

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: [March 23, 2020 – March 22, 2021](#).

1) **Employment Unit:** [Pathfinder Communications and Jam Communications – Fort Wayne, IN](#)

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 – Huntertown, Indiana

WBYR – Woodburn, Indiana

3) **EEO Contact Information for Employment Unit:**

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

4) **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.	WOWO Account Manager	2-13	Referral
2.	WMEE Morning Show Host	1,9	All Access
3.	WFWI Account Manager	2-13, 15	Referral
4.	WMEE Account Manager	2-13, 15	Referral
5.	WQHK Account Manager	2-13, 15	LinkedIn
6.	Fort Wayne Local/National Sales Assistant	2-3, 5-6, 10, 12	Indeed
7.	WBYR Account Manager	2-13, 15	Referral
8.	WQHK Morning Show Host	1, 3, 5, 12, 14	Country Aircheck

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9. WOWO Producer 1, 3, 9, 12 Referral
10. WBYR Account Manager 2-13 Referral

The Employment Unit periodically contacts the following organizations for full-time job openings, and received referrals as indicated in each job opening on the pages that follow:

	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
1	All Access		Allaccess.com		No
2	Ball State University	Nancy Carlson	200 University Ave, Muncie, IN 47306	765-285-1581	No
3	Co. Website/Federated Media.com	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	No
4	Handshake		https://app.joinhandshake.com/		No
5	Indeed.com		www.indeed.com		No
6	Indiana Broadcasters Association	Sam Klemet	3003 E 98 th St, Indianapolis, IN 46280	317-573-0119	No
7	LinkedIn.com		LinkedIn.com		No
8	Purdue University Fort Wayne		Handshake.com		No
9	Referrals (Business Assoc./Employee)				No
10	Job Fairs (BSU / PFW)				No
11	Call-ins/Walk-ins/Email				No
12	Internal Posting				No
13	Radio On-Air Recruitment Ads				No
14	Country Air Check		Countryaircheck.com		No
15	Content Marketing/Facebook		Company Facebook pages		No

Only those sources listed in the charts below produced interviewees.

5) Job Title: 1. WOWO Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Company Website	Paul Altman			4	No
Job Fairs PFW Virtual Career Fair				5	No
Call-ins/Walk-ins/Email				2	No
LinkedIn.com		LinkedIn.com		9	No
Indeed.com		Indeed.com		24	No
Radio On-Air Ad				6	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Business/Employee Referral				9	No

5) Job Title: 2. WMEE Morning Show Host

Referral Source(s) All Access
of Hiree:

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		Allaccess.com		1	No
Referrals				1	No

5) Job Title: 3. WFWI Account Manager

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Job Fairs PFW Virtual Career Fair				1	No
LinkedIn.com		LinkedIn.com		23	No
Indeed.com		Indeed.com		18	No
Referrals				4	No
Content Marketing/Facebook		Company Facebook Pages		9	No
Call-Ins/Walk-Ins/Email				4	No
Radio On-Air Ad				8	No
Handshake		https://app.joinhandshake.com/		3	No

5) Job Title: 4. WMEE Account Manager

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com		22	No
Indeed		Indeed.com		17	No
Handshake		https://app.joinhandshake.com/		3	No
Content marketing/Facebook		Company Facebook Pages		9	No
Job Fairs PFW Virtual Career Fair				1	No
Radio On-Air Ads				9	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Business/Employee Referral				3	No
Call-ins/Walk-ins/Email				4	No

5) **Job Title:** 5. WQHK Account Manager

Referral Source(s) of Hire: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com		22	No
Indeed		Indeed.com		17	No
Handshake		https://app.joinhandshake.com/		3	No
Content marketing/Facebook		Company Facebook pages		9	No
Job Fairs PFW Virtual Career Fair				1	No
Radio On-Air Ads				9	No
Business/Employee Referral				3	No
Call-ins/Walk-ins/Email				4	No

5) **Job Title:** 6. Local/National Sales Assistant

Referral Source(s) of Hire: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		Indeed.com		2	No
Internal Posting				1	No

5) **Job Title:** 7. WBYR Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com		1	No
Indeed		Indeed.com		4	No
Business/Employee Referral				1	No
Content marketing/Facebook				1	No
Call-ins/Walk-ins/Email				7	No
Radio On-Air Ads				1	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals-Intern				1	No

5) Job Title: 8. WQHK Morning Show Host

Referral Source(s) of Hire: Country Air Check

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Country Air Check		Countryaircheck.com		1	No
All Access		Allaccess.com		2	No
Internal Posting				3	No

5) Job Title: 9. WOWO Morning Show Producer

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		Allaccess.com		1	No
Internal Posting				2	No
Business/Employee Referral				1	No

5) Job Title: 10. WBYP Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com		2	No
Indeed		Indeed.com		12	No
Job Fairs PFW Virtual Career Fair				5	No
Company Websites				3	No
Radio On-Air Ad				23	No
Business/Employee Referral				2	No
Call-ins/Walk-ins/Email				2	No

6) Total # of Interviewees Referred: For the period from March 23, 2020, through March 22, 2021, this Employment Unit interviewed 248 interviewees for full-time job vacancies.

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NOTE: The same Account Manager interviewee may be reflected on several Account Manager openings in the Accompanying Table. We do continuous recruitment for the account manager position and the same pool of interviewees may be considered for more than one opening, but we only counted the interviewee one time in the above statement.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fair

Mastodon Virtual Career Fair Purdue University Fort Wayne - Friday, May 21, 2020 – 1:00 pm to 5:00 pm. This event was monitored by our WMEE and WQHK General Sales Manager. Candidates submitted resumes and were able to ask questions via a chat room. Our company profile was created on the website portal for all students who were interested in Pathfinder Communications. The University provided a list with contact information of the students who participated. We received 5 resumes for the account manager position.

(b) Initiative: Scholarship

The Charlie Butcher Scholarship Fund, Student of Integrity Scholarship– Our WOWO station has started a scholarship fund in honor of our late WOWO broadcaster, Charly Butcher, who passed in 2018. To be eligible, the student must be a high school senior planning to attend a four-year college and majoring in either communication or education. The recipient must also embody integrity and ethics of the highest standards and attend a high school within a 10-county radius of Allen County in Fort Wayne. Funding is raised by donation and partnerships. In February of 2021, we were able to present a two-thousand dollar scholarship to a high school senior.