

Crossroads Communication Inc.

(WBOW-FM, WSDM-FM, WAXI-FM, WBOW-AM, WSDX-AM)

Annual EEO Public File Report

April 1, 2008 – March 31, 2007

Recruitment Resource List

Resource Information	Source Require Vacancy Notification	No. of Interviews
1 Station Web Sites-(WBOW, WSDM, WAXI, ESPN Sports) www.crock927.com, www.espnsportsradio.com, www.b1027fm.com, www.waxifm.com	No	
2 Tribune Star 222 South 7th Street Terre Haute, 47803 Ruth Pickens: ruth.pickens@tribstar.com - 812-231-4200	No	
3 Employee Referrals	No	
4 Indiana State University 7751 S US Hwy 41 Terre Haute, IN 47802 Mark Edwards: mark.edwards@indstate.edu - 812-237-8512	No	
5 Ivy Tech Community College 7999 US 41 South Terre Haute, 47802 Rebecca Miller: rmiller@ivytech.com - 812-298-2361	No	
6 Indiana Business College 1378 S SR 46 Terre Haute, IN 47803 Rebecca Coleman: rebecca.coleman@ibcschools.edu - 812-877-2100	No	
7 Indiana Broadcasters Association 3003 E. 98th Street Indianapolis, IN 46208 Linda Compton: indba@aol.com -317-573-0119	No	
8 Outside Referrals	No	
9 Job Fairs	No	
10 Radio Recruitment Advertisements	No	
11 Vincennes University Placement Center 1002 N. First Street Vincennes, IN 47591 Duane Chattin: dchattin@vinu.edu	No	

12 Butler University	No
4600 Sunset Ave. Indianapolis, IN 46208 Philip J Eichacker: peichack@butler.edu	
13 Monster.com	No
14 Careerbuilder.com	No
15 Insideradio.com	No
16 Radioink.com	No
17 WorkOne, Westren Indiana Employment and Training	No
30 N. 8th Street Terre Haute, IN 47803 Tim Kelley	
18 Westren Indiana Workforce Investment Board	No
630 Wabash Ave. Terre Haute, IN 47807 Lisa Lee: lisalee@workforcenet.org - 812.238.5616	
19 Height Center	No
16th and Chestnut Center Terre Haute, IN 47802	
20 Indiana State University Placement Services	No
7751 S US Hwy 41 Terre Haute, IN 47802 Testing Center: testing@indstate.edu	
21 St. Mary of the Woods College	No
SR 150 West Terre Haute, IN 47803 General Info: smwc@smwc.edu - 812-535-5151	

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Type of Recruitment Initiative (Menu Selection)

1 Indiana State Job Fair

2 Indiana Broadcaster Job Fair

3 Indiana Black Expo Employment
Opportunity Fair

4 Indiana Broadcaster Association
Scholarship Program

6 EEO Recruiting

7 Educational

8 Indiana State Job Fair

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Recruitment Initiatives

Brief Description of Activity

August 19, 2008 Hannah Farmer, Office Manager attended the ISU work study job fair. The job fair lasted from 1-3:50. Hannah talked to both work study students and non-work study students for board operator positions and full sales positions.

February 7th, 2009 - Doug Edge, General Manager of Crossroads Communication, attended the Indiana Broadcasters Association Job Fair. They took applications and screened resumes. In addition they talked to individuals about the skills and requirements need to work with Crossroads radio stations. Crossroads also ran ads for the Job Fair.

July 17, 2008-Mike Peterson, Crossroads President participated in the IBE Job Fair at a table sponsored by the Indiana Broadcast Association. All resumes collected were forwarded on to all stations participating. Peterson talked with about 12 people while there, from 12-1:30p

January - February 29, 2009 - Ran commercials and assisted with the selection of the IBA, Scholarship Program.

August 16 –September 15, 2008 & July 29, 2007 – March 31, 2008– Crossroads ran recruiting ads, four per day on all five of the radio stations.

January 6th & 5th, 2009 -Doug Edge, General Manager, Operations gave two station tours for the Terre Haute Area cub Scott as part of badge requirements

October 1, 2008–Hannah Farmer, Office Manager for Crossroads Communication, attended the ISU Career Fair joint with St. Mary's of the Woods College, on the campus of Indian State University. Hannah interviewed and accepted applications for board operators and administrative and promotional internships. Hannah interviewed over 10 different candidates for the positions.