Attn: Tammy Green (317) 524-4313 tgreen@goodwillindy.org	N	0
41	Kaplan College 7302 Woodland Drive Indianapolis, IN 46278 Attn: Sue Loomis (317) 299-6001 sloomis@kaplan.edu	N	0
42	Emmis Communications Former Employee	N	0
43	Indiana Business College 550 East Washington Indianapolis, IN 46203 Attn: Belinda Farmer (317) 656-4764 belinda.farmer@ibcschools.edu	N	0

44	AFP Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 (703) 684-0410 (703) 684-0540 (Fax) http://jobs.afpnet.org	N	0
45	Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com www.indeed.com	N	0
46	Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com www.simplyhired.com	N	1
47	Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com www.google.com/base	N	0
48	Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com www.jobster.com	N	0
49	Indianapolis Colts 7001 W. 56 th Street Indianapolis, IN 46254 (317) 297-2658 www.colts.com	N	0

50	Twitter job Search Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
51	Resumes 2 Work Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
52	Media Bistro Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
53	50 State Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
54	Just Jobs Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
55	Omni Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0

56	Werkboard Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Nikki Ortega (925) 275-3593 nikki.ortega@equest.com	N	0
57	Cumulus, Indianapolis 6810 N. Shadeland Ave. Indianapolis, IN 46220 (317) 842-9550 www.wfms.com	N	0
58	NTS Media Online Al Peterson (858) 486-7559 al@ntsmediaonline.com	N	1
59	IBA Job Fair Indianapolis, Indiana	N	0
60	WRTV 1330 North Meridian Street Indianapolis, IN 46202 (317) 635-9788 www.theindychannel.com	N	1
61	WISH TV 1950 North Meridian Street Indianapolis, IN 46202 (317) 923-8888	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			92

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Established an internship program.	<p>The Emmis Communications Class Credit internship program is open to college students attending an accredited 4-year college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities. Students are placed at one of the following Emmis Stations: WIBC-FM, WLHK-FM, WYXB-FM or WFNI-AM. Students intern in a number of station departments including the Programming Department, the Promotions Department, the Interactive Department, the Sales Department, the News Department. Students are assigned projects that allow them to become familiar with a variety of departments and its role in the company. Interns are asked to complete a 12-week program.</p> <p>During the reporting period, the SEU had 26 interns, as follows:</p> <ul style="list-style-type: none"> -During Winter/Spring 2010, the SEU has 6 interns: 1 in Interactive, 3 in Promotions, 1 in Programming, and 1 in the News Department. - During Summer 2010, the SEU had 14 interns: 10 in Promotions, 2 in Programming, and 2 in Sales. -During Fall 2010, the SEU had 4 interns: 3 in Promotions and 1 in Interactive. -During Winter/Spring 2011, the SEU had 2 interns: 1 in Programming and 1 in Promotions.

2	Participated in scholarship program.	Our SEU participates in the Indiana Broadcasters Scholarship program by way of a monetary donation and airing announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). Applications were available through the IBA and at the Emmis Communications downtown office. This program awards successful college and high school students with college funding.
3	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the Indiana Black Expo (IBE) Employment Opportunity Fair on July 15, 2010 at the Indiana Convention Center. This job fair was part of a seven-day conference that celebrates the African-American culture by providing empowerment workshops, career fair, resume assistance, concerts and exhibit booths from vendors throughout the country. Representatives from the SEU included Vice President of Business Development.
4	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Broadcasters Fall Job Fair on October 16, 2010 at the Marriott North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representative from the SEU was Events and Sponsorships Director and Program Director.
5	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On November 5, 2010 SEU Cause Marketing Director spoke to students at Business School, Indianapolis, Indiana, regarding the Emmis Community Outreach division and the ways we help advertisers leverage the power of their Cause Marketing efforts.
6	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On November 23, 2010, Senior Account Manager spoke to an advanced sales class at the University of Indianapolis, Indianapolis, Indiana, regarding careers in broadcasting and sales.

7	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	In January 2011, SEU Operations Manager spoke to students from Knightstown High School at Emmis Communications, Indianapolis, Indiana. The OM spoke about what skills and talents a Program Director is looking for in the current radio environment.
8	Participated in event or programs sponsored by educational institution relating to career opportunities in broadcasting.	On February 7, 2011 SEU Operations Manager spoke to senior broadcasting students at Anderson University, Anderson, Indiana. The OM presented the new Arbitron PPM method and discussed how it has changed the formatics of radio in the top 50 markets. Also spoke about what skills and talents a Program Director is looking for in the current radio environment.
9	Co Sponsored job fair.	Our SEU, along with its corporate parent, co-sponsored the IBA Spring Broadcasting Career Fair on February 19, 2011 at the Marriott Indianapolis North Hotel, Indianapolis, Indiana. The event gave Emmis an opportunity to connect with prospective employees. Representatives from the stations included Network Indiana and Building Operations Director.
9	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 14, 2011, our SEU Program Director spoke to high school students at Indiana University, Bloomington, Indiana. The Program Director spoke about careers in radio programming. This event was part of the Indiana Association of School Broadcasters high school and college competitions.
10	Participated in event or programs sponsored by educational institutions relating to career opportunities in broadcasting.	SEU Account Manager and News Director judged an Indiana Association of School Broadcasters (IASB) High School Broadcasting Competition at the University of Indianapolis on March 15, 2011.