

## EEO PUBLIC FILE REPORT

A station may accumulate the relevant information for the past year (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.

### A. Full-Time Vacancies Filled During Past Year

**1. Job Title: Media Advisor Date Filled: 1/5/26**  
**2. Job Title: Media Advisor Date Filled: 2/9/26**

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

**1. Job Title: Media Advisor Date Filled: 1/5/26**

Source	Contact Person	Address	Tel #	Referred Person Hired?
Saga Corporate Website	Luara Grillo	On-line posting	313-886-7070	No
Lafayettemediagroup.com	Joe Lacay	On-line posting	765-447-2186	Yes
Indiana Broadcasters Association	Joe Lacay	Online posting	765-447-2186	No

**2. Job Title: Media Advisor Date Filled: 2/9/26**

Source	Contact person	Address	Tel#	Referred Person Hired?
Saga Corporate Website	Luara Grillo	On-line posting	313-886-7070	No
Lafayettemediagroup.com	Joe Lacay	On-line posting	765-447-2186	Yes
Indiana Broadcasters Association	Joe Lacay	Online posting	765-447-2186	No

**C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):**

15

**D. Total Number of Interviews For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:**

Referral Source	Contact Person	Address	Tel #	Number Of Interviewees Referred
***Lafayettemediagroup.com	Joe Lacay	On-line posting	765-447-2186	23
Saga Corporate Website	Luara Grillo	On-line posting	313-886-7070	8
Indiana Broadcasters Association	Joe Lacay	Online posting	765-447-2186	4

## E. Outreach Activities

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

### OUTREACH ACTIVITY DESCRIPTION FORM

Year: 2025-26 | Name of Activity:

#### Description of Initiative: Facility Tours

Tours of Lafayette Media Group are given by request to local schools, clubs and organizations. The tours consist of the broadcasting facility and description of employment opportunities.

#### Description of Initiative: Faith Christian School Senior Career Track Program

General Manager Mike Shamus spent 9 hours over 3 days working with students from Faith Christian School in the Senior Career Track Program. Over the 9 hours, the students were shown marketing, both on air and online, given a project to complete and were able to produce a 30 second radio ad.

#### Description of Initiative: Job Shadowing

Lafayette Media Group offers job shadowing to local students interested in broadcasting. The job shadowing is available by request during the school year.

#### Description of Initiative: Junior Achievement Biztown

Lafayette Media Group is a sponsor of Junior Achievement's Biztown. Students are allowed to work in our "mock" radio station located at the Junior Achievement location in Lafayette. During the curriculum, students are taught on the on air, sales and behind the scenes aspects of radio broadcasting. The Lafayette Media Group airs PSA's for Biztown and the other programs at Junior Achieve year round on all 5 of our radio stations.

#### Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination

Lafayette Media group continues to ensure EEO and prevent discrimination through the following means:

1. The General Manager discusses with each department head EEO regulations when a position becomes available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
2. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
3. All Employees, both full-time and part-time go through a series of training videos each year concerning Anti-harassment and Anti-discrimination prevention.

#### Description of Initiative: IBA Fall Career Fair

Lafayette Media Group General Manager Mike Shamus and Operations Manager Joe Lacay attended the Indiana Broadcaster's Fall Career Fair in Indianapolis on October 28<sup>th</sup>, 2025 The job fair is open to the public. Current employment opportunities were posted online prior to the job fair on the Indiana Broadcaster's website as well as in person.

#### Description of Initiative: IBA Spring Career Fair

Lafayette Media Group Operations Manager Joe Lacay attended the Indiana Broadcaster's Spring Career Fair in Indianapolis on March 28<sup>th</sup>. The job fair is open to the public. Current employment opportunities were posted online prior to job the fair on the Indiana Broadcaster's website as well as in person.

#### Description of Initiative: University of Indianapolis Communication Department Career Fair

Lafayette Media Group Operations Manager, Joe Lacay, represented the media group at the University of Indianapolis' Communication Department Career Fair on February 24<sup>th</sup>, 2026 at Schwitzer Student Center. Mr. Lacay met with students who were looking for potential careers and internships in broadcasting.

**Description of Initiative: Junior Achieve of Lafayette Career Fair**

Director of Content – Lafayette/Operations Manager Joe Lacay attended the Junior Achievement Serving Greater Lafayette Career Fair at Klondike Middle School on February 4<sup>th</sup>, 2026. Joe talked to 4<sup>th</sup>, 5<sup>th</sup> & 7<sup>th</sup> grade students about what Lafayette Media Group does, including what goes into running radio stations, how the media group makes money through advertising, and what job opportunities there are.

**Description of Initiative: West Lafayette High School Career Fair**

Joe Lacay, Director of Content/Operations Manager for Lafayette Media Group, represented the group on Thursday, December 4<sup>th</sup>, 2025 at the West Lafayette High School Career & Trades Expo. Joe met with students and answered questions about what Lafayette Media Group does and the skills required to work in this field.