

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 22, 2016 – March 23, 2017.

- 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) 400 One City Centre, Suite 400 Bloomington, IN 47404	Telephone Number: 812-332-3366
	Contact Person/Title: R. Geoffrey Vargo, General Manager
	E-mail Address: <a href="mailto:geoff@wttsfm.com">geoff@wttsfm.com</a>

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. WGCL – Account Executive	Internal Referral
2. WTTS/WGCL Engineering Assistant	Indeed
3. WTTS/WGCL Administrative Assistant	Indeed
4. WTTS/WGCL – Account Executive (7 positions)*	Internal Referral (2), WGCL Web-Site (1), WTTS Radio Ad (4)

\*Seven positions were filled from one flight of recruitment announcements.

Stations WGCL and WTTS are Equal Opportunity Employers.

5) Job Title: WGCL Account Executive

Referral Source of 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
Area 10 Agency on Aging	Rebecca Nunley	630 West Edgewood Dr Ellettsville, IN 47429	812-876-3383		N
Asian Help Services – Employment	Broadway United Church	609 East 29th Street Indianapolis, IN 46205	317-924-4827		N
Bedford Workforce Development	Job Placement	918 16th Street 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
Crossroads Rehab Center	N/A	4740 Kings Way Drive Indianapolis, IN 46205	317-466-1000		N
Damien Center	Merrill Kenna	26 North Arsenal Ave Indianapolis, IN 46201	317-632-0123		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
Flanner House	Joyce Sultzer	2424 Martin Luther King Jr Street Indianapolis, IN 46208	317-925-4231		N
Franklin College	Kirk Bixler	101 Branigin Boulevard Franklin, IN 46131	317-738-8801		N
Franklin College-WFCI	Joel Cramer	101 Branigin Boulevard Franklin, IN 46131	317-738-8197		N
FSSA Div. of Family & Children	Jane Clark	402 West Washington St Indianapolis, IN 46204	317-233-2010		N
Goodwill / SCSEP Office	Attn: Karen	1635 W. Michigan Street Indianapolis, IN 46222	317-524-4502		N
Harrison College - Indianapolis	Nick Haggenjos	550 East Washington Street Indianapolis, IN 46204	317-264-5656		N
Harrison College - Columbus	Melissa Barnett	2222 Poshard Street Columbus, IN 47203	812-379-9000		N
Horizon House	Carol	724 Chestnut Street Columbus, IN 47201	812-376-9710		N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 4744	812-332-3366	1	N
IU – Dept. of Telecommunication	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

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
IU-African American 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 - WIUX 99.1 FM	Ryan Patena	815 East 8th Street Bloomington, IN 47408	812-855-7862		N
IU – WTIU	Ann Wesley	Radio - TV Building Bloomington, IN 47405	812-855-5900		N
IU - School of Journalism	Marcia Debnam	Ernie Pyle Hall Rm. 202 Bloomington, IN 47405	812-855-1704		N
Indiana Black Expo	Marcie Bennett	3145 North Meridian Street Indianapolis, IN 46208	317-925-2702		N
Indiana Broadcasters Association	Gwen Piening	3003 E 98th St. Ste. 161 Indianapolis, IN 46280	317-573-0019		N
Indianapolis Ten Point Coalition	Byron Alston	900 West 30th Street Indianapolis, IN 46208	317-924-0733		N
Indiana State University Dept. of Communications		200 North 7th Street Terre Haute, In 47809	812-237-2679		N
ITT Tech Institute, Indianapolis	David Massey	549 E County Line Rd Greenwood, IN 46143	317-888-4750		N
Ivy Tech Community College-Bloomington	Katie T. Anderson	200 Daniels Way #C-13 Bloomington, IN 47404	812-330-6018		N
Ivy Tech Comm. College Michigan City	Brenda Cole	3714 Franklin Michigan City, IN 46360	219-879-9137		N
Ivy Tech Comm. College Portage	Mark R Lewers	2610 Portage Mall Portage, IN 46368	219-762-9603		N
J. Everett Light - WJEL 89.3 FM	Rob Hendrix	1901 East 86th St. Indianapolis, IN 46240	317-259-5278		N
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
Knox County Div. of Family Resources	Ms. Jane Clark	730 College Avenue Vincennes, IN 47591			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
Manchester College	Betty J Butterbaugh	604 East College Ave N Manchester, IN 46962	219-982-5025		N
Manual Adult Ed	Robert Stockard	2405 Madison Avenue Indianapolis, IN 46225	317-226-3837		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

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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
Ohio Center For Broadcasting	Terry Wilson	5330 E. Main Street, Suite 200 Columbus, OH 43213	614-655-8582		N
Region 5 WorkOne	Interlocal Assoc.	P.O. Box 69 Greenfield, IN 46140	317-467-0248		
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 <sup>rd</sup> Street Bloomington, IN 47404	800-403-0864		N
Shelbyville Workforce Dev. Center	N/A	42 East Washington St Shelbyville, IN 46176	317-392-3251		N
Society of Broadcast Engineers	John Poray	9102 North Meridian Street, Ste. 150 Indianapolis, IN 46260	317-846-9000		N
Society of Professional Journalists	Joe Skeel	3909 North Meridian St Indianapolis, IN 46208	317-927-8000		N
Society of Professional Journalists	Julie Slaymaker	5161 Washington Blvd Indianapolis, IN 46205	317-255-5554		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
Southeast IN Workforce Investment	Paul Baranda	130 East Second Street Rushville, IN 46173	765-932-5917		N
Stone Belt Employment Services	N/A	2815 East 10th Street Bloomington, IN 47408	812-332-2168		N
The Ohio/Illinois Center for Broadcasting	Don Clark	601 South LaSalle Street Chicago, IL 60605			N
United Way of Central Indiana	Cleo Moore	PO Box 88409 Indianapolis, IN 46208	317-921-1466		N
Univ. of Indianapolis - 88.7 WICR-FM	Raberta Thompson	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3280		N
University of Indianapolis	Libby Davis	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3296		N
Vincennes University	Jeff Beshaeers	1002 North First Street Vincennes, IN 47591	812-888-5417		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		N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	1	N
Walker Career Center	Dan Henn	9651 East 21st Street Indianapolis, IN 46229	317-532-6150		N
Wilson College	Mona Cross	5425 South East Street Indianapolis, IN 46227	317-787-6863		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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 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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5) **Job Title:** WTTS/WGCL Engineering Assistant

**Referral Source of Indeed Hiree:**

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All Access				1	
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
Area 10 Agency on Aging	Rebecca Nunley	630 West Edgewood Dr Ellettsville, IN 47429	812-876-3383		N
Asian Help Services - Employment	Broadway United Church	609 East 29th Street Indianapolis, IN 46205	317-924-4827		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
Catholic Archdiocese	Joyce Overton	1400 N Meridian Street Indianapolis, IN 46202	317-236-1553		N
Circle Seven Training Council	Interlocal Assoc.	P O Box 69 Greenfield, IN 46140	317-467-0248		N
Civil Rights Commission	Indiana Government Ctr.	100 North Senate Room N103 Indianapolis, IN 46204	317-232-2600		N
Crossroads Rehab Center	N/A	4740 Kings Way Drive Indianapolis, IN 46205	317-466-1000		N
Damien Center	Merrill Kenna	26 North Arsenal Ave Indianapolis, IN 46201	317-632-0123		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
Flanner House	Joyce Sultzter	2424 Martin Luther King Jr Street Indianapolis, IN 46208	317-925-4231		N
Franklin College	Kirk Bixler	101 Branigin Boulevard Franklin, IN 46131	317-738-8801		N
Franklin College-WFCI	Joel Cramer	101 Branigin Boulevard Franklin, IN 46131	317-738-8197		N
FSSA Div. of Family & Children	Jane Clark	402 West Washington Indianapolis, IN 46204	317-233-2010		N
Goodwill / SCSEP Office	Attn: Karen	1635 W. Michigan Street Indianapolis, IN 46222	317-524-4502		N
Herald Times		1900 S. Walnut Street Bloomington, IN 47401	812-332-4401		N
Horizon House	Carol	724 Chestnut Street Columbus, IN 47201	812-376-9710		N
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Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	1	N
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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 - WIUX 99.1 FM	Ryan Patena	815 East 8th Street Bloomington, IN 47408	812-855-7862		N
IU - WTIU	Ann Wesley	Radio - TV Building Bloomington, IN 47405	812-855-5900		N
IU - School of Journalism	Marcia Debnam	Ernie Pyle Hall Rm. 202 Bloomington, IN 47405	812-855-1704		N
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Indiana Business College - Indianapolis	Nick Haggenjos	550 E Washington St Indianapolis, IN 46204	317-264-5656		N
Indiana Business College - Columbus	Melissa Barnett	2222 Poshard Street Columbus, IN 47203	812-379-9000		N
Indianapolis Ten Point Coalition	Byron Alston	900 West 30th Street Indianapolis, IN 46208	317-924-0733		N
ISU Dept. of Communications	N/A	200 North 7th Street Terre Haute, In 47809	812-237-2679		N
ITT Tech Institute, Indianapolis	David Massey	549 E County Line Rd Greenwood, IN 46143	317-888-4750		N
Ivy Tech Community College- Bloomington	Katie T. Anderson	200 Daniels Way #C-13 Bloomington, IN 47404	812-330-6018		N
Ivy Tech Comm. College Michigan City	Brenda Cole	3714 Franklin Michigan City, IN 46360	219-879-9137		N
Ivy Tech Comm. College Portage	Mark R Lewers	2610 Portage Mall Portage, IN 46368	219-762-9603		N
J. Everett Light - WJEL 89.3 FM	Rob Hendrix	1901 East 86th St. Indianapolis, IN 46240	317-259-5278		N
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
Knox County Div. of Family Resources	Ms. Jane Clark	730 College Avenue Vincennes, IN 47591	N/A		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
Manchester College	Betty J Butterbaugh	604 East College Ave N Manchester, IN 46962	219-982-5025		N
Manual Adult Ed	Robert Stockard	2405 Madison Avenue Indianapolis, IN 46225	317-226-3837		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

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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
National Org. for Women	Melissa Fadeley	P O Box 2264 Indianapolis, IN 46206	N/A		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
Occupational Development Center	N/A	600 Banta Road Franklin, IN 4631	317-736-5531		N
Office if Women's Affairs	Yvette Alex-Assensoh	Memorial Hall E Rm122 Bloomington, IN 47405	812-855-3849		N
Ohio Center For Broadcasting	Terry Wilson	5330 E. Main Street, Suite 200 Columbus, OH 43213	614-655-5250		N
Salvation Army - Bloomington	Career Services	111 N Rogers St. Bloomington, IN 47404	812-336-4310		N
Salvation Army - Columbus	Lt. Alan	PO Box 807 Columbus, IN 47202	812-372-7118		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 <sup>rd</sup> Street Bloomington, IN 47404	800-403-0864		N
Shelbyville Workforce Dev. Center	N/A	42 East Washington St Shelbyville, IN 46176	317-392-3251		N
Society of Broadcast Engineers	John Poray	9102 North Meridian Street, Ste. 150 Indianapolis, IN 46260	317-846-9000		N
Society of Professional Journalists	Joe Skeel	3909 North Meridian St Indianapolis, IN 46208	317-927-8000		N
Society of Professional Journalists	Julie Slaymaker	5161 Washington Blvd Indianapolis, IN 46205	317-255-5554		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
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Stone Belt Employment Services	N/A	2815 East 10th Street Bloomington, IN 47408	812-332-2168		N
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Univ. of Indianapolis - 88.7 WICR-FM	Raberta Thompson	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3280		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
Vincennes University	Jeff Beshaeers	1002 North First Street Vincennes, IN 47591	812-888-5417		N
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WFCI Radio	Joel Cramer	101 Branigin Boulevard Franklin, IN 46131	317-738-8197		N

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WGCL & WTTS Websites	HR	400 One City Centre, Suite 400 Bloomington, IN 47404 www.wgclradio.com wttsfm.com	812-332-3366	6	N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
Walker Career Center	Dan Henn	9651 East 21st Street Indianapolis, IN 46229	317-532-6150		N
Wilson College	Mona Cross	5425 South East Street Indianapolis, IN 46227	317-787-6863		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
WorkOne - West	Aaron Culp	805 Beachway Drive Indianapolis, IN 46224	317-684-2400		N
WorkOne Express	N/A	490 St. Claire Street Mooresville, IN 46158	317-834-3907		N

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5) **Job Title:** WTTS/WGCL Administrative Assistant      **Referral Source of Indeed Hiree:**

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Apostolic Lighthouse Community Church	Anthony Thompson	850 East Winslow Rd Bloomington, IN 47401	812-339-3306		N
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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
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Damien Center	Merrill Kenna	26 North Arsenal Ave Indianapolis, IN 46201	317-632-0123		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
Flanner House	Joyce Sultzter	2424 Martin Luther King Jr Street Indianapolis, IN 46208	317-925-4231		N
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Harrison College – Indianapolis	Nick Haggenjos	550 East Washington Street Indianapolis, IN 46204	317-264-5656		
Horizon House	Carol	724 Chestnut Street Columbus, IN 47201	812-376-9710		N
Indeed				1	N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
IU – Dept. of Telecommunications	Walter Ganz	1229 East 7th Street Bloomington, IN 47405	812-855-3828		N

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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 - WIUX 99.1 FM	Ryan Patena	815 East 8th Street Bloomington, IN 47408	812-855-7862		N
IU - WTIU	Ann Wesley	Radio - TV Building Bloomington, IN 47405	812-855-5900		N
IU - School of Journalism	Marcia Debnam	Ernie Pyle Hall Rm. 202 Bloomington, IN 47405	812-855-1704		N
Indiana Black Expo	Marcie Bennett	3145 North Meridian St Indianapolis, IN 46208	317-925-2702		N
Indiana Broadcasters Association	Gwen Piening	3003 E 98th St, Ste. 161 Indianapolis, IN 46280	317-573-0019		N
Indianapolis Ten Point Coalition	Byron Alston	900 West 30th Street Indianapolis, IN 46208	317-924-0733		N
ISU Dept. of Communications	N/A	200 North 7th Street Terre Haute, In 47809	812-237-2679		N
ITT Tech Institute, Indianapolis	David Massey	549 E County Line Rd Greenwood, IN 46143	317-888-4750		N
Ivy Tech Community College-Bloomington	Katie T. Anderson	200 Daniels Way #C-13 Bloomington, IN 47404	812-330-6018		N
Ivy Tech Comm. College Michigan City	Brenda Cole	3714 Franklin Michigan City, IN 46360	219-879-9137		N
J. Everett Light - WJEL 89.3 FM	Rob Hendrix	1901 East 86th St. Indianapolis, IN 46240	317-259-5278		N
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
Knox County Div. of Family Resources	Ms. Jane Clark	730 College Avenue Vincennes, IN 47591	N/A		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
Manchester College	Betty J Butterbaugh	604 East College Ave N Manchester, IN 46962	219-982-5025		N
Manual Adult Ed	Robert Stockard	2405 Madison Avenue Indianapolis, IN 46225	317-226-3837		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

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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
Ohio Center For Broadcasting	Terry Wilson	5330 E. Main Street, Suite 200 Columbus, OH 43213	614-655-5250		N
Region 5 WorkOne	Interlocal Assoc	P.O. Box 69 Greenfield, IN 46140	317-467-0218		
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 <sup>rd</sup> 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
Society of Professional Journalists	Joe Skeel	3909 North Meridian St Indianapolis, IN 46208	317-927-8000		N
Society of Professional Journalists	Julie Slaymaker	5161 Washington Blvd Indianapolis, IN 46205	317-255-5554		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
Southeast IN Workforce Investment	Paul Baranda	130 East Second Street Rushville, IN 46173	765-932-5917		N
Stone Belt Employment Services	N/A	2815 East 10th Street Bloomington, IN 47408	812-332-2168		N
The Ohio / Illinois Center for Broadcasting	Attn: Don Clark	601 South LaSalle Street Chicago, IL 60605			
United Way of Central Indiana	Cleo Moore	PO Box 88409 Indianapolis, IN 46208	317-921-1466		N
Univ. of Indianapolis - 88.7 WICR-FM	Raberta Thompson	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3280		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
Vincennes University	Jeff Beshaeers	1002 North First Street Vincennes, IN 47591	812-888-5417		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		N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366		N
Walker Career Center	Dan Henn	9651 East 21st Street Indianapolis, IN 46229	317-532-6150		N
Wilson College	Mona Cross	5425 South East Street Indianapolis, IN 46227	317-787-6863		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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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5) **Job Title:** WTTS/WGCL Account Executives\*  
 Hired 2- WGCL Account Executives  
 Hired 5- WTTS Account Executives

**Referral Source of Hire:** WGCL Web-Site (1)  
 Internal Referral (2)  
 WTTS Radio Ad (4)

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
Area 10 Agency on Aging	Rebecca Nunley	630 West Edgewood Dr Ellettsville, IN 47429	812-876-3383		N
Asian Help Services - Employment	Broadway United Church	609 East 29th Street Indianapolis, IN 46205	317-924-4827		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	2	N
Catholic Archdiocese	Joyce Overton	1400 N Meridian Street Indianapolis, IN 46202	317-236-1553		N
Circle Seven Training Council	Interlocal Assoc.	P O Box 69 Greenfield, IN 46140	317-467-0248		N
Civil Rights Commission	Indiana Government Ctr.	100 North Senate Room N103 Indianapolis, IN 46204	317-232-2600		N
Crossroads Rehab Center	N/A	4740 Kings Way Drive Indianapolis, IN 46205	317-466-1000		N
Damien Center	Merrill Kenna	26 North Arsenal Ave Indianapolis, IN 46201	317-632-0123		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
Flanner House	Joyce Sultzer	2424 Martin Luther King Jr Street Indianapolis, IN 46208	317-925-4231		N
Franklin College	Kirk Bixler	101 Branigin Boulevard Franklin, IN 46131	317-738-8801		N
Franklin College-WFCI	Joel Cramer	101 Branigin Boulevard Franklin, IN 46131	317-738-8197		N
FSSA Div. of Family & Children	Jane Clark	402 West Washington Indianapolis, IN 46204	317-233-2010		N
Goodwill / SCSEP Office	Attn: Karen	1635 W. Michigan Street Indianapolis, IN 46222	317-524-4502		N
Herald Times		1900 S. Walnut Street Bloomington, IN 47401	812-332-4401		N
Horizon House	Carol	724 Chestnut Street Columbus, IN 47201	812-376-9710		N
Internal Referral	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	2	N
IU – Dept. of Telecommunications	Walter Ganz	1229 East 7th Street Bloomington, IN 47405	812-855-3828		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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 - WIUX 99.1 FM	Ryan Patena	815 East 8th Street Bloomington, IN 47408	812-855-7862		N
IU - WTIU	Ann Wesley	Radio - TV Building Bloomington, IN 47405	812-855-5900		N
IU - School of Journalism	Marcia Debnam	Ernie Pyle Hall Rm. 202 Bloomington, IN 47405	812-855-1704		N
Indiana Black Expo	Marcie Bennett	3145 North Meridian St Indianapolis, IN 46208	317-925-2702		N
Indiana Broadcasters Association	Gwen Piening	3003 E 98th St, Ste. 161 Indianapolis, IN 46280	317-573-0019		N
Indiana Business College - Indianapolis	Nick Haggenjos	550 E Washington St Indianapolis, IN 46204	317-264-5656		N
Indiana Business College - Columbus	Melissa Barnett	2222 Poshard Street Columbus, IN 47203	812-379-9000		N
Indianapolis Ten Point Coalition	Byron Alston	900 West 30th Street Indianapolis, IN 46208	317-924-0733		N
ISU Dept. of Communications	N/A	200 North 7th Street Terre Haute, In 47809	812-237-2679		N
ITT Tech Institute, Indianapolis	David Massey	549 E County Line Rd Greenwood, IN 46143	317-888-4750		N
Ivy Tech Community College-Bloomington	Katie T. Anderson	200 Daniels Way #C-13 Bloomington, IN 47404	812-330-6018		N
Ivy Tech Comm. College Michigan City	Brenda Cole	3714 Franklin Michigan City, IN 46360	219-879-9137		N
Ivy Tech Comm. College Portage	Mark R Lewers	2610 Portage Mall Portage, IN 46368	219-762-9603		N
J. Everett Light - WJEL 89.3 FM	Rob Hendrix	1901 East 86th St. Indianapolis, IN 46240	317-259-5278		N
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
Knox County Div. of Family Resources	Ms. Jane Clark	730 College Avenue Vincennes, IN 47591	N/A		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
Manchester College	Betty J Butterbaugh	604 East College Ave N Manchester, IN 46962	219-982-5025		N
Manual Adult Ed	Robert Stockard	2405 Madison Avenue Indianapolis, IN 46225	317-226-3837		N
Marion College	Career Services	3200 Cold Springs Rd Indianapolis, IN 46222	317-955-6000		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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
National Org. for Women	Melissa Fadeley	P O Box 2264 Indianapolis, IN 46206	N/A		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
Occupational Development Center	N/A	600 Banta Road Franklin, IN 4631	317-736-5531		N
Office if Women's Affairs	Yvette Alex-Assensoh	Memorial Hall E Rm122 Bloomington, IN 47405	812-855-3849		N
Ohio Center For Broadcasting	Terry Wilson	5330 E. Main Street, Suite 200 Columbus, OH 43213	614-655-5250		N
Salvation Army - Bloomington	Career Services	111 N Rogers St. Bloomington, IN 47404	812-336-4310		N
Salvation Army - Columbus	Lt. Alan	PO Box 807 Columbus, IN 47202	812-372-7118		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 <sup>rd</sup> Street Bloomington, IN 47404	800-403-0864		N
Shelbyville Workforce Dev. Center	N/A	42 East Washington St Shelbyville, IN 46176	317-392-3251		N
Society of Broadcast Engineers	John Poray	9102 North Meridian Street, Ste. 150 Indianapolis, IN 46260	317-846-9000		N
Society of Professional Journalists	Joe Skeel	3909 North Meridian St Indianapolis, IN 46208	317-927-8000		N
Society of Professional Journalists	Julie Slaymaker	5161 Washington Blvd Indianapolis, IN 46205	317-255-5554		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
Southeast IN Workforce Investment	Paul Baranda	130 East Second Street Rushville, IN 46173	765-932-5917		N
Stone Belt Employment Services	N/A	2815 East 10th Street Bloomington, IN 47408	812-332-2168		N
United Way of Central Indiana	Cleo Moore	PO Box 88409 Indianapolis, IN 46208	317-921-1466		N
Univ. of Indianapolis - 88.7 WICR-FM	Raberta Thompson	1400 East Hanna Ave Indianapolis, IN 46227	317-788-3280		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
Vincennes University	Jeff Beshaeers	1002 North First Street Vincennes, IN 47591	812-888-5417		N
Vocational Rehabilitation	Job Placement	PO Box 7083 Indianapolis, IN 46207	317-232-1319		N

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Agency Name	Contact Name	Address	Phone	# of Interviewees Referred	Did Recruitment Source Request Notification?
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	5	N
WTTS & WGCL Radio Ads	HR	400 One City Centre, Suite 400 Bloomington, IN 47404	812-332-3366	13	N
Walker Career Center	Dan Henn	9651 East 21st Street Indianapolis, IN 46229	317-532-6150		N
Wilson College	Mona Cross	5425 South East Street Indianapolis, IN 46227	317-787-6863		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
WorkOne - West	Aaron Culp	805 Beachway Drive Indianapolis, IN 46224	317-684-2400		N
WorkOne Express	N/A	490 St. Claire Street Mooreville, IN 46158	317-834-3907		N

\*Seven positions were filled from one flight of recruitment announcements.

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6) **Total # of Interviewees Referred:** For the period from March 22, 2016, through March 23, 2017 this Employment Unit interviewed 34 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 2017 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 20, 2017 through March 2, 2017. In addition, Sarkes Tarzian-Bloomington, Indiana contributed \$450 to the Indiana Broadcasters Foundation 2017 Scholarship Program.

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

1) **Ivy Technical College Career Fair, April 7, 2016**

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.

2) **IBA Career/Internship Fair, April 30, 2016**

Sarkes Tarzian-Bloomington, Indiana aired announcements on both WGCL and WTTS from April 5, 2016 through April 29, 2016 for the Indiana Broadcasters Association (I.B.A.) Employment Opportunity Fair held in Indianapolis, IN on April 18, 2016. 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) **The 2016 Indiana Black Expo Employment Opportunity Fair, July 15, 2016**

Sarkes Tarzian-Bloomington, Indiana aired announcements on both WGCL and WTTS from June 27, 2016 through July 15, 2016 for the 2016 Indiana Black Expo Employment Opportunity Fair held in Indianapolis, IN on July 15, 2016. 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 at the Employment Unit and in broadcasting generally.

4) **The Indiana Broadcasters Association Employment Opportunity Fair, October 1, 2016**

Sarkes Tarzian-Bloomington, Indiana aired announcements on both WGCL and WTTS from August 29, 2016 through September 30, 2016 for the Indiana Broadcasters Association (I.B.A.) Employment Opportunity Fair held in Indianapolis, IN on October 1, 2016. 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.

5) **Ball State University Career Fair, January 30, 2017**

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.

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**6) Internship Fair, Saturday, February 18, 2017**

Sarkes Tarzian-Bloomington, Indiana aired announcements on both WGCL and WTTS from February 9, 2017 through February 17, 2017 for the Internship Fair held Saturday February 18, 2017. 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 designed to assist members of the community and local students interested in pursuing careers in broadcasting. During the reporting period, the Employment Unit had six paid interns assigned to WTTS and WGCL who received course credit for the internship; one with Trine University, one with Purdue University, two with Indiana University, one with Bloomington High School South and one with Ivy Tech. The interns learned about careers in broadcasting through observing Employment Unit personnel. The Employment Unit Promotions Director, Program Director, Music Director and Controller supervised and reviewed the interns and, as needed, communicated with the schools regarding their experiences with the interns.

The Employment Unit also has an unpaid internship program where students can observe and assist in the promotions department, studio/board operation in the programming department, and during this reporting period the Employment Unit had one unpaid interns with WTTS. The unpaid intern received course credit with Indiana University.

**(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 23, 2016 through the end of the reporting period on March 22, 2017. 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 Geoffrey Vargo at WTTS by calling 812-332-3366 or email to Geoff@wttsfm dot com."* 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 Geoffrey Vargo at WGCL by calling 812-332-3366 or email to Geoff@wgclradio dot com."*