

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2016 to 3/22/2017 .

1) Employment Unit: Federated Media/Fort Wayne / Jam Communications

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

<u>WKJG Fort Wayne, Indiana</u>
<u>WMEE Fort Wayne, Indiana</u>
<u>WOWO Fort Wayne, Indiana</u>
<u>WFWI Fort Wayne, Indiana</u>
<u>WQHK Decatur, Indiana</u>
<u>WBYR Van Wert, Ohio</u>

3) EEO Contact Information for Unit Members:

Mailing Address: 2915 Maples Road Fort Wayne, Indiana 46816	Telephone Number: 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>Receptionist FWS</u>	<u>1-15, 17, 19-23, 25-56, 58-60, 62, 65</u>	<u>Employee Referral</u>
2. <u>WQHK Account Manager</u>	<u>1-65</u>	<u>LinkedIn</u>
3. <u>Receptionist FWS</u>	<u>1-56, 58-60, 62, 65</u>	<u>Company Website</u>
4. <u>WMEE Account Manager</u>	<u>1-65</u>	<u>IPFW Job Fair</u>
5. <u>WKJG Account Manager</u>	<u>1-65</u>	<u>LinkedIn</u>
6. <u>WOWO News Director</u>	<u>see note</u>	<u>Former Employee</u>
7. <u>WOWO Morning Show Producer</u>	<u>1-57,</u>	<u>Employee Referral</u>
8. <u>Asst. Promotions Director</u>	<u>1-56, 58-60, 62, 65</u>	<u>Employee Referral</u>
9. <u>WQHK Account Manager</u>	<u>1-65</u>	<u>Business Assoc. Referral</u>
10. <u>Receptionist FWS</u>	<u>1-56, 58-60, 62, 65</u>	<u>Internal Posting</u>
11. <u>WBYR Account Manager</u>	<u>1-65</u>	<u>LinkedIn</u>
12. <u>WQHK Account Manager</u>	<u>1-65</u>	<u>LinkedIn</u>

5) See Accompanying Table

Station WKJG, WMEE, WOWO, WFWI, WQHK, WBYR is an Equal Opportunity Employer.

6) Total # of Interviewees Referred: For the period from 3/23/2016 to 3/22/2017,
this Employment Unit interviewed 208 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 consider for more than one opening
We only counted the interviewee one time.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fairs

IPFW Reverse Job Fair - March 28, 2016 11am-1pm - Walb Union Classic Ballroom

Attended by WQHK GSM and Sale Resource Coordinator. Provides a selection of on campus,
student ran, organizations & clubs. Employers than visit the booths/displays the students
have setup. 53 companies/organizations participated. We collected a total of 20 resumes.

IPFW Spring Job Fair - March 31, 2016 12pm-3p Walb Union Classic Ballroom -

Attended by WOWO GSM, WBYR GSM, & Sales Resource Coordinator
This job fair's focus was for Businesses, non-profits, and government
Literature and internship informaton was made available to the students.
32 total resumes were collected

Federated Media Spring Career Fair - April 19, 2016 2pm-6pm - ONE Fieldhouse Fort Wayne

Indiana. Attended by Promotions Director and Sales Resource Coordinator
Company literature and Internship information was handed out. 38 total resumes were collected.
Around 38 businesses participated.

Ball State University - Cardinal Job Fair - September 14, 2016 11am-3pm - Worthen Arena

Attended by Promotions Director and Sales Resource Coordinator.
Literature and internship information was made available for the students.
104 resumes were collected. Over 150 companies participated.

IPFW Mastodon Job & Internship Fair - September 20, 2016 12pm-3pm - Gates Fieldhouse

Attended by Promotions Director and Sales Resource Coordinator
Company literature and internship information was made available for the students.
22 resumes were collected. Included was a seminar on diversity and personality understanding
prior to the start of the job fair.

Ivy Tech Fort Wayne - Career Fair - October 5, 2016 1pm-4pm - Students Life Center

Attended by Promotions Director and Sales Resource Coordinator

Company literature and internship information was made available. This event was open to the public as well as the students. 25 resumes were collected. Over 50 businesses participated

Federated Media Fall Career Fair - October 27, 2016 -2pm-6pm - ONE Fieldhouse Fort Wayne Indiana

Attended by Promotions Director. Company literature and internship information was made available.

37 resumes werer collected. 20 companies participated.

Ball State University - Cardinal Job Fair - February 8, 2017 11am-3pm - Worthen Arena

Attended by Promotions Director, Sales Resource Coordinator, & Asst. Promotions Director.

Company literature and internship information was made available. 78 resumes were collected

We tried new text campaign which provided the students with a link to complete a questionnaire/

job application for our account manager openings.

Indiana Collegiate Talent Search - State of Indiana Virtual Career Fair - February 23, 2017 9am-4pm

www.careereco.com Monitored by Sales Resource Coordinator

This Career Fair was completely online through a website portal that was a "Chat Room". We could chat

with interested students via an assigned chat room. Company profile was created on the website portal.

Over 34 colleges participated. Participants were soon to graduate or recent graduates students.

Students also created profiles that included their resumes that employers could download.

74 resumes were collected.

Manchester College Career & Internship Fair - March 1, 2017 2pm-4pm - Jo Young Switzer Center

Attended by Promotions Director and Sales Resource Coordinator

Company literature and internship information was made available. 61 resumes were collected.

Indiana Wesleyan University - Experience Indiana Career Fair - March 15, 2017 1pm -4pm - Marion Indiana

Residential Campus. Attended by Promotions Director and Sales Resource Coordinator

6 resumes were collected. Around 35 companies participated.

(b) Initiative: Internship Program

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 and the student looks at the station to see if they can benefit themselves based on the program offered. 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 students' 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 guest, handing out prizes. Most area college internship programs include a mid-semester and end-of-semester evaluation.

The Employment Unit had 7 interns from May 2016 to August 2016 and 1 intern from September 2016 to December 2016 with a total of 1,396 hours of total training from the following institutions: 3 from Ball State University, 2 from Indiana University, 1 IUSB, 1 from IPFW, and 1 from Homestead High School FW

(c) Initiative: Internet Program

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. 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.

Org	Address	City	St	Zip	Phone Number	email address	# of Interviews	Did Recruitment Source Request Notification? (Yes or No)	
1	Allen County Public Library-Access Ft. Wayne	P. O. Box 2270, 200 East Berry St.	Fort Wayne	IN	46801	260-421-1245		no	
2	Anthony Wayne Services	8515 Bluffton Rd.	Fort Wayne	IN	46809	260-744-6145		no	
3	Ball State University	Lucina Hall 220	Muncie	IN	47306	765-285-1581		no	
4	Ball State University-Dept. of Telecommunications	BC 210	Muncie	IN	47306	765-285-1480	welovetcom@bsu.edu	no	
5	Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661		no	
6	Brown Mackie College	3000 E. Coliseum Blvd.	Fort Wayne	IN	46805	260-484-4400		no	
7	Butler University	4600 Sunset Ave. Fairbanks Cntr. 118-C	Indianapolis	IN	46208	317-940-8000		no	
8	Central State University, Career Services Dept.	1400 Brush Row Road	Wilberforce	OH	45384	937-376-6011		no	
9	Davenport University	6191 Kraft Ave. SE	Grand Rapids	MI	49512	800-277-8447		no	
10	East Wayne Street Center	801 East Wayne Street	Fort Wayne	IN	46802	260-422-6502		no	
11	Edison Ohio	1973 Edison Dr.	Piqua	OH	45356	937-381-1537		no	
12	Elkhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-262-5880		no	
13	F.W. Chamber of Commerce/Women, Black & Hispanic Business	826 Ewing	Fort Wayne	IN	46802	260-424-1495		no	
14	Federated Media Websites						20	no	
15	Fort Wayne Urban League	2135 Hanna St.	Fort Wayne	IN	46802	260-745-3100		no	
16	fortwaynehelpwanted.com	www.fortwaynehelpwanted.com					6	no	
17	Ft. Wayne Women's Bureau	2417 Fairfield Ave	Fort Wayne	IN	46807	260-424-7576		no	
18	Good Entertainment					adam@goodsentertainment.com		yes	
19	Goshen College	AD 14 in Admin Bldg., 1700 Main St	Goshen	IN	46526	574-535-7547	careerservices@goshen.edu	no	
20	Grace College & Theological Seminary	200 Seminary Drive	Winona Lake	IN	46590	574-372-5100		no	
21	Harrison College	500 N. Meridian St. Suite 500	Indianapolis	IN	46204	317-447-6000		no	
22	Huntington College	2303 College Avenue	Huntington	IN	46750	260-356-6000		no	
23	Indiana Black Expo	3145 W. Meridian St.	Indianapolis	IN	46208	317-925-2702		no	
24	Indiana Broadcasters Association	3003 E. 98th St. Suite 161	Indianapolis	IN	46280	317-573-0119	iba@indianabroadcasters.org	1	no
25	Indiana Tech	1800 E. Washington Blvd.	Fort Wayne	IN	46803	260-422-5561		no	
26	Indiana University	1229 E. Seventh St.	Bloomington	IN	47405	812-855-4848		no	
27	Indiana University Kokomo	P. O. Box 9003, 2300 S. Washington	Kokomo	IN	46904	765-453-2000		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	46953-4974	765-677-2061		no	
30	International Business College	5699 Coventry Lane	Fort Wayne	IN	46804-7145	260-459-4500		no	
31	IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6595		no	
32	IPFW Women and Returning Adults	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6029		no	
33	ITT Technical Institute	2810 Dupont Commerce Ct.	Fort Wayne	IN	46825-2393	260-484-4107		no	
34	Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805	260-480-4245		no	
35	Kokomo Chapter I. A. A. P.	Ivy Tech State College, P. O. Box 1373	Kokomo	IN	46903	765-454-5111		no	
36	Manchester College	604 East College Avenue	North Manchester	IN	46962-1276	260-982-5000		no	
37	NAACP	P. O. Box 10956	Fort Wayne	IN	46854	260-426-1255		no	
38	NAB Employment Clearinghouse	1771 N Street N.W.	Washington	DC	20036	202-429-5498		no	
39	National Association of Hispanic Journalists	1050 Connecticut Ave NW	Washington	DC	20036	202-662-7145		no	
40	Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Dr.	Valley View	OH	44125	216-447-9117		yes	
41	R. I. S. E., Inc.	1600 Wohler Street	Angola	IN	46703	260-685-9408		no	
42	Social Service Dept	1040 S. Winter St./Suite 3013	Adrian	MI	49221	517-284-6300		no	
43	St. Mary's College	31 Specs Unica Hall	Notre Dame	IN	46556	574-284-4776		no	
44	Taylor University Upland	236 W. Reade Avenue	Upland	IN	46989	765-998-5382		no	
45	Trine University	One University Avenue	Angola	IN	46703	260-685-4124		no	
46	United Hispanic-Americans	2424 Fairfield Ave	Fort Wayne	IN	46807	260-456-5000		no	
47	United Way of Allen County	334 E. Berry St.	Fort Wayne	IN	46802	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	800-434-7736		no	
50	Upper Valley Joint Voc. School	8811 Career Dr.	Piqua	OH	45356	937-778-4682		no	
51	Vincennes University - Vigo Hall	1002 N. First St.	Vincennes	IN	47591	812-888-4280	rcoleman@vinu.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	WIPB-Channel 49 Ball State University	Ball State University	Muncie	IN	47306	765-285-1249		no	
56	Workforce of Indiana	201 East Rudisill Blvd/Suite #202	Fort Wayne	IN	46806-1756	260-481-6026		2	no
57	Radio-On Air Recruitment/Federated Media Stations							no	
58	Walk-In/Call-Ins						1	no	
59	Job Fairs (BSU / IPFW / NICE / IBA / Fed Med)						42	no	
60	Internal Posting						2	no	
61	All Access	www.allaccess.com						no	
62	Referrals/Business Associates						15	no	
63	INDEED.COM	www.indeed.com					45	no	
64	LinkedIn	www.linkedin.com					69	no	
65	Former Employees						5	no	

Only those sources listed in the charts below produced interviewees

5) Job Title: 1. Receptionist FWS Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral				1	no

5) Job Title: 2. WQHK Account Manager Referral Source(s) of Hiree: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		www.indeed.com		11	no
LinkedIn		www.linkedin.com		16	no
Indiana Broadcasters Association		3003 E. 98th St. Suite 161, Indianapolis IN 46280	317-573-0119	1	no
Ball State University Job Fair		Lucina Hall 220, Muncie IN 47306	765-285-1581	9	no
Referral				7	no
IPFW Job Fair	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	4	no
Manchester College Job Fair		604 East College Avenue, North Manchester, IN 46962	260-982-5000	3	no
Federated Media Company Website				5	no
University of St. Francis Job Fair		2701 Spring St., Fort Wayne, IN 46808	260-399-7999	3	no

5) Job Title: 3. Receptionist FWS Referral Source(s) of Hiree: Company Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals				1	No
Company Website				3	No
Internal Posting				1	No

5) Job Title: 4.WMEE Account Manager Referral Source(s) of Hiree: IPFW Jobfair

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		www.indeed.com		5	no
LinkedIn		www.linkedin.com		3	no
Indiana Broadcasters Association		3003 E. 98th St. Suite 161, Indianapolis IN 46280	317-573-0119	1	no
Referral				4	no
IPFW Job Fair	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	6	no
Manchester College Job Fair		604 East College Avenue, North Manchester, IN 46962	260-982-5000	3	no
Federated Media Company Website				4	no
Federated Media Job Fair - Spring		Held at ONE Fieldhouse		1	no

5) Job Title: 5. WKJG Account Manager Referral Source(s) of Hiree: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	3	no
Indeed		www.indeed.com		9	no
LinkedIn		www.linkedin.com		7	no
Federated Media Company Websites				5	no
Federated Media Job Fair - Spring		ONE Fieldhouse		3	no
Referrals				1	no

5) Job Title: 6. WOWO News Director Referral Source(s) of Hiree: Former Employee

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
NOTE: Rehired former fulltime news employee. Employee being replaced was unaware they were losing their job, therefore a broad outreach wasn't done.					

5) Job Title: 7. WOWO Morning Show Producer Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral				1	no

5) Job Title: 8. Asst. Promotions Director Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Fortwaynehelpwanted.com				4	no
Referral				2	no

5) Job Title: 9. WQHK Account Manager Referral Source(s) of Hiree: Business Associate Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		www.indeed.com		9	no
LinkedIn		www.linkedin.com		13	no
Fortwaynehelpwanted.com		www.fortwaynehelpwanted.com		2	no
Referral				2	no
IPFW Job Fair	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	1	no
Workforce of Indiana		www.indianacareerconnect.com		1	no
Federated Media Company Website				3	no
Ivy Tech of Fort Wayne Job Fair		3800 N. Anthony Blvd., Fort Wayne, IN 46805		2	no
Ball State University Job Fair		Lucina Hall 220, Muncie IN 47306	765-285-1581	2	no

5) Job Title: 10. Receptionist FWS Referral Source(s) of Hiree: Internal Posting

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting				1	no

5) Job Title: 11. WBVR Account Manager Referral Source(s) of Hiree: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University Job Fair		Lucina Hall 220, Muncie IN 47306	765-285-1581	3	no
Federated Media Fall Job Fair		Held at ONE Fieldhouse		2	no
IPFW Job Fair	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	2	no
Indeed		www.indeed.com		6	no
LinkedIn		www.linkedin.com		18	no
Manchester College Job Fair		604 East College Avenue, North Manchester, IN 46982	260-982-5000	1	no
Federated Media Company Websites				1	no
Referrals				3	no

5) Job Title: 12. WQHK Account Manager Referral Source(s) of Hire: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University Job Fair		Lucina Hall 220, Muncie IN 47306	765-285-1581	5	no
State of Indiana Virtual Career Fair		www.careereco.com		1	no
IPFW Job Fair	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	1	no
Indeed		www.indeed.com		7	no
LinkedIn		www.linkedin.com		22	no
Manchester College Job Fair		604 East College Avenue, North Manchester, IN 46962	260-982-5000	2	no
Federated Media Company Websites				1	no
Referrals				5	no