

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2017 to 3/22/2018 .

1) Employment Unit: Pathfinder Communications and Jam Communications- Fort Wayne

2) Unit Members (Stations and Communities of License):

WKJG Fort Wayne, Indiana

WMEE Fort Wayne, Indiana

WOWO Fort Wayne, Indiana

WFWI Fort Wayne, Indiana

WQHK Decatur, Indiana

WBYR Van Wert, Ohio

3) EEO Contact Information for Unit Members:

Mailing Address:	Telephone Number:
2915 Maples Road Fort Wayne, Indiana 46816	260-447-5511
	Contact Person:
	Sharon Ummel
	E-mail Address:
	summel@federatedmedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

(numbers refer to accompanying table for Recruitment Sources)

Job Title	Recruitment Sources	Recruitment Source Referring Hiree
1. <u>WOWO Anchor/Digital Producer</u>	<u>1-21, 23-35, 37-60, 62</u>	<u>Referral</u>
2. <u>WOWO Anchor/Producer</u>	<u>1-21, 23-35, 37-60, 62</u>	<u>Call In / Walk In</u>
3. <u>WOWO Anchor/Producer</u>	<u>1-21, 23-35, 37-60, 62-63</u>	<u>Resume On File/Company Website</u>
4. <u>Promotions Director</u>	<u>1-21, 23-35, 37-60, 62</u>	<u>Referral</u>
5. <u>WKJG Account Manager</u>	<u>1-62</u>	<u>LinkedIn</u>
6. <u>WBYR Account Manager</u>	<u>1-62</u>	<u>Referral</u>
7. <u>WQHK Account Manager</u>	<u>1-62</u>	<u>INDEED.com</u>

5) See Accompanying Table

6) Total # of Interviewees Referred: For the period from 3/23/2017 to 3/22/2018 ,  
this Employment Unit interviewed 310 interviewees for full-time job vacancies.

**NOTE:**

The same Account Manager interviewee is reflected on several account manager openings. Since we do continuous recruitment for the account manager position and the same pool of interviewees will be considered for more than one opening; we only counted the interviewee one time.

Stations WKJG, WMEE, WOWO, WFWI, WQHK, WBYR are Equal Opportunity Employers.

Referral Sources of Interviewees

ID	Referral Source	Address	City	St	Zip	Phone Number	email address	# of Interviews	Did Recruitment Source Request Notification? (Yes or No)
1	All Access	www.allaccess.com							
2	Alam County Public Library-Access Ft. Wayne	P. O. Box 2270, 200 East Berry St.	Fort Wayne	IN	46801	260-421-1245		9	no
3	Anthony Wayne Services	1615 Burton Rd.	Fort Wayne	IN	46808	260-744-6145			no
4	Ball State University	Lucha Hall 220	Muncie	IN	47306	766-285-1581		21	no
5	Ball State University-Dept. of Telecommunications	BC 210	Muncie	IN	47306	766-285-1480	web@com@bnu.edu		no
6	Ball State University-Career & Intern Services	1001 W. McKinley Avenue	Mishawaka	IN	46545	574-257-2851	web@com@bnu.edu		no
7	Brown Mackie College	3000 E. Coliseum Blvd.	Fort Wayne	IN	46805	260-484-4400			no
8	Butler University	4600 Sunset Ave. Fairbanks Ctr. 118-C	Indianapolis	IN	46208	317-940-8000			no
9	Central State University- Career Services Dept.	1400 Brushy Row Road	Willettsville	OH	45394	937-376-8011			no
10	Davenport University	6191 Kirt Ave. SE	Grand Rapids	MI	49512	800-277-9447			no
11	East Wayne Street Center	601 East Wayne Street	Fort Wayne	IN	46802	260-422-6592			no
12	Edison Ohio	1973 Edison Dr.	Piqua	OH	45356	937-381-1537			no
13	Elmhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-282-5580			no
14	F.W. Chamber of Commerce-Women, Black & Hispanic Bus	8265 Eding	Fort Wayne	IN	46802	260-424-1456			no
15	F.W. Chamber of Commerce	2133 Hanna St.	Fort Wayne	IN	46802	260-746-3100			no
16	forwayrehealth.com	www.forwayrehealth.com						2	no
17	Ft. Wayne Women's Bureau	2417 Fairfield Ave	Fort Wayne	IN	46807	260-424-7576	careerservices@womensbureau.edu		no
18	Goshen College	AD 14 in Adm'n Bldg., 1700 Main St.	Goshen	IN	46526	574-535-7547			no
19	Greco College & Theological Seminary	200 Seminary Drive	Wiltona Lake	IN	46590	574-572-5100			no
20	Harrison College	500 N. Meridian St. Suite 500	Indianapolis	IN	46204	317-447-6000			no
21	Huntington College	2303 College Avenue	Huntington	IN	46750	260-356-6000			no
22	INDEED.COM	www.indeed.com						62	no
23	Indiana Black Expo	3145 W. Meridian St.	Indianapolis	IN	46206	317-625-2702			no
24	Indiana Broadcasters Association	1902 E. 93rd St. Suite 161	Indianapolis	IN	46280	317-573-0119	ind@indianabroadcasters.org		no
25	Indiana Tech	1600 E. Washington Blvd.	Fort Wayne	IN	46803	260-422-5551			no
26	Indiana University	1229 E. Seventh St.	Bloomington	IN	47405	812-855-4848			no
27	Indiana University Kokomo	P. O. Box 9008, 2300 S. Washington	Kokomo	IN	46904	765-459-2000			no
28	Indiana University South Bend	1700 Mishawaka Ave.	South Bend	IN	46634	574-237-4839			no
29	Indiana Wesleyan University	4201 Washington St.	Marion	IN	46853	766-677-2061			no
30	International Business College	9589 Coventry Lane	Fort Wayne	IN	46804	260-459-4900			no
31	IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805	260-451-6595			no
32	IPFW/Women and Returning Adults	2101 Coliseum Blvd. East	Fort Wayne	IN	46805	260-481-6029			no
33	ITT Technical Institute	2810 Dupont Commerce Ct.	Fort Wayne	IN	46825	260-480-4107			no
34	Ivy Tech State College	3800 N. Anthony Blvd.	Fort Wayne	IN	46805	260-480-4245			no
35	Kokomo Chamber T. A. A. P.	Ivy Tech State College P. O. Box 1373	Kokomo	IN	46903	765-484-5711			no
36	LinkedIn	www.linkedin.com						77	no
37	Manchester College	604 East College Avenue	North Manchester	IN	46952	280-982-5000			no
38	NAACP	P. O. Box 10566	Fort Wayne	IN	46854	260-426-1256			no
39	NAB Employment Clearinghouse	1771 N. Street N.W.	Washington	DC	20036	202-426-5486			no
40	National Association of Hispanic Journalists	1050 Connecticut Ave NW	Washington	DC	20036	202-862-7149			no
41	R. I. S. E., Inc.	1600 Whittier Street	Angola	IN	46703	260-585-9408			no
42	Social Service Dept.	1040 S. Winter St./Suite 3013	Adrian	MI	49221	517-284-6800			no
43	St. Mary's College	31 Specs Union Hall	North Dame	IN	46556	574-284-4775			no
44	Taylor University Upland	236 W. Reade Avenue	Upland	IN	46989	765-998-6382			no
45	Trine University	One University Avenue	Angola	IN	46703	260-865-4124			no
46	United Hispanic-Americans	2424 Fairfield Ave	Fort Wayne	IN	46802	260-456-5000			no
47	United Way of Allen County	334 E. Berry St.	Fort Wayne	IN	46807	260-422-4776			no
48	University of Notre Dame	248 Flanner Hall	Notre Dame	IN	46556	574-631-7164			no
49	University of Saint Francis	2701 Spring St.	Fort Wayne	IN	46808	800-434-7738			no
50	Upper Valley Joint Voc. School	9811 Carver Dr.	Piqua	OH	45358	937-778-4682			no
51	Vincennes University - Vigo Hall	1002 N. First St.	Vincennes	IN	47391	812-882-4280	colombian@vu.edu		no
52	Vocational Rehabilitation	219 W. Wayne Street	Fort Wayne	IN	46802	260-424-1595			no
53	Wayne Township Trustee	320 East Superior Street	Fort Wayne	IN	46802	260-449-7000			no
54	Western Governors University	4001 S. 700 E. Suite 700	Salt Lake City	UT	84107	260-484-8839			no
55	WVPE-Chamber 49 Ball State University	Ball State University	Muncie	IN	47306	765-236-1249			no
56	Workforce of Indiana	201 East Riddell Blvd./Suite #202	Fort Wayne	IN	46805	260-431-8028			no
57	Internal Posting							3	no
58	Referrals/Business Associates							17	no
59	Walk-in/Calls							9	no
60	Job Fairs (BSU / IPFW / IU / IN Tech / Uindy / Virtual Job-Fair / Fed Meet)							43	no
61	Email Campaigns							33	no
62	Federated Media Websites							13	no
63	Radio-On Air Recruitment/Federated Media Stations							9	no
64	Resume on file							4	no
	Total							370	

Stations WKUG, WHIEE, WONO, WFMV, WCHKR, WBYR are Equal Opportunity Employers.

Only those sources listed in the charts below produced interviewees.

5) Job Title: 1. WOWO Anchor/Digital Producer Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		3	NO
Call In / Walk In				3	NO
Referrals				2	NO

5) Job Title: 2. WOWO Anchor/Producer Referral Source(s) of Hiree: Call In / Walk In

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		3	NO
Call In / Walk In				3	NO
Referrals				2	NO

5) Job Title: 3. WOWO Anchor / Producer Referral Source(s) of Hiree: Resume On File/Company Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Call In / Walk In				1	NO
Internal Posting				1	NO
Resume On File (responded to previous opening)				4	NO
All Access		www.allaccess.com		1	NO

5) Job Title: 4. Promotions Director Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		5	NO
Referral				1	NO
Internal Posting				2	NO

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5) Job Title: 5. WKJG Account Manager

Referral Source(s) of Hiree: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University		Luchina Hall 220, Muncie, IN 47306	765-2851581	4	NO
Indeed		www.indeed.com		6	NO
LinkedIn		www.linkedin.com		23	NO
Federated Media Company Websites		ONE Fieldhouse		1	NO
Manchester Media Job Fair		604 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	3	NO
Manchester College		605 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	3	NO
Fort Wayne Help Wanted		www.fortwaynehelpwanted.com		1	NO
Job Fair - University of Indianapolis		1400 E Hanna Ave, Indianapolis IN 46227	317-788-2389	2	NO
Job Fair - Virtual Career Fair		www.careerco.com		1	NO
Referrals				8	NO

6) Job Title: 6. WEBYR Account Manager

Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University		Luchina Hall 220, Muncie, IN 47306	765-2851581	7	NO
Indeed		www.indeed.com		20	NO
LinkedIn		www.linkedin.com		11	NO
Federated Media Company Websites		ONE Fieldhouse		5	NO
Manchester Media Job Fair		604 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	4	NO
Manchester College		605 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	4	NO
Fort Wayne Help Wanted		www.fortwaynehelpwanted.com		1	NO
Job Fair - Ball State University		Luchina Hall 220, Muncie, IN 47306	765-2851581	2	NO
Job Fair - Virtual Career Fair		www.careerco.com		5	NO
Job Fair - I/PFW		2101 Coliseum Blvd. E, Ft. Wayne IN 46905-1498	260-481-6595	5	NO
Email Direct				2	NO
Radio Ad				1	NO
Call In / Walk In				3	NO
Referral				4	NO

7) Job Title: 7. WQHK Account Manager

Referral Source(s) of Hiree: Indeed.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University		Luchina Hall 220, Muncie, IN 47306	765-2851581	3	NO
Indeed		www.indeed.com		22	NO
LinkedIn		www.linkedin.com		4	NO
Federated Media Company Websites		ONE Fieldhouse		2	NO
Manchester Media Job Fair		604 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	2	NO
Manchester College		605 East College Avenue, North Manchester, IN 46962-1276	260-982-5000	1	NO
Job Fair - Manchester College		www.careerco.com		3	NO
Job Fair - Virtual Career Fair		2101 Coliseum Blvd. E, Ft. Wayne IN 46905-1498	260-481-6595	1	NO
Job Fair - I/PFW				1	NO
Email Direct				1	NO
Radio Ad				4	NO
Call In / Walk In				2	NO
Referral				3	NO

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fairs

IPFW - Business/Gov/NonProfit Career Fair 2017. Thursday March 23, 2017, 10am-3pm-Walb Union Classic Ballroom. The event was attended by our Sales Resource Coordinator and Promotions Director. Company literature & internship information was made available to the students. Twenty-eight resumes were collected: 16 Sales; 9 Internships; 1 Event Coordinator; 1 Finance/Accounting; 1 Engineering.

University of Indianapolis - Business/Professional/Communications Job Fair 2017. Tuesday April 4, 2017, 1pm-3pm. The event was attended by our Sales Resource Coordinator. This was our first year attending this job fair. Company literature & internship information was distributed. Twenty-six resumes were collected: 7 Sales; 1 Production; 5 Digital Graphics; 7 Internships; 6 Techs/Board Operators.

Manchester College - Fall Career & Internship Fair. Tuesday September 12, 2017, 2pm-4pm-Jo Young Switzer Center. Attended by our Sales Resource Coordinator & Promotions Director. Company literature & internship information was handed out. Twelve resumes were collected: 4 Sales Internships; 2 Promotions Internships/Remote Techs; 6 Sales.

Ball State University - Fall Cardinal Job Fair. Wednesday September 13, 2017, 11am-3pm-Worthen Arena. Attended by our Sales Resource Coordinator & Promotions Director. Company literature & internship information was distributed. Forty-five resumes were collected: 9 Sales Internships; 10 Promotions Internships; 6 Sales; 13 Graphic Arts; 7 Board Op/On-air/Remote Techs.

IPFW - Mastodon Job & Internship Fair. Thursday September 21, 2017, 12pm-3pm - Gates Fieldhouse. Attended by our Sales Resource Coordinator & Promotions Director. Company literature & internship information packets were handed out. Nineteen resumes were collected: 6 Sales; 3 Sales Internships; 2 Graphic Arts; 6 Board Operator/On-Air Personality/Remote Techs; 2 Administration/HR.

Federated Media Broadcasting - Fall Career Fair. Tuesday October 3, 2017, 2pm-6pm - ONE Fieldhouse, Fort Wayne Indiana. Attended by our Sales Resource Coordinator & Promotions Director. Company literature & internship information was made available. Twenty resumes were collected: 3 Sales Internships; 8 Sales; 9 Board Op/On-Air Personality/Remote Techs.

State of Indiana - Internship & Co-op Virtual Career Fair . Wednesday October 25, 2017, 9am-4pm-www.careereco.com. Monitored by our Sales Resource Coordinator. Candidates from a variety of universities submitted resumes and were able to ask questions via a chat room. Company profile was created on the website portal for all students who were interested in Federated Media Broadcasting. This was the second time we participated in this type of event. Forty resumes were collected: 7 Sales Internships; 10 Promotions Internships/Remote Techs; 23 Sales.

Stations WKJG, WMEE, WOWO, WFWI, WQHK, WBYR are Equal Opportunity Employers.

**Ball State University - Spring Cardinal Job Fair . Wednesday February 7, 2018, 11am - 3pm-  
Worthen Arena. Attended by our Sales Resource Coordinator & Promotions Director. Company  
literature & internship information was distributed. Thirty-five resumes were collected: 9 Sales;  
10 Sales Internships; 6 Promotions Internships, 3 Graphics Design/Video Editing; 1 IT;  
6 Board Operators**

**Indiana Tech - On-Campus Career Fair. Wednesday February 14, 2018, 1pm-3pm -  
Cunningham Business Center. Attended by WBYR GSM & Sales Resource Coordinator.  
Company literature & internship information was handed out. Eight resumes were collected:  
5 Sales; 1 Promotions Internship; 1 Accounting; 1 Board Operator.**

**State of Indiana - Collegiate Talent Search Virtual Career Fair. Thursday February 22, 2018,  
9am - 4pm - www.careereco.com. Monitored by our Sales Resource Coordinator.  
Company profile was posted on the website portal and chat room. Students were able to  
ask questions and submit resumes via a chat room. Fourteen resumes were collected:  
5 Sales; 3 Promotions Internships; 6 Sales Internships.**

**Manchester University - Spring Career & Internship Fair . Wednesday February 28, 2018, 2pm-4pm-  
Jo Young Switzer Center. Attended by our Sales Resource Coordinator & Promotions Director.  
Company literature & internship information made available. Ten resumes were collected:  
5 Sales; 2 Promotions Internships; 3 Sales Internships.**

**Federated Media Broadcasting - Career Fair. Tuesday March 13, 2018, 2pm-6pm - ONE  
Fieldhouse, Fort Wayne, Indiana. Attended by our Sales Resource Coordinator & Promotions  
Director. Company literature & internship information was made available. Nineteen resumes  
were collected: 12 Sales; 3 Board Op/On-Air Personality/Remote Techs; 1 Promotions Internship;  
3 Administrative /HR**

**IPFW - Business/Gov/NonProfit Career Fair 2018. Thursday March 22, 2018, 10am-3pm- Walb Union  
Classic Ballroom. The event was attended by our Sales Resource Coordinator and Promotions  
Director. Company literature & internship information was made available to the students.  
Fifteen resumes were collected: 4 Promotions Internships; 5 Sales; 1 Engineering; 2 Sales Internships;  
1 Board Op/On Air Personality/Remote Tech; 2 Developer/Linguistics**

**(b) Initiative: Internship Program**

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The Employment Unit's internship program is a paid opportunity for students who are interested in a broadcast career. The station's program is coordinated by our Promotions Director. Information about our internship program is handed out at job fairs. Interested students submit their resume. The students are then invited for interviews. The radio station looks for students willing to work in all areas of the company, while the student considers the station information to determine if the relationship would be beneficial to them. Typically, the students receive credit for the internships, and are required to work at the station a minimum number of hours. The Promotion Director organizes the student's schedules. The students will spend time in promotions, programming, sales, and administration. The schedule includes: Promotions: proposals, remotes, events, calendars, prizes; Programming: observe in studio during live show, assist with show prep; News Dept: monitoring news websites, reading script, write their own stories from press releases; Sales: One day client visits, sit in on brain storming meetings; Administration: one day answering phones, greeting guests, handing out prizes. Most area college internship programs include a mid-semester and end-of-semester evaluation. The Employment Unit had 4 interns from May 2017 to March 22, 2018 with 442 total hours of training. These students were from the following institutions: 2 Huntington University, 1 IPFW 1 Northwestern University.

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**(c) Initiative: Internet Program**

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The Station Employment Unit (SEU) participates in an internet program designed to promote outreach generally. The SEU is a partner in a regional job web site, [fortwaynehelpwanted.com](http://fortwaynehelpwanted.com). The SEU uses commercial inventory to drive job seekers to the web site. Job Seekers may utilize the General Career Advice, Online Resume Builder, and also take a career test to help determine careers that best suit them. Job seekers may also surf the site for job opportunities posted by area businesses. This program was kicked off in May 2003 and is still active.

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