

The

# Call letter

Indiana Broadcasters Association

May 2010

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### Educational Representative

Dr. Joe Misiewicz, Ball State University, Muncie  
 Phil Smith, Vincennes University, Vincennes

### Associate Representative

Scott Uecker, Indiana Assn of School Broadcasters  
 WICR-FM, University of Indianapolis

The Call Letter is published by the Indiana Broadcasters Association. For information contact the Association at Phone (317) 573-0119, FAX (317) 573-0895, E-mail: indba@aol.com, Web Site: www.indianabroadcasters.org, located at: 3003 E. 98th St., Ste. 161, Indianapolis, IN 46280.



## Memorial Day

May 30th is a special day to honor those who gave their lives for our country and our freedom. Though it's a holiday that honors all, for most of Americans the ceremonies are a highly personal experience.

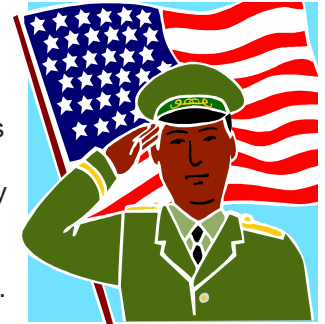
Casualties in Iraq and Afghanistan are fresh in our memories. The services at cemeteries give a public face to our appreciation of their sacrifices.

On a national level, those at the Memorial Amphitheater at Arlington National Cemetery, in Virginia, are the most well-known. Each year since 1920, more than 5,000 visitors have attended the 11 a.m. service.

When the cornerstone of the amphitheater was laid, a box was sealed inside. Some of the articles it contained were a Bible, The Declaration of Independence, The U.S. Constitution, L'Enfant's map design for the city of Washington, D.C., one of each U.S. coin and postage stamp used in 1915, a 1915 U.S. Flag and an autographed photo of President Woodrow Wilson.

The Memorial Display Room, located between the amphitheater and the Tomb of the Unknowns, holds tributes in honor of the four service members interred at the tomb.

Etched above the west entrance of the amphitheater is a quote from Horace's Ode II: Dulce et decorum est pro patria mori (it is sweet and fitting to die for one's country).



## VIEW LOCAL BROADCAST SALES WEBINARS ANYTIME

In case you've missed any of the LBS webinars, they are now archived on the LBS website to be viewed at your convenience.

### Digital Sales Webinars Now Available

#### Digital Sales 101

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#### Consultative Sales Approach

#### Unlock the Potential of Mobile Advertising

#### Online Promotions: The Force Behind Ad Sales

To view any of the above webinars right now, visit:  
<http://bit.ly/LBSDigitalWebinars>

To learn about upcoming LBS Digital Sales webinars, visit:  
<http://bit.ly/LBSDigitalWebinarsSchedule>

### IBA Announces 2010 Scholarship Recipients

Annually the Indiana Broadcasters Association awards scholarships to students attending Indiana colleges and universities and majoring in telecommunications, electronic media or broadcast journalism.

This year 14 students were selected from over 110 applications. The scholarship criteria is: a minimum of a 3.0 GPA, resident of the State of Indiana, the student must have actively participated in a broadcast facility and/or worked for or interned at a commercial broadcast facility and received credit in a telecommunications, electronic media or broadcast journalism program.

**The Indiana Broadcasters Association is proud to announce the 2010 scholarship recipients:**

#### *2010 College Scholarships - \$2,000*

Stephanie Lynn Bristow, Muncie, IN - Telecommunications Major, Ball State University  
Lauren Nicole Collins, Fishers, IN - Telecommunications Major, Ball State University  
Luke C. Fisher, Madison, IN - Telecommunications & Culture Major, Indiana University  
Alexander Joseph Kartman, Fort Wayne, IN - Telecommunications Major, Ball State University  
Claire Petersen, Bluffton, IN - Electronic Journalism/Public Relations Major, Butler University  
Kathryn Lynn Reinhardt, Indianapolis, IN - Communications Major, University of Indianapolis

#### *2010 High School Senior Scholarships - \$500*

Tanner Edwards Deisch, Kempton, IN - will attend Ball State University  
Danielle Elizabeth Graf, South Bend, IN - will attend Indiana University  
Robyn Elizabeth Miley, Indianapolis, IN - will attend Ball State University  
Austin Max Prather, Martinsville, IN - will attend Ball State University

#### **Stations Donate to the IBA 2010 Scholarship Fund**

The following stations made contributions to the 2010 Scholarship fund making it possible to award \$14,000.00 to 10 students:

DCBroadcasting, Huntingburg/Jasper/Madison  
WARU AM/FM, Peru  
WBAA AM/FM, Lafayette  
WCBK/WMYJ, Martinsville  
WCLS FM, Bloomington  
WFCV AM, Fort Wayne  
WFMS/WJJK/i94, Indianapolis  
WFNI/WIBC/WLHK/WYXB, Indianapolis  
WFYI, Indianapolis  
WHZR FM, Logansport  
WISE TV, Fort Wayne  
WITZ AM/FM, Jasper  
WJFX/WBTU/WJOE, Fort Wayne  
WJOT AM/FM, Wabash  
WNDU TV, South Bend  
WNIT TV, Elkhart  
WNTR/WXNT/WZPL, Indianapolis  
WSAL/WLHM, Logansport  
WSBT AM, South Bend  
WTHI TV, Terre Haute  
WGCL/WTTS, Bloomington  
WTTV/WXIN, Indianapolis  
WVNI FM, Bloomington  
WVPE FM, Elkhart  
WWKI FM, Kokomo

### **THANK YOU 2010 Scholarship Committee:**

Scott Uecker, *WICR  
FM/University of Indianapolis*  
Dr. Joe Misiewicz, *Ball State  
University*  
Paul Knies, *DCBroadcasting*  
Tina Cosby, *WISH TV*  
Drew Carey, *Clear Channel  
Radio*  
John Morris, *University of  
Southern Indiana*  
Phil Smith, *Vincennes University*

### **IU National Sports Journalism Center Receives Grant**

The McCormick Foundation of Chicago has awarded a \$35,000 grant to Indiana University's National Sports Journalism Center to launch a free Sports Media Diversity Institute this summer to select high school students from Indianapolis and Chicago.

The institute will be conducted from June 27 to July 2 on the campus of Indiana University-Purdue University and it will offer students intensive, hands-on training in the development and production of a sports broadcast website.

The students will interview professional athletes and coaches and prominent sports journalists during that week, and then work with media professionals and faculty to produce a television segment and a web page. Students who successfully complete the institute, graduate from high school and go to college will receive \$500 vouchers toward their education.

The most outstanding student will receive the equivalent of in-state tuition to study in the National Sports Journalism Center.

The 18 students participating in the institute were chosen after submitting extensive applications and receiving recommendations from their schools.

# Member Services

## Public Records Resource Information

Indiana Coalition for Open Government website explains the law regarding access to death records in the state of Indiana. This resource could be great information for your station(s) News Department.

INDIANA COALITION FOR OPEN GOVERNMENT  
<http://www.indianacog.org>

## Legal Hotlines **FREE** to IBA Members

**State Legal Hotline** - Bingham McHale, LLP @317-686-5227, leave your name, phone number, station call letters and your brief question and the attorney will call you right back with an answer.

**Federal Legal Hotline** - Federal Legal Hotline - Pillsbury Winthrop Shaw Pittman, Attorney Scott Flick, 202-663-8167, or email [scott.flick@pillsburylaw.com](mailto:scott.flick@pillsburylaw.com) or Attorney Dick Zaragoza, 202-663-8266, email: [richard.zaragoza@pillsburylaw.com](mailto:richard.zaragoza@pillsburylaw.com)

*The Legal Hotlines are a member service of the Indiana Broadcasters Association. The hotlines are designed to ask routine legal questions and should not take more than 5 minutes of the attorney's time. This service is not intended to replace the station(s) attorney or law firm.*

**Bingham ● McHale**  
attorneys at law



Pillsbury  
Winthrop  
Shaw  
Pittman<sup>LLP</sup>



## MY MEMBER PACKET

Have you registered with the IBA website? If not DID YOU KNOW all the member services available to IBA members?

HAVE QUESTIONS REGARDING THE ADVERTISING OF INTERNET GAMBLING? You will find the answer in the IBA's Advertising Laws & Regulations Handbook on the IBA website at [www.indianabroadcasters.org](http://www.indianabroadcasters.org). Point to "My Member Packet" on the menu, then click on the first item, Advertising Laws & Regulations Handbook.

Note: If you have not been to the IBA website, you will need to register. Scroll to the right hand margin, click on "register" - enter your information using your OWN e-mail address and OWN password - click on the scroll down menu and choose the Station/Company you are with, then submit.



About IBA
Amber Alert
Broadcast Pioneers
EAS
Events
Inspection Program
Job Bank
Legal Services
Legislative
Member Radio & TV Stations
<b>My Member Packet</b>
Publications
Student Page
Used Broadcast Equipment

**Address:**  
3003 E. 98th St., Ste. 161  
Indianapolis, IN 46280

**Phone Numbers:**  
800.342.6276 (Indiana Only)  
317.573.0119 (Direct Line)  
317.573.0895 (Fax)

**Email:**  
[INDBA@aol.com](mailto:INDBA@aol.com)

## Advertising Laws and Regulations Handbook

Prepared by:

Indiana Broadcasters Association

*In cooperation with*

Bingham McHale, LLP

Indianapolis

And

Pillsbury Law

Washington, DC



[www.indianabroadcasters.org](http://www.indianabroadcasters.org)

[indba@aol.com](mailto:indba@aol.com)

# Member Services

# SuperFleet®

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[www.superfleet.net](http://www.superfleet.net)



**CONTACT:**

**SHEILA HURST**

Phone: 800-831-8076 ext. 2043

Fax: 317-872-3479

E-Mail: [sdhurst@ssallc.com](mailto:sdhurst@ssallc.com)



## Political Broadcasting Reference Guide

prepared by:

Indiana Broadcasters Association

In cooperation with

Bingham McHale, LLP, Indianapolis

Pillsbury Law, Washington, DC

Log onto to [www.indianabroadcasters.org](http://www.indianabroadcasters.org) and go to "My Member Packet" and click on Publications or contact the IBA to obtain one via email. 1-800-342-6276 x 104 or 317-573-0119 x 104

## 2010 Political Broadcast Window

**November 2, 2010 General Election**

Political Window: September 3, 2010 to November 2, 2010

Political Broadcasting Agreement Forms

Members can obtain Political Broadcast Forms from the NAB (National Association of Broadcasters)

The form PB-16, are available to NAB members at NO CHARGE. To request the forms:

NAB TV Member Stations call: 202-429-5347

NAB Radio Member Stations call: 202-429-5400

PB-16 is available for non members at the [www.nabstore.com](http://www.nabstore.com)

# LBS LOCAL BROADCAST SALES

On-Demand Broadcast Sales Training

## Local Broadcast Sales - On Demand Broadcast Sales Training

The IBA is able to underwrite the On Demand Broadcast Sales Training for members again in 2010 due to member radio and television stations participating in the NCSA program.

There are already 11 speakers and over 200 topics that you can use to train your sales staff; Local Broadcast Sales 101 to Commercial Copywriting to Web Sales to Business Development . . . and a whole lot more!

Speakers: Paul Weyland, Dan O'Day, Bill Caudill, Stephen Warley, Gary Moore, Susan Nowicki, Diane Darling, David Topus, Andrea Eliscu, John Tkac and Ron Steiner. . . and here are a few of the topics that we know you can't wait to get to:

Motivating Yourself in Today's Economy, Small Market Sales, Web Sales Strategies, Automotive Sales Strategies, Television Sales Strategies, Effective Networking and guess what? There is a lot more!

You will need to contact the IBA for the Indiana Access code to use this training ([indba@aol.com](mailto:indba@aol.com) or call 1-800-342-6276 x 104 or local 317-573-0119 x 104). Then you will go to the LBS site, set up your profile and enter the access code and you have FREE SALES TRAINING ALL YEAR, it's that simple!

## List of Filings on Behalf of State Broadcasters Associations

Following is an updated listing of the FCC proceedings and one piece of Federal legislation in which IBA has participated along with other state broadcast associations.

International Comparison and Consumer Survey Requirements in the Broadband Data Improvement Act. Joint Comments filed on 1/27/10 on behalf of state broadcast associations in opposition to the reallocation of television broadcast spectrum to the wireless broadband industry.

Review of the Emergency Alert System. Joint Comments filed on 3/15/10 on behalf of state broadcast associations in support, with certain qualifications, of the FCC's proposal to conduct national testing of the EAS.

Emergency Alert System. Joint Reply Comments filed on 4/13/10 on behalf of state broadcast associations in response to the filings of other parties whose positions did not agree fully with those of the State Associations.

Amend the Commission's Rules Governing Retransmission Consent. Joint Comments filed on 5/18/10 on behalf of state broadcast associations in opposition to the Petition and in support of the present system for the negotiation of retransmission consent.

Resolution of the Fifty State Broadcast Associations, Including the District of Columbia and the Commonwealth of Puerto Rico, in opposition to a New "Performance Tax," dated 5/20/09 (legislation pending)

All of the above well illustrates how hard the participating broadcast associations are fighting for our radio and television stations before the FCC and Congress.

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## High Court Rejects Must-Carry Appeal

The Supreme Court has declined to take up a challenge from cable television operators to the 18 year old requirement that they carry local broadcast stations on their systems.

The justices rejected an appeal from Cablevision Systems Corp. The court upheld a federal "must carry" law, enacted in 1992 when cable TV systems faced much less competition than they do today.

## FCC Opens Inquiry On Media Ownership

The FCC has released a notice of inquiry as part of its 2010 quadrennial media-ownership review, with the aim of, the commission said, a "fresh look at the current rules to determine whether they promote the commission's goals of competition, localism, and diversity." Commissioners Michael Copps and Robert McDowell released statements supporting the NOI, with Copps saying the focus should be on creating "democracy-building" regulations and McDowell saying he believes the best answers will come from those in the media industry, not DC bureaucrats.

## 2010 Event Calendar

NAB Service to America Awards, June 14, 2010, Washington, DC

IBA Annual Engineer Workshop, October 12, 13, 2010, Marriott Hotel, Keystone Crossing

IBA Hall of Fame, Thursday, October 14, 2010, Marriott Hotel, Keystone Crossing

NAB Futures Summit, November 7 - 9, 2010, Rancho Palos Verdes, California

IBA 23rd Annual Spectrum Awards, November 13, 2010, Marriott Hotel Indianapolis North

NAB Radio Show - September 29 - October 1, 2010, Washington, DC. The Radio Advertising Bureau (RAB) and National Association of Broadcasters (NAB) have joined forces to bring for this year's Radio Show at the Grand Hyatt Hotel in Washington, DC. The website for the Radio Show is: [www.nabradioshow.com](http://www.nabradioshow.com)

## NEW! Local Broadcast Sales - 2010 Digital Webinar Series

ALL WEBINARS ARE SCHEDULED FROM 1 PM TO 2 PM EST.

The following webinars are FREE to IBA members. IBA will send login information to the membership as we receive that information from LBS, which will be most likely a week prior.

1. **Online Promotions: How to Make Money from this Non-Ad Segment**, Tuesday, May 11

*Audience: Sales Managers, Account Executives*

2. **Online Video: Implementing & Selling** Tuesday, June 8

*Audience: Sales Managers, Account Executives*

3. **Online Healthcare Opportunities** - Tuesday, July 13

*Audience: Sales Managers, Account Executives*

4. **Using Social Networks to Grow your Pipeline** - Tuesday, August 10

*Audience: Sales Managers, Account Executives*

5. **Developing Valuable Web Content** - Tuesday, September 14

*Audience: Sales Managers, Account Executives, Web Producers, Program Producers, News Producers*

6. **Marketing and Promoting Your Website** - Tuesday, October 12

*Audience: Sales Managers, Account Executives, Web Producers, Promotions Managers, Promotions Producers*

# Engineer Corner



## MONTHLY RMT SCHEDULE

The Required Monthly Test for Indiana EAS, the third Thursday of each month, ODD months @ 2:50 pm eastern time and EVEN months 4:50 am eastern time. All RMT will originate from the State Primary, WFBQ-FM, Indianapolis.

## 2010 EAS RMT Schedule

June 17, 2010	4:50 am Eastern
July 15, 2010	2:50 pm Eastern
August 19, 2010	4:50 am Eastern
September 16, 2010	2:50 pm Eastern
October 21, 2010	4:50 am Eastern
November 18, 2010	2:50 pm Eastern
December 16, 200	4:50 am Eastern

## Resources

Tower Service & Manufacturing - 317-359-5366 or 800-331-5103  
Weber Climbing Service - Chuck Weber, 812-371-9308 or 812-579-9330  
Electronics Research, Inc., 812-925-6000  
FCC in an Emergency, After Normal Business Hours - 24 hours a day at (202) 418-1122

## EAS RULES

Go to SBE website: [www.sbe.org/gov\\_eas.php](http://www.sbe.org/gov_eas.php)

## IBA Alternative Broadcast Inspection

Dale Gehman, CPBE/CBNT, [dgehman@gradiotv.com](mailto:dgehman@gradiotv.com), PH: 717-859-6410

## Helpful Websites:

<a href="http://www.hazard.com">www.hazard.com</a>	<a href="http://www.safteng.net">www.safteng.net</a>	<a href="http://www.eagletowersvc.com">www.eagletowersvc.com</a>	<a href="http://www.mysafetygear.com">www.mysafetygear.com</a>
<a href="http://www.toolboxtopics.com">www.toolboxtopics.com</a>	<a href="http://www.gradiotv.com">www.gradiotv.com</a>	<a href="http://www.scmisinc.com">www.scmisinc.com</a>	

## Reminder to Do Your Research

Remember to choose your contractors carefully when deciding who should work on your critical equipment. Check references and do your research. At a minimum, ensure they have all the necessary licenses and bonds that your company requires.



To download the Radio Heard Here spots go to  
<http://www.radioheardhere.com/radioadvertising.htm>.

**RADAR: 236 Million Hear Radio Every Week**

# Broadcasters Calendar - May

## May 15th

Copyright Royalty Fee - Monthly Usage Statement of Account Form Due- By this date, commercial and noncommercial webcasters and those simulcasting radio programming on the Internet must submit the Monthly Report of Use and Monthly Usage Statement of

Account forms for the month ending February 28, 2010. The monthly usage report must be filed with SoundExchange even if the webcaster or simulcaster has not exceeded its minimum fee liability. If a monthly usage payment is due, SoundExchange will accept payment in the form of a check, a money order, or a bank transfer. A signed copy of the Monthly Usage Statement of Account must accompany the monthly usage payment. Both reports must be submitted to SoundExchange via e-mail, file transfer protocol (FTP), or CD-ROM.

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## Access Denied: New DVD to Train Journalists, Students on Media Law

One of the most common problems journalists say they face is the post 9/11 world is the lack of access to government documents and other information that has traditionally been made public.

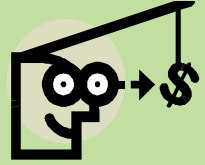
A new DVD created by Indiana University Maurer School of Law will help train professional journalists, students and the public on problems of accessibility to public documents officials. Access Denied: Navigating the Legal Challenges to Newsgathering, is a round-table forum featuring scholars, journalists and attorneys. The 2-hour program touches on several critical issues, such as the closing of records that had once been public, shield laws, and the increased secrecy following the 9/11 terrorist attacks. Panelists engaged in a lively debate that will serve as a catalyst for discussion among viewers.

DVDs are being sent free of charge to every communication and journalism school in the United States, every law school offering media and communications law courses, every state media association and every state open records or public access group. An online discussion guide will help being their own discussions on accessibility.

Access Denied was produced and is being distributed with generous support from the IU School of Journalism, WTIU and Elon University. WTIU will air the program in its entirety throughout the month of June in the Bloomington area. The first part will be broadcast on June 3 (1pm), June 10 (9 pm), and June 20 (4pm), while the second part will be broadcast on June 10 (1pm), June 17 (9pm) and June 20 (5pm).

# Every Business Should Have An Employee Handbook: How to Make One

Some experts say the employee handbook should be a good-news tool. It will help you attract qualified people and keep those you already have.



While some categories, such as paid holidays, are specific, the book's forward should emphasize that it contains general guidelines. When writing it, advisors at INC. magazine recommend saying "we may" in the book, rather than "we will."

Avoid making the books sound like a contract and be sure to mention in the preface that policies can be changed at our discretion.

Relationships with employees are governed by many laws. They apply to businesses with one employee or more. Harassment and discrimination. State that you are an equal opportunity employer in every way. State that you will not tolerate harassment or discrimination. Outline steps an employee can take to report a violation, such as reporting it to two people. Tell how you respond to discrimination or harassment, and emphasize that the employee who makes the claim will not face retaliation.

Workweek and hours. Generally tell the days and hours of the workweek and rules for breaks and meals. State which employees are paid overtime. Tell the difference between an hourly worker and a salaried worker who is not paid for overtime.

Safety. If workers operate in a dangerous environment, a safety policy should be given that is commensurate with state and federal regulations. (check with the Department of Labor)

Attendance, tardiness, dress code, use of the telephone and more. Don't address minor areas, but focus on your actual needs. Avoid reminding people of the punishment they face for each infraction. Have one category at the end of the book that details discipline.

Paid time off. Rather than having separate sick days and vacation policies, some businesses offer "paid time off," which can be used at the employee's discretion. Unused days can be paid at the end of the year.

Benefits. Some are specified by state and federal law, such as time off for jury duty and military service.

Voluntary Benefits. More good news. Tell about any health insurance plan, retirement accounts, and other benefits you offer.

Each employee should sign a statement saying they have received the employee handbook.

# Thank You Members! 2010 Membership

A Classic Rental	WCVM FM	WINN FM	WOCC AM	WVUB FM
Arbitron, Inc.	WDKS FM	WIOE LPFM	WORX-FM	WVUR-FM
Artistic Media Partners, Inc.	WDND AM	WIOU AM	WOWO AM	WVUT-CH 22
ASCAP	WDSO-FM	WIPB-CH 49	WPGW-AM	WWCA AM
Associated Press	WEAX-FM	WIPX TV	WPGW-FM	WWKI-FM
Bingham McHale	WECI-FM	WIRE-FM	WPHZ FM	WWSY FM
Broadcasters General Store	WEDJ FM	WISE-CH 33	WPRS AM	WWVR-FM
Brownfield Network	WEDM-FM	WISH-CH 8	WPSR-FM	WWWY FM
Duncan Video, Inc.	WEEM-FM	WISU FM	WPTA-CH 24	WXGO-AM
Eagle Tower Service	WEFM-FM	WITT FM	WQHK FM	WXIN-CH 59
Federated Media	WEHT-CH 25	WITZ AM	WQKZ FM	WXNT AM
Frost Brown Todd	WEJK FM	WITZ FM	WQKZ FM	WXKE FM
Gary A. Ruben, Inc.	WEOA-AM	WIWU TV 51	WQLK-FM	WXLW AM
Grow Indiana	WERK-FM	WJAA-FM	WQME-FM	WXRD FM
Heartland Video	WETL-FM	WJFX FM	WQRK FM	WXXB-FM
Henson Media, Inc.	WEVV-CH 44	WJHS FM	WRAY-AM	WXXC FM
Hoosier Ag Today	WFBQ-FM	WJJK FM	WRAY-FM	WYGB FM
IN Assn of School Broadcasters	WFCI-FM	WJLT FM	WRBI-FM	WYIN-CH 56
IMS Productions	WFCV-AM	WJOE FM	WRBR-FM	WYPW-FM
Media Services Group	WFDM FM	WJOT-AM	WRDZ FM	WYXB FM
Meyer Broadcasting	WFFT-CH 55	WJOT-FM	WRFT-FM	WZBD-FM
National Sports Journalism Center	WFGA FM	WJTS-CH 27	WROI-FM	WZOW FM
National Weather Service	WFIE-CH 14	WKBV-AM	WRSW-AM	WZPL-FM
Network Indiana	WFIU-FM	WKDQ FM	WRSW-FM	WZVN FM
Nielsen Media	WFLQ-FM	WKHY-FM	WRTV-CH 6	WZWZ FM
People Helping People Network	WFMG FM	WKID-FM	WRWM FM	WZZY FM
Regional Reps	WFML-FM	WKJG AM	WRZQ-FM	
SESAC, Inc.	WFMS-FM	WKKG FM	WRZR FM	
WABX FM	WFNI AM	WKOA-FM	WRZX FM	
WADM-AM	WFRI FM	WKPW-FM	WSAL AM	
WAJI FM	WFRN-AM	WKVI-FM	WSBT	
WALV-CH 50	WFRN-FM	WKZS FM	WSBT-AM	
WAKE AM	WFRR FM	WLAB FM	WSCH-FM	
WAMW-AM	WFWA-CH 39	WLBC FM	WSHP FM	
WAMW-FM	WFWI-FM	WLDE FM	WSHW-FM	
WANE-CH 15	WFWR FM	WLEG FM	WSHY AM	
WAOR FM	WFXW-CH 38	WLFJ-CH 18	WSJV-CH 28	
WARU AM	WFYI FM	WLFW FM	WSKL FM	
WARU-FM	WFYI-CH 20	WLHK FM	WSMM FM	
WASK AM	WGBF AM	WLHM FM	WSND-FM	
WASK FM	WGBF FM	WLJE FM	WSPM FM	
WAWK-AM	WGCL-AM	WLME FM	WSTO FM	
WAXL-FM	WGCS-FM	WLOI AM	WSVX-AM	
WAZY-FM	WGL AM	WMDH-FM	WSWI-AM	
WBAA-AM	WGL FM	WMEE FM	WSYW AM	
WBAA-FM	WGNR FM	WMGI FM	WTCA AM	
WBAT-AM	WGRE-FM	WMGI-FM	WTCJ AM	
WBCL-FM	WHCC FM	WMHD-FM	WTCJ FM	
WBDC-FM	WHHH-FM	WMPI-FM	WTHI-CH 10	
WBGW-FM	WHJE-FM	WMRI AM	WTHI-FM	
WBIW AM	WHLP FM	WMRS-FM	WTHR-CH 13	
WBNL-AM	WHMB-CH 40	WMYJ AM	WTIU-CH 30	
WBOI-FM	WHME FM	WMYK-FM	WTLC-AM	
WBPE FM	WHME-CH 46	WNDE-AM	WTLC-FM	
WBTU FM	WHON-AM	WNDU-CH 16	WTRC-AM	
WBWB-FM	WHPZ FM	WNDV-FM	WTRE-AM	
WBYP-FM	WHZR FM	WNDY TV	WTTS FM	
WBYT-FM	WIBC FM	WNDZ AM	WTUR FM	
WCBH FM	WIBQ FM	WNHT FM	WTVW-CH 7	
WCBK-FM	WICR-FM	WNIN-FM	WTWO-CH 2	
WCDQ FM	WIFE AM	WNIT-CH 34	WUBU-FM	
WCJC-FM	WIFE-FM	WNOU FM	WUEV FM	
WCLS FM	WIKY FM	WNSN-FM	WVNI-FM	
WCOE FM	WILO-AM	WNTR FM	WVPE-FM	
WCSI AM	WIMC-FM	WNTR FM	WVRG-LPFM	
WCVL-AM	WINM-CH 63	WNUY-FM	WVSH-FM	

# Human Resources



## RADIO & TV CAREERS IN BROADCASTING BROCHURE

Get your copy of the RADIO & TELEVISION brochure titled "Careers in Radio" and "Careers in Television." The brochure covers careers in broadcasting, i.e. the kind of experience or education a person needs' how to find a job in broadcasting and schools in Indiana with a broadcasting curriculum. If any IBA member station would like an original of the brochure for your station(s) go to the IBA website, [www.indianabroadcasters.org](http://www.indianabroadcasters.org); on the menu point to "Student Page," then click on "Careers In Broadcasting." You can place your station logo directly on these brochures to use for recruiting.

## EEO Member Service - Free to Member Stations

YOU NEED HELP WITH YOUR EEO. . . and YOU NEED BROADCAST COMPLIANCE SERVICE (BCS). Three years ago the IBA became one of the first states in the nation to provide Broadcast Compliance Service (BCS), a web-based outreach and reporting service, to help you comply with the FCC's EEO Rules as a free membership service.



The FCC has been showing renewed interest in diversity and EEO compliance and has been examining outreach and reporting records recently, including records from Indiana stations.

BCS is easy to use and it's FREE to IBA members.

CONTACT BCS AND SIGN UP - IT'S THAT EASY - 1-866-227-4336 - IT'S THAT SIMPLE.

Visit [www.indianabroadcasters.org](http://www.indianabroadcasters.org) and click on "MY MEMBER PACKET," for information on IBA's Member Services.

## IBA Website Job Bank

IBA members can now post reoccurring job openings on the IBA website. Go to [www.indianabroadcasters.org](http://www.indianabroadcasters.org) and point "Job Bank" on the menu and then click on "Post a Position" when the form opens up complete the form, then at the bottom of the form page there is a box to check if you would like to make the posting reoccur. Please contact the IBA office if you have any questions regarding the website Job Bank. Call Gwen, 1-800-342-6276 x 104.



## CareerPage.Org

[www.careerpage.org](http://www.careerpage.org)  
(for "member login"  
contact the IBA)



1-800-342-6276 x 104 or 317-573-0119 x 104

## Welcome to CareerPage.org

brought to you by the National Alliance of State Broadcasters Associations.

The members of NASBA are the managers and chief executives of state broadcast trade associations throughout the U.S. and Puerto Rico. NASBA created this site to enable job-seekers to find jobs in the exciting field of broadcasting, and to allow our member radio and TV stations to post their job openings at a central location.

The broadcasters of the United States and Puerto Rico are equal opportunity employers.

