**EEO PUBLIC FILE REPORT**

 **April 1, 2019 – March 31,2020**

**The annual EEO report is filed on behalf of WCLS-FM, WVNI-FM, WDCK-FM, WMYJ-FM, WLZT-FM in compliance with the FCC’s EEO reporting requirements.**

**The report includes information from April 1st, 2019 through March 31st, 2020.**

**The report is placed in the respective stations online PUBLIC FILE and on the website of WCLSFM.COM, and SPIRIT95FM.COM**

**WCLS/WVNI/WDCK/WMYJ/WLZT are equal opportunity employers that are committed to meeting the stations EEO obligations.**

Job Fairs attended IBA Oct 23, 2019 and March 28,2020 (Virtual) University of Indianapolis job Fair October 2019.

Management also helped University of Indianapolis conduct mock job interviews to help Students learn how to better handle themselves during real job interviews

We did not hire anyone in 2019.   We did look for an account executive but did not hire one.

We used Indeed.com and WCLS/WVNI/WMYJ/WDCK/WLZT as well as the Job fairs we attended to search for candidates.

We interviewed 10 candidates throughout the year hired 0.  We also had 2 current employee referrals.

We had an intern from IVY tech for June and July of 2019.  This was a non-paid position helping him learn to load logs and run board.

We did participate as part of Mid-America Radio in IBA scholarship program.

6 Full time employees

Recruitment sources used 2019

1. WCLS, WVNI, WDCK, WLZT Radio
2. Indeed.com
3. Job Fairs IBA University of Indianapolis
4. University of Indianapolis Career Development Center
5. Current Employee referral
6. Job Shadow

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2019