

ANNUAL EEO PUBLIC FILE REPORT
COASTAL TELEVISION OF INDIANA, LLC

1. Full-Time Jobs Filled From April 1, 2023 to March 31, 2024

Title of Position: Multimedia Journalist

Date Filled: 5/15/2023

Recruitment Source That Referred The Individual Hired: Internal Referral

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|--|-----------------------|--|--|
| Internal Referral – News reporter met the hire at Purdue University and discussed the open position. | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | 1 |
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 | |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Star City Broadcasting Website (StarCityTV.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | 3 |

* Asterisk after source name indicates that the source is entitled to notification of vacancies.

Title of Position: Promotions Manager

Date Filled: 7/31/2023

Recruitment Source That Referred The Individual Hired: Internal Referral

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|---|-----------------------|--|--|
| Internal Referral – Program Director of WAZY FM met new hire at an event and discussed the open position. | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | 1 |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | 1 |
| Star City Broadcasting Website (StarCityTV.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | 1 |

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Title of Position: Account Executive

Date Filled: 6/26/2023

Recruitment Source That Referred The Individual Hired: Media Staffing Network

Total Number of People Interviewed for Vacancy: 4

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|---|-----------------------|---|--|
| Media Staffing Network (www.mediastaffingnetwork.com) | Arminda Lindsay | 7115 E Thirsty Cactus Ln, Scottsdale, Arizona, 85266 336-698-3345 | 1 |
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 | 1 |
| LinkedIn Talent Solutions (linkedin.com) | Online Portal | 11000 West Maude Avenue, Sunnyvale, CA 94085 1855-655-5653 | 2 |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Star City Broadcasting Website (StarCityTV.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | |

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Title of Position: Sales Manager

Date Filled: 8/21/2023

Recruitment Source That Referred The Individual Hired: Media Staffing Network

Total Number of People Interviewed for Vacancy: 7

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|--|-----------------------|--|--|
| Media Staffing Network (www.mediastaffingnetwork.com) | Arminda Lindsay | 7115 E Thirsty Cactus Ln, Scottsdale, Arizona, 85266 336-698-3345 | 7 |
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475- 4361 | |
| Linkedin Talent Solutions (linkedin.com) | Online Portal | 11000 West Maude Avenue, Sunnyvale, CA 94085 1855-655-5653 | |

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Title of Position: Account Executive

Date Filled: 11/27/2023

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 14

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|---|-----------------------|---|--|
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 | 5 |
| Linkedin Talent Solutions (linkedin.com) | Online Portal | 11000 West Maude Avenue, Sunnyvale, CA 94085 | 9 |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Star City Broadcasting Website (StarCityTV.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | |

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Title of Position: Account Executive

Date Filled: 12/11/2023

Recruitment Source That Referred The Individual Hired: Indeed.com

Total Number of People Interviewed for Vacancy: 19

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|---|-----------------------|---|--|
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 | 15 |
| Linkedin Talent Solutions (linkedin.com) | Online Portal | 11000 West Maude Avenue, Sunnyvale, CA 94085 | 4 |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Star City Broadcasting Website (StarCityBroadcasting.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | |

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Title of Position: Account Executive

Date Filled: 12/20/2023

Recruitment Source That Referred The Individual Hired: LinkedIn

Total Number of People Interviewed for Vacancy: 7

List All Recruitment Source(s) Used to Fill Vacancy:

| Recruitment Source Name* | Contact Person | Address and Phone Number | Total No. of Interviewees Referred For Position |
|---|-----------------------|---|--|
| Indeed For Employers (Indeed.com) | Online Portal | 6433 Champion Grandview Way Austin, TX 78750 800-475-4361 | 2 |
| Linkedin Talent Solutions (linkedin.com) | Online Portal | 11000 West Maude Avenue, Sunnyvale, CA 94085 | 5 |
| Star City Broadcasting Radio: WAZY, WPBE, WYCM | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Star City Broadcasting Website (StarCityBroadcasting.com) | Sabrina Israel | 3824 S 18th St. Lafayette, IN 47909 | |
| Indiana Broadcasters Association (IndianaBroadcasters.org) | Online Portal | Indianapolis, IN 317-922-6708 | |

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2. Recruitment Initiatives Implemented from April 1, 2023, to March 31, 2024:

| Type of Initiative (e.g., job fair, mentoring program) | Date Implemented | Description |
|---|---|--|
| Scholarship | Ongoing | Star City Broadcasting Scholarship in Communications at Purdue University are awarded in Spring and Fall. |
| Scholarship | February 26, 2024 | Indiana Broadcasters Foundation Scholarship – General Manager served as a judge to evaluate applications to determine recipients in 2024. Star City also contributed financially. |
| Training | January – March 2024 | P1 Plus Sales Training : a 7-week initiative designed to provide newly hired sales reps the tools to be successful. A final review with the trainer, each rep and sales manager was completed to obtain certifications. |
| Promoted and Participated in the Indiana Broadcasters Fall Career Fair | October 2, 2023 | Aired radio promotions ahead of the event to the community. General Sales Manager discussed positions at Star City and necessary skills for working in broadcasting. |
| Junior Achievement Mentoring | November 7, 2023 – present. This is an ongoing initiative. | Junior Achievement (JA) BizTown Partnership created. JA program provides hands on experience in a business town simulation for local middle school students. The criteria we are helping mentor includes reporting, camera op, and production assistant. |
| Promoted and Participated in the Indiana Broadcasters Spring Career Fair | March 23, 2024 | Aired radio promotions ahead of the event to the community. The sales manager discussed positions at Star City and necessary skills for working in broadcasting. |