

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 20,2023 - March 17, 2024

- 1) Employment Unit: Kensington Digital Media of Indiana
- 2) Unit Members (Stations and Communities of License): WRSW(AM), Warsaw, Indiana
WRSW(FM), Warsaw, Indiana
WAWC(FM),Syracuse, Indiana

3) EEO Contact Information for Employment Unit:

Mailing Address: Kensington Digital Media of Indiana 216 West Market Street Warsaw, Indiana 46580	Telephone Number: 574-372-3064
Contact Person/Title: Woody Zimmerman, COO and General Manager	E-mail Address: woody@kensington.media

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

1. Sports Announcer/ Account Manager	
2. Office Manager	
3. Sales Manager	
4. Production Director / Afternoon Drive Host	
4. Account Manager	
5. Account Manager	
4. Production Director / Afternoon Drive Host	

5) Job Title: Sports Announcer / Account Manager Referral Source of Hire:
Hiree Start Date: 5/12/2023

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interview ees Referred	Did Recruitme nt Source Request Notificatio n? (Yes/No)
Ivy Tech	Recruitment Director	3800 N.Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N

Indiana Wesleyan University	Recruitment Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Recruitment Director	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington, IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola, IN 46703	N/A		N
Bethel College	Recruitment Director	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend, IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.com	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A	8	N
Indeed.com	Post to web-site	www.indeed.com	N/A		N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A		

Outside Referral (Word of Mouth)	Not Available	Not Available	N/A		N
Sportscaster Talent Agency	Not Available	Not Available	N/A	2	N

6. Job Title: Office Manager

Referral Source of Hire: Referral Hiree Start Date: 09/05/2023

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Jerrilee Mosier	3800 N.Anthony Blvd. Ft.Wayne, IN 46805	N/A		N
Manchester University	David McFadde n	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Allyn Decker	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	David Wright	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Sherilyn Emberton	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Bill Katip	200 Seminary Drive Winona Lake,IN 46590	N/A		N
Goshen College	Rebecca Stolfus	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitm ent Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN	N/A		N

		46208			
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola, IN 46703	N/A		N
Bethel College	Career Services	1001 W. McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend, IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.com	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A		N
Indeed.com	Post to web-site	www.indeed.com	N/A	3	N
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A	1	N

**7) Job Title: Sales Manager Referral Source of Hire:
Hiree Start Date: 09/15/2023**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Recruitment Director	3800 N. Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E. College Avenue No. Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitment Director	420 S. Washington St. Marion, IN 46953	N/A		N

Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Recruitment Director	1700 S. Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S. Indiana Avenue Bloomington, IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola, IN 46703	N/A		N
Bethel College	Recruitment Director	1001 W. McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend, IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.com	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A		N
Indeed.com	Post to web-site	www.indeed.com	N/A		N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A		
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A	2	N

**8) Job Title: Production Director/Afternoon Drive Host / Referral Source of Hiree:
Hiree Start Date: 8/15/2023**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interview e es Referred	Did Recruitme nt Source Request Notificatio n? (Yes/No)
Ivy Tech	Recruitment Director	3800 N.Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitm ent Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitm ent Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitm ent Director	200 Seminary Drive Winona Lake,IN 46590	N/A		N
Goshen College	Recruitm ent Director	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitm ent Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitm ent Director	One University Avenue Angola,IN 46703	N/A		N
Bethel College	Recruitm ent Director	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend,IN 46634	N/A		N

Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y
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Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.co m	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A	31	N
Indeed.com	Post to web-site	www.indeed.com	N/A		N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A		
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A		N

**9) Job Title: Account Manager Referral Source of Hire:
Hiree Start Date: 12/6/2023**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Recruitment Director	3800 N.Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitment Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake,IN 46590	N/A		N

Goshen College	Recruitment Director	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola,IN 46703	N/A		N
Bethel College	Recruitment Director	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend,IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.co m	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A		N
Indeed.com	Post to web-site	www.indeed.com	N/A		N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A	4	
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A	2	N

10) Job Title: Account Manager Referral Source of Hire:
Hiree Start Date: 12/8/2023

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Recruitment Director	3800 N.Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitment Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake,IN 46590	N/A		N
Goshen College	Recruitment Director	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola,IN 46703	N/A		N
Bethel College	Recruitment Director	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend,IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.co m	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A		N
Indeed.com	Post to web-site	www.indeed.com	N/A	4	N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A		
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A	1	N

11). Job Title: Production Director / Afternoon Host

Referral Source of Hire: Referral Hiree Start Date: 2/29/2024

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Jerrilee Mosier	3800 N.Anthony Blvd. Ft.Wayne, IN 46805	N/A		N
Manchester University	David McFadde n	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Allyn Decker	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	David Wright	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Sherilyn Emberton	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Bill Katip	200 Seminary Drive Winona Lake,IN 46590	N/A		N

Goshen College	Rebecca Stolfus	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Trine University	Recruitment Director	One University Avenue Angola,IN 46703	N/A		N
Bethel College	Career Services	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend,IN 46634	N/A		N
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.com	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A	1	N
Indeed.com	Post to web-site	www.indeed.com	N/A	3	N
Outside Referral (Word of Mouth)	Not Available	Not Available	N/A		N

12) Total # of Interviewees Referred: For the period from March 2023 through March 2024, this Employment Unit interviewed. **Sixty-Four** interviewees for full-time and part-time job vacancies.

8) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Job Fair

Woody Zimmerman, General Manager, attended the 2023 University of Indianapolis Communication Career Fair on April 13th, 2023 from 12:30 - 3:30pm. Approximately 25 conversations took place with students who would soon graduate and head out into the workforce. Woody forwarded two potential engineering students to our Chief Engineer and talked with several students for future sales, programming and production positions.

(b) Initiative: Internship

Mike Murrell of Elkhart, IN joined us for an internship as a college course for his senior year at Goshen College. He worked with us from September 11, 2023 through January 31st, 2024. Led by our Dir. of Programming, Kris Lake, Mike learned several aspects of radio including the on-air presentation, production work, imaging, promotions, and events. His internship helped to secure full time employment with Kensington Digital Media of Indiana.

(c) Initiative: Mock Job Interviews

WRSW AM & FM and WAWC Kensington Digital Media of Indiana employees took part in Mock Job Interview Forum for High School Seniors at Tippecanoe Valley High School to gain experience in the interview process and increase confidence to help stand out in the real world. General Manager, Woody Zimmerman and Senior Account Manager and retired WRSW Sports Announcer, Tim Keffaber, who covered Tippecanoe Valley sports, interviewed 10 students each during this forum. Feedback from the day was very positive from our perspective as well as the high school students and administration.

(d) Initiative: Job Shadow

Kassie Taksey, General Sales Manager, for Kensington Digital Media of Indiana, was requested to lead two student job shadowers who have interest in Sports Marketing. Kassie who has been involved in Sports and Marketing for 25 years accepted the request and spent March 6th and 7th, 2024 working with these students by showing them what a day looks like in a career in Marketing.

Submitted by: Woody Zimmerman, General Manager-Kensington Digital Media of Indiana L.L.C.