

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2009 through March 22, 2010.

1) Employment Unit: *WWKI*

2) Unit Members (Stations and Communities of License): *WWKI-FM*  
*519 North Main Street*  
*Kokomo, IN 46901*

3) EEO Contact Information for Employment Unit:

Mailing Address:  <i>WWKI-FM</i> <i>519 North Main Street</i> <i>Kokomo, IN 46901</i>	Telephone Number: <i>765-459-4191</i>
	Contact Person/Title: <i>Mike Christopher-GM</i>
	E-mail Address: <i>Mike.Christopher@citcomm.com</i>

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	These multiple openings were posted <u>May 1<sup>st</sup> – May 14<sup>th</sup>, 2009.</u> The interviews enumerated in the hiring method of the three (3) filled positions are listed beginning with the 5 Job Title page.
1a. Account Executive-WWKI	<i>Employee Referral</i>
1b. Account Executive-WWKI	<i>Kokomo Tribune</i>
1c. Account Executive-WWKI	<i>WWKI Radio</i>

**Station WWKI is an Equal Opportunity and Affirmative Action Employer.**







**6) Total # of Interviewees Referred:** For the period from March 23rd, 2009 to March 22, 2010, this Employment Unit interviewed 10 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative:** Local Mentoring Program

*The Employment Unit provided a long-term training and mentoring program for a female Citadel part-time employee who is also a student enrolled in the Communications Program of Indiana University-Kokomo. The program began with job shadows in the news and programming departments, and was a supplement to her university studies. Skill-building including training, knowledge-enhancement, and practice in programming, production, sales, office administration, severe weather preparedness training, and volunteer training for station charity work. Upon completion of the degree program, the student will be more qualified for full-time employment in broadcasting. During the reporting period, the student was present in the station for approximately eight- hours per day, every day from September 2009 through March 2010. The mentoring supervisors were the Department Managers of Programming, Sales, and Business.*

**(b) Initiative:** Job Shadow Program for College Students

*WWKI provided three college students from Indiana University Kokomo with job shadowing experiences during April 2009. Each job shadow consisted of a half-day in the broadcast studio with our air personalities and an overview from the Program Director. They received an introduction to the entire Programming department, including shift preparation and on-air delivery, FCC Rules and Regulations, production elements, news gathering, preparation, and delivery, as well as administrative oversight of the department.*

**(c) Initiative:** Annual Scholarship Program for High School and College Students

*WWKI is a participating sponsor in the 15<sup>th</sup> Annual Indiana Broadcasters Scholarship Program. Participation includes a \$300 payment to Scholarship Fund, 74 on-air announcements in addition to web site and in-house postings, dissemination and collection of completed scholarship applications, and participation in the evaluation process. Program runs from January 11, 2010 to March 4, 2010. Program efforts directed by WWKI's General Manager.*