

EEO Public File Report, April 1, 2022, through March 31, 2023

<b>Group:</b> BREWER BROADCASTING CORPORATION, RICHMOND INDIANA					
<b>Stations:</b> WQLK (FM)					
A station may accumulate the relevant information for the date range specified (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.					
<b>A. Job Vacancies Filled Between 2022-04-01 and 2023-03-31</b>					
1. Job Title: Program Director – WQLK HD2			Date Opened: 6/08/2022		Date Filled: 11/01/2022
2. Job Title: Mid-day Air Talent – WQLK			Date Opened: 10/20/2022		Date Filled: 11/07/2022
<b>B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy</b>					
1. Job Title: Program Director/On-Air Talent – WQLK HD2				Date Filled: 11/01/2022	
Source	Contact Person	Address	Tel #	Referred Hired?	Requesting Notification?
Internal Posting	Internal Posting at Brewer Broadcasting	2626 Tingler Road	765-962-1595	1	NO
AllAccess.com		AllAccess.com		NO	NO
KICKS96.com	Brewer Broadcasting	2626 Tingler Road	765-962-1595	NO	NO
1017thepoint.com	Brewer Broadcasting	2626 Tingler Road	765-962-1595	1	NO
95.3TheLegend.com	Brewer Broadcasting	2626 Tingler Road	765-962-1595	NO	NO
HoosierOpportunity.com	Wayne Co. Economic Development	900 N E St Suite 100, Richmond, IN 47374	765-983-4769	NO	NO
Indiana Broadcasters Association, Indianabroadcasters.org	Dave Arland/Alex Rusciano	PO Box 902 Carmel, IN 46082	317-701-0084	NO	NO
<b>Total Resources: 7</b>					
2. Job Title: Mid-day Air Talent – WQLK				Date Filled: 11/07/2022	
Source	Contact Person	Address	Tel #	Referred Hired?	Requesting Notification?
This position was filled from posting for Program Director/On-Air Talent – WQLK HD2 above. The current mid-day air Talent for WQLK-FM applied for and was hired for Program Director/On-Air Talent–WQLK HD2 above.	Amy Dillon	2626 Tingler Road	765-962-1595	YES	NO
<b>C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 2022-04-01 and 2023-03-31</b>				<b>22</b>	

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D. Total Number of Interviewees for All Full-Time Vacancies Filled Between 2022-04-01 and 2023-03-31 Per Recruitment/Referral Sources:				
Referral Source	Contact Person	Address	Tel #	# of Interviewees Referred?
allaccess.com	allaccess.com	allaccess.com	allaccess.com	21
Internal Posting at Brewer Broadcasting	Brewer Broadcasting	2626 Tingler Road	765-962-1595	1
1017thepoint.com	Brewer Broadcasting	2626 Tingler Road	765-962-1595	1
E. Recruitment Initiatives	Description of Outreach Activity:	Event Sponsor:	Date:	
Website & On-Air Posting	Brewer Broadcasting, Inc. has a general announcement posted on its websites and on-air encouraging people to apply for open positions and internships and to encourage organizations who can refer job seekers to contact us.	Brewer Broadcasting, Inc.	April 2022 to March 2023	
Establish training program designed to enable station personnel to acquire skills that may qualify them for higher level positions;	Brewer Broadcasting hosted on-going weekly sales training with Chris Lytle – Instant Sales Meetings with all account executives and general manager. Chris covers one big topic each time, like account billing evaluation, closing, prospecting, getting appointments, good commercials, etc. After each, we open to Q&A.	with Chris Lytle – Instant Sales Meetings	April 2022 to March 2023	
Participated in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting	Our General Manager served on the Indiana Broadcasters Association (IBA) board from April 1, 2022, to present, working in conjunction with other broadcast professionals focusing on workforce development, expansion of community awareness regarding opportunities in broadcast, and other objectives related to the support and advancement of the broadcast industry in Indiana, such as job fairs and planning for the annual convention.	Indiana Broadcasters Assoc	April 2022 to March 2023	
Participated in hiring fair with High School Students	10 staff participated in the 2-day 2023 Wayne County Senior Hiring Fair was held at the First Bank Richmond Kuhlman Center in Richmond, Indiana with 46 other businesses. The Brewer Broadcasting staff talked with more than 1100 high school seniors from Wayne County about their post-graduation plans and how radio could be a part of their career path. We have a prize wheel with questions related to the variety of career opportunities in the radio industry. Those interested in broadcasting were given a link to Kicks96.com to submit their resume and a cover letter telling us about themselves. Brewer Broadcasting was awarded the “most interactive” exhibitor award.	Wayne County Area Chamber of Commerce and area High Schools	February 22-23, 2023	
Participate in activity that furthers the goal of disseminating information as to employment opportunities in broadcasting.	On-air personality represented Brewer Broadcasting at The Healthy Aging Expo held at the Kuhlman Center at the Wayne County Fairgrounds located at 861 N. Salisbury Rd., Richmond, IN 47374 from 11am- 1pm. Staff talked to approx. 250 attendees about opportunities in radio and distributed contact information of interested candidates to hiring managers.	LifeStream Services, Reid Health, Brewer Broadcasting (WQLK)	5/12/2022	
Participated in job fair.	The 2022 Indiana Broadcasters Association (IBA) Fall Career Fair was held in Carmel, Indiana. Approximately 120 stations were represented. This career fair was specifically directed towards individuals interested in broadcast jobs. Our GM and Promotions/Digital Director interviewed interested candidates at the event. Resumes were distributed to all participants	Indiana Broadcasters Assoc.	10/1/2022	
Participated in job fair.	The 2023 Indiana Broadcasters Association (IBA) Fall Career Fair was held in Carmel. Approximately 120 stations were represented. This career fair was specifically directed towards individuals interested in broadcast jobs. Our GM interviewed interested candidates at the event. Resumes were distributed to all participants	Indiana Broadcasters Assoc.	3/25/2023	
Participated in scholarship program	Our stations participate in the Indiana Broadcasters Scholarship program by way of a monetary donation, our GM judged applications, and we aired announcements publicizing the student scholarship program administered by the Indiana Broadcasters Association (IBA). This program awards successful college and high school students with college funding. SEU management will also review and assess all applicants, providing a selection of our top candidates to the IBA.	Indiana Broadcasters Assoc.	3/04/2023	