

ADAMS RADIO OF NI
WLJE-FM, WXRD-FM, and WZVN-FM
ANNUAL EEO PUBLIC FILE REPORT
April 01, 2021 - March 31, 2022
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	9,14,26	1	9
Total Interview’s		1	

ADAMS RADIO OF NI

WLJE-FM, WXRD-FM, and WZVN-FM

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	1

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

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
21	Everybody Counts – Ctr for Independent Living 9111 Broadway, Ste A Merrillville, IN 46410	N	0
22	Goodwill Industries in Gary 1845 West Ridge Road Gary, IN 46404	N	0
23	Hammond Area Career Center 5727 South Sohl Ave. Hammond, IN 46320	N	0
24	Non-Employee Referral/Industry Peer	N	0
25	On-Air Announcements WLJE-FM, WXRD-FM, WZVN-FM,	N	0
26	Station Website Posting WLJE-FM, WXRD-FM, WZVN-FM,	N	0
27	Hammond Workforce Development 5217 Hohman Ave Hammond, IN 46320	n	0
28	Indiana Workforce Development Sagamore Center 300 Legacy Plaza West LaPorte, IN 46350	N	0
29	ITT Technical Institute 8488 Georgia Street Merrillville, IN 46410	N	0
30	League of United Latin American Citizens, 3240 West 76th Place Merrillville, IN 46410	N	0
31	NAACP in Michigan City 209 Pearl Street Michigan City, IN 46360	N	0
32	Self-Referral/Walk In	N	0
33	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
34	Valparaiso University	N	0
35	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	0
36	Internal posting/Advancement within/ Internship hire	N	0
37	Indiana University Northwest	N	0
38	Indiana State University	N	0
39	Valparaiso Chamber of Commerce	N	0

ADAMS RADIO OF NI
WLJE-FM, WXRD-FM, and WZVN-FM
ANNUAL EEO PUBLIC FILE REPORT
April 1, 2021– March 31, 2022
THIS UNIT HAS MORE THAN 11 EMPLOYEES

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Valparaiso University Job Fair	Rhonda Russ and Megan O'Brien attended job fair "Why Choose Radio Sales As a Career?"
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. • Sale Training – All Sales – Brandskamp, Training aid to branding sales to match specific client needs.
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.	Harassment Training Seminar	Employees of Adams Radio were required to complete training on preventing Harassment in the workplace. Every employee had to watch a training video and complete the course by taking a quiz and obtaining a certificate.
5.	Internship	Adams Radio hosted intern Maddy Martin (Ball State University) from August 2021 until November 2021. Maddy learned aspects of show producing and show prep. She also helped with morning show news and social media posts.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6.		
7.		