EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2015 to 3/22/2016.

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

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: 260-447-5511
2915 Maples Road Fort Wayne, Indiana 46816	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 accompaning table for Recruitment Sources)

Job Title	Recruitment Sources	Recruitment Source Referring Hiree
1. WOWO News Reporter/Anchor	1-57,61-62,67-68	Business Associate Referral
2. WQHK GSM	1-57,61-62,64-65	Former Employee
3 Promotions Director	1-57,61-62,64	Internal Posting
4 WOWO News Reporter/Anchor	1-57,61-62,64	Employee Referral
5 WQHK Account Manager	1-58,60-62,64-65	LinkedIN
6 WKJG Operations Manager	1-57,61-62,64	Former Employee
7 WQHK Account Manager	1-58,60-62,64-65	Indeed
8 WBYR On Air Personality	62	Business Associate Referral
9 WBYR On Air Personality	62	Employee Referral
10 Market Asst. Chief Engineer	1-57,61,62,64	Business Associate Referral
11 WQHK Account Manager	1-58,60-62,64-65	Indeed
12 WBYR GSM	1-57,61-62,64-65 1-2,5-8,10-11,13-16,18,2	Call In 21-24,

13 Promotions Director	26-31,34-40,42-56	Internal Posting
14 WKJG Account Manager	1-58,60-62,64-65	LinkedIn
5) See Accompaning Table		
Station WKJG, WMEE, WOWO,	WFWI, WQHK, WBYR is an E	qual Opportunity Employer.
6) Total # of Interviewees Referred: For the this Employment Unit interviewed 27		
NOTE: The same Account Manager interview Since we do continuous recruitment pool of interviewees will be consider We only counted the interviewee one	for the account manager pos for more than one opening	
7) Supplemental Recruitment Initiatives.		
(a) Initiative: <u>Job Fairs</u>		
Attended by Promotions Director, and Nine area colleges and universities publications by Literature was made available to the	d both Sales Resource Coord articipate in this annual even	linators. t which has run for 24 years.
openings.		
Federated Media Spring Career Fair -	May 28, 2015 9a-4p - Grand \	Wayne Center Ft. Wayne Indiana
Attended by Our Sales Resource Coo	ordinator and GSMs. 23 Busi	nesses participated. This
was the first JobFair hosted by Feder	rated Media. 47 resumes we	re collected.
BSU Fall Cardinal Job Fair - Septemb		
Event was attended by Promotions D The event focused on Marketing and		
9 for internships 23 for any opening		cteu most for sales
5 for internatings 25 for any opening	triat was available.	
IPFW Fall Career Fair - September 22	, 2015 10a-430p - Gates Field	house Ft. Wayne,
Indiana. This event was attended by	Promotions Director and Sa	les Resource Coordinator.
Approximately 150 companies partici	pated in this fair. Spoke to 4	45-50 people.
Literature was made available. We re	eceived 40 resumes	
Federated Media Fall Career Fair - Oc		<u> </u>
Attended by Our Sales Resource Coo		
This was the 2nd JobFair hosted by F	-ederated Media. 66 resumes	s were collected
BSU Cardinal Job Fair Spring - February	[,] 10, 2016 11a - 3p - Worthen Are	na. Muncie, Indiana

Attended by Promotions Director and Sales Resource Coordinator. Spoke to approximately 65 students

and handed out company literature. 69 resumes were collected most for sales and internships.

St. Francis University Career & Internship Fair - March 2, 2016 12:30pm - 3pm Hutzell Athletic Center Ft. Wayne, Indiana. Attended by Promotions Director and Sales Resource Coornidator. This was their 2nd year hosting a job fair. We collected 8 resumes.

Manchester University Career & Internship Fair - March 9th, 2016 2p - 4p Jo Young Switzer Center

North Manchester, Indiana. Attended by Promotions Director and Digital Sales Coordinator.

Collected 15 resumes. Company literature was handed out.

(b) Initiative: Internship Program

The Employment Unit's internship program is an 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 student is than invited in to interview. 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 student receives credit for the internship, and are required to work at the station a minimum number of hours. The Promotion Director organizes the students schedule. The student 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 8 interns from May 2015 to August 2015 with a total of 1,580 hours of total training from the following institutions: 1 Student from the University of Illinois, 2 Students from Indiana/Purdue Ft. Wayne, 4 from BSU, and 1 from Goshen College

(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.

Ove	Address	City	C4	7in	Dhana Numbar	email address	# OI	Notification? (Ye
Org	Address P. O. Box 2270, 200 East Berry St.	City	St	Zip 46801	Phone Number	emaii address	interviews	No)
Allen County Public Library-Access Ft. Wayne		Fort Wayne	_		260-421-1245			no
Anthony Wayne Services	8515 Bluffton Rd.	Fort Wayne	IN	46809	260-744-6145			no
Ball State University	Lucina Hall 220	Muncie	IN	47306	765-285-1581		23	no
Ball State University-Dept. of Telecommunications	BC 210	Muncie	IN	47306	765-285-1480	welovetcom@bsu.edu		no
Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661			no
Brown Mackie College	3000 E. Coliseum Blvd.	Fort Wayne	IN	46805	260-484-4400			no
Butler University	4600 Sunset Ave. Fairbanks Cntr. 118-C	Indianapolis	IN	46208	317-940-8000			no
Central State University, Career Services Dept.	1400 Brush Row Road	Wilberforce	ОН	45384	937-376-6011			no
Craigslist-FW	www.craigslist.com						1	no
Davenport University	6191 Kraft Ave. SE	Grand Rapids	MI	49512	800-277-8447			no
East Wayne Street Center	801 East Wayne Street	Fort Wayne	IN	46802	260-422-6502			no
Edison Ohio	1973 Edison Dr.	Piqua	ОН	45356	937-381-1537			no
Elkhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-262-5880			no
F.W. Chamber of Commerce/Women, Black & Hispanic Bra		Fort Wayne	IN	46802	260-424-1495			no
Federated Media Websites							34	no
Fort Wayne Urban League	2135 Hanna St.	Fort Wayne	IN	46802	260-745-3100		01	no
fortwayne orban League fortwaynehelpwanted.com	www.fortwaynehelpwanted.com	I of wayne	114	-1000Z	200-143-3100		5	no
	2417 Fairfield Ave	Fort Wove	INI	46907	260 424 7576			
Ft. Wayne Women's Bureau Good Entertainment	Z+17 I difficiu Ave	Fort Wayne	IIN	46807	260-424-7576	adam@goodsontortainment.com		no
	AD 44 in Admin Didg. 4700 Marin Ot	Cashan	18.1	40500	F74 F0F 7547	adam@goodsentertainment.com		yes
Goshen College	AD 14 in Admin Bldg., 1700 Main St	Goshen	IN	46526	574-535-7547	careerservices@goshen.edu		no
Grace College & Theological Seminary	200 Seminary Drive	Winona Lake	IN	46590	574-372-5100			no
Harrison College	500 N. Meridian St. Suite 500	Indianapolis	IN	46204	317-447-6000			no
Huntington College	2303 College Avenue	Huntington	IN	46750	260-356-6000			no
Indiana Black Expo	3145 W. Meridian St.	Indianapolis	IN	46208	317-925-2702			no
Indiana Broadcasters Association	3003 E. 98th St. Suite 161	Indianapolis	IN	46280	317-573-0119	iba@indianabroadcasters.org	9	no
Indiana Tech	1600 E. Washington Blvd.	Fort Wayne	IN	46803	260-422-5561		1	no
Indiana University	1229 E. Seventh St.	Bloomington	IN	47405	812-855-4848			no
Indiana University Kokomo	P. O. Box 9003, 2300 S. Washington	Kokomo	IN	46904	765-453-2000			no
Indiana University South Bend	1700 Mishawaka Ave.	South Bend	IN	46634	574-237-4839			no
Indiana Wesleyan University	4201 Washington St.	Marion	IN	46953-4974	765-677-2061			no
International Business College	5699 Coventry Lane	Fort Wayne	IN	46804-7145	260-459-4500			no
IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6595		14	no
IPFW/Women and Returning Adults	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6029			no
ITT Technical Institute	2810 Dupont Commerce Ct.	Fort Wayne	IN	46825-2393	260-484-4107		1	no
Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805	260-480-4245			no
Kokomo Chapter I. A. A. P.	lvy Tech State College, P. O. Box 1373	Kokomo	IN	46903	765-454-5111			no
Manchester College	604 East College Avenue	North Manchester	IN	46962-1276	260-982-5000		2	no
NAACP	P. O. Box 10956	Fort Wayne	IN	46854	260-426-1255			no
NAB Employment Clearinghouse	1771 N Street N.W.		_		202-429-5498			
		Washington		20036				no
National Association of Hispanic Journalists	1050 Connecticut Ave NW	Washington		20036	202-662-7145			no
Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Dr.	Valley View	_	44125	216-447-9117			yes
R. I. S. E., Inc.	1600 Wohlert Street	Angola	IN	46703	260-665-9408			no
Social Service Dept	1040 S. Winter St./Suite 3013	Adrian	MI	49221	517-264-6300			no
St. Mary's College	31 Specs Unica Hall	Notre Dame	IN	46556	574-284-4775			no
Taylor University Upland	236 W. Reade Avenue	Upland	IN	46989	765-998-5382			no
Trine University	One University Avenue	Angola	IN	46703	260-665-4124			no
United Hispanic-Americans	2424 Fairfield Ave	Fort Wayne	IN	46807	260-456-5000			no
United Way of Allen County	334 E. Berry St.	Fort Wayne	IN	46802	260-422-4776			no
University of Notre Dame	248 Flanner Hall	Notre Dame	IN	46556	574-631-7164			no
University of Saint Francis	2701 Spring St.	Fort Wayne	IN	46808	800-434-7736		4	no
Upper Valley Joint Voc. School	8811 Career Dr.	Piqua	ОН	45356	937-778-4682			no
Vincennes University - Vigo Hall	1002 N. First St.	Vincennes	IN	47591	812-888-4280	rcoleman@vinu.edue		no
Vocational Rehabilitation	219 W. Wayne Street	Fort Wayne		46802	260-424-1595	. 30.0		no
Wayne Township Trustee	320 East Superior Street	Fort Wayne		46802	260-449-7000			no
Western Governors University	4001 S. 700 E. Suite 700	Salt Lake City		84107	260-484-8839			no
WIPB-Channel 49 Ball State University	Ball State University	Muncie	IN	47306	765-285-1249			
	201 East Rudisill Blvd/Suite #202		_					no
Workforce of Indiana	ZUT EAST KUQISIII BIVQ/SUITE #ZUZ	Fort Wayne	IN	46806-1756	260-481-6026			no
Radio-On Air Recruitment/Federated Media Stations								no
Walk-in/Call-ins							6	no
Job Fairs (BSU / IPFW / NICE / IBA / Fed Med)							8	no
Internal Posting							8	no
All Access	www.allaccess.com						13	no
Referrals/Business Associates							44	no

Did Recruitment Source Request # of Notification? (Yes or

	Org	Address	City	St	Zip	Phone Number	email address		No)
64	INDEED.COM	www.indeed.com						54	no
65	LinkedIn	www.linkedin.com						47	no
66	Former Employees							2	no
67	NTSmedia		NTSmedia.com						no
68	Talkers.com		Talkers.com						no

5) Job Title:	1. WOWO News Reporter/Anchor	Referral Source(s) of Hiree:	Business Associate Referral	

Name of Organization	on Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
						Interviewees	Source Request
						Referred	Notification?
							(Yes or No)
Company Web	site		www.federatedmedia.com			1	no
All Access			www.allaccess.com			4	no
Referral						6	no

5) Job Title: 2. WQHK GSM Referral Source(s) of Hiree: Former Employee

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of	Did Recruitment
				Interviewees	Source Request
				Referred	Notification?
					(Yes or No)
Indeed		www.indeed.com		3	no
LinkedIn		www.linkedin.com		1	no
Indiana Broadcasters Association		3003 E. 98th St. Suite 161, Indianapolis IN 4628	80 317-573-0119	2	no
All Access		www.allaccess.com		3	no
Referral				3	no
Internal Posting				3	no
Former Employee				1	no

5) Job Title: 3. Promotions Director Referral Source(s) of Hiree: Internal Posting

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306		765-285-1581	1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapo	lis, IN 46280	317-573-0119	2	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Way	ne, IN 46805	260-481-6595	1	no
All Access		www.allaccess.com			1	no
Referrals					1	no
Internal Posting					4	no
Walk-in/Call-ins					1	no

5) Job Title: 4. WOWO News Reporter/Anchor Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of	Did Recruitment
				Interviewees	Source Request
				Referred	Notification?
					(Yes or No)
Referrals				1	no
All Access		www.allaccess.com		3	no
Federated Media Company Websites		www.wowo.com		1	no

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

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306		765-285-1581	11	no
Craigslist		www.craiglists.com/fortwayne			1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapoli	is, IN 46280	317-573-0119	1	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayr	ne, IN 46805	260-481-6595	7	no
Indeed		www.indeed.com			11	no
JobFair - BSU		Held at BSU			1	no
LinkedIn		www.linkedin.com			12	no
Manchester College		604 East College Avenue, North Mand	chester, IN 46962	260-982-5000	2	no
Indiana Tech		1600 E. Washington Blvd, Ft. Wayne,	IN 46803	260-422-5561	1	no
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808		800-434-7736	1	no
Federated Media Company Websites					18	no
Walk In / Call In					2	no
Referrals					16	no

5) Job Title: 6, WKJG Operations Manager Referral Source(s) of Hiree: Former Employee

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
Indeed		www.indeed.com			1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianap	3003 E. 98th Suite 181, Indianapolis, IN 46280		1	no
Former Employee					1	no

5) Job Title: 7. WQHK Account Manager Referral Source(s) of Hiree: Indeed

Name of Organization	Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
						Interviewees	Source Request
						Referred	Notification?
							(Yes or No)
BSU			Lucina Hall 220, Muncie IN 47306		765-285-1581	9	no
Federated Media	a Fall Job Fair		Held At Hotel Fort Wayne			6	no
Indiana Broadcasters Assoc.			3003 E. 98th Suite 181, Indianapolis, IN 46280		317-573-0119	1	no
IPFW	Joan Bentz 2101 Coliseum Blvd. E., Fort Wayne, IN 46805		260-481-6595	8	no		
Indeed			www.indeed.com			19	no
LinkedIn			www.linkedin.com			18	no
Indiana Tech			1600 E. Washington Blvd, Ft. Wayne	IN 46803	260-422-5561	1	no
Federated Media	Company Websites					14	no
Referrals						10	no

5) Job Title: 8. WBYR On Air Personality Referral Source(s) of Hiree: Business Associate Referral

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
All Access		www.allaccess.com			2	no
Only a blind ad was placed in All Access	s through our consultant	due to the changes that were being	g made to the radio stat	ion and		
didn't want it to be known until the change to	ook affect. A major sindica	ated program was dropped and replace	ed with a live local mornin	g show.		

5) Job Title: 9. WBYR On Air Personality Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
All Access		www.allaccess.com			2	no
•	•		•			
Only a blind ad was placed in All Access through our consultant due to the changes that were being made to the radio station and						
didn't want it to be known until the change to	ook affect. A major sindica	ated program was dropped and	eplaced with a live localmorning	g show.		

5) Job Title: 10. Market Asst. Chief Engineer Referral Source(s) of Hiree: Business Associate Referral

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapol	is, IN 46280	317-573-0119	1	no
Referral					1	no
Indeed		www.indeed.com			2	no
ITT Tech		2810 Dupont Commerce Ct., Ft. Way	ne, IN 46825	260-484-4107	1	no
Fort Wayne Help Wanted		www.fortwaynehelpwanted.com			4	no
						no
						no

5) Job Title: 11. WQHK Account Manager Referral Source(s) of Hiree: Indeed

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306		765-285-1581	5	no
Federated Media Fall Job Fair		Held At Hotel Fort Wayne			7	no
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808		800-434-7736	1	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Way	ne, IN 46805	260-481-6595	3	no
Indeed		www.indeed.com			21	no
LinkedIn		www.linkedin.com			19	no
Craigslist		www.craiglists.com/fortwayne			1	no
Fort Wayne Help Wanted		www.fortwaynehelpwanted.com			1	no
Federated Media Company Websites					7	no
Referrals					9	no

5) Job Title:	12. WBYR GSM	Referral Source(s) of Hiree:	Call In / Walk In
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Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of	Did Recruitment
					Interviewees	Source Request
					Referred	Notification?
						(Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapo	lis, IN 46280	317-573-0119	2	no
Indeed		www.indeed.com			1	no
Internal Posting					1	no
Call In / Walk In					2	no
Referrals					1	no

5) Job Title: 13. Promotions Director Referral Source(s) of Hiree: Internal Posting

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

5) Job Title: 14. WKJG Account Manager Referral Source(s) of Hiree: LindedIn

Name of Organization Referring Interviewees	Contact Person	Address		Phone Number	# of Interviewees	Did Recruitment Source Request
					Referred	Notification?
						(Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306		765-285-1581	8	no
Federated Media Fall Job Fair		Held At Hotel Fort Wayne			1	no
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808		800-434-7736	3	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Way	ne, IN 46805	260-481-6595	1	no
Indeed		www.indeed.com			12	no
LinkedIn		www.linkedin.com			17	no
Federated Media Company Websites		·			6	no
Referrals					3	no