

This Annual EEO Report is filed on behalf of WCBK-FM/WMYJ-AM in compliance with the FCC's EEO reporting requirements. This report includes information from April 1, 2019 through March 31, 2020. It is placed in the stations' public files located online at <https://publicfiles.fcc.gov/>, and on the website at www.wcbk.com. WCBK-FM/WMYJ-AM is an equal opportunity employer that is committed to meeting the station's EEO obligations.

Job Vacancy Information

Total # of full-time positions vacant for the period: 2
Total # interviewed for full-time positions for period: 13

Job Title: On-Air Announcer/Ops Director
Recruitment Sources Used to Fill Vacancy: 1, 5
Date Position Opened: 2-11-19
Date Position Filled: 3-22-19
Total # Interviewed: 2
 2 from Recruitment Source: 1
1 Hired from Recruitment Source: 1

Date Position Filled: 2-25-20
Total # Interviewed: 1
 1 from Recruitment Source: 16
1 Hired from Recruitment Source: 16

Job Title: News Director
Recruitment Sources Used to Fill Vacancy: 1, 3, 5, 16, 24
Date Position Opened: 1-23-19
Date Position Filled: 6-21-19
Total # Interviewed: 10
 4 from Recruitment Source: 1
 1 from Recruitment Source: 3
 1 from Recruitment Source: 5
 1 from Recruitment Source: 24
 3 from Recruitment Source: 16
1 Hired from Recruitment Source: 16

Long-term Recruitment Measures

WCBK-FM/WMYJ-AM participated in the following during the period.

- University of Indianapolis Communications Career Fair Spring 2019 in Indianapolis, Indiana
- Indiana Broadcaster's Association (IBA) Fall 2019 Job Fair in Indianapolis, Indiana
- Indiana Broadcaster's Association (IBA) Scholarship Program Announcements (January, 2020 – February, 2020)
- Indiana Broadcaster's Association (IBA) Spring 2020 Virtual Career Day

Recruitment Sources Used When Full-time Vacancies Occur

1. WCBK-FM, 1639 Burton Lane, Martinsville, IN 46151
2. WCBK-FM website: www.wcbk.com
3. Reporter-Times Newspaper, 60 S Jefferson St, Martinsville, IN 46151
4. Hendricks County Flyer, 8109 Kingston St, Avon IN 46123
5. IBA, 303 E 98th St, Ste 161, Indianapolis, IN 46280
6. Workforce Development of Indiana, 490 St Clair St, Mooresville, IN 46158
7. Ball State University Career Center, 2000 W University Ave, Lucina Hall 220, Muncie, IN 47306
8. Indiana University Career Development Center, 625 N Jordan Ave, Bloomington, IN 46405
9. Butler University Center for Career Planning, Atherton Union 315, 460 Sunset Ave, Indianapolis, IN 46208
10. University of Indianapolis Career Services, 1400 E Hanna Ave, Indianapolis, IN 46227
11. Delta Theta Tau Sorority, 933 N Lincoln Hill Lane, Martinsville, IN 46151
12. Delta Theta Tau Sorority, 3025 River Bay Dr North, Indianapolis, IN 46240
13. Job Fairs
14. Current Employee Referral
15. Former Employee Referral
16. Acquaintance Referral
17. Job Shadow
18. Unsolicited
19. WCBK-FM Sign
20. Bloomington Herald-Times via Reporter-Times Ad Share
21. WMYJ-FM, 1639 Burton Lane, Martinsville, IN 46151
22. WCLS-FM, 2723 N. Walnut Street, Bloomington, IN 47404
23. WVNI-FM, 2723 N. Walnut Street, Bloomington, IN 47404