

**Progressive Broadcasting System, Inc.
EEO Annual Report**

Station	City of License	FCC Facility ID	Period Covered
WFRN - FM	Elkhart, IN	53639	April 1, 2015 to March 31, 2016
WCMR - AM	Elkhart, IN	53650	
WFRI - FM	Winamac, IN	53645	

	# of Vacancies Filled	Sources Used	# of Applicants	Source that referred hiree	# Applicants Interviewed
Sales Position	1	#5, #10	2	#5	2

Recruitment Sources:

#1 Ads of WFRN	30 second ads run in all dayparts
#2 Ads in local newspapers	Elkhart Truth and Goshen News
#3 Walk-In applicants	Applicants not responding to any ads
#4 Ads in other newspapers	Mainly South Bend Tribune
#5 Referral by employee	Referrals by current or former employees
#6 Agency Referral	Employment Agencies
#7 Referral local college	Mainly Bethel College
#8 Indiana Broadcaster's Association	Website job listings
#9 Internal Promotion	Employee promotion
#10 WFRN Website	Online applications