

## 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):

	<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:  <b>2915 Maples Road</b> <b>Fort Wayne, Indiana 46816</b>	Telephone Number: <b>260-447-5511</b> Contact Person: <b>Sharon Ummel</b> E-mail Address: <b>summel@federatedmedia.com</b>
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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 News Reporter/Anchor</u>	<u>1-57,61-62,67-68</u>	<u>Business Associate Referral</u>
2. <u>WQHK GSM</u>	<u>1-57,61-62,64-65</u>	<u>Former Employee</u>
3. <u>Promotions Director</u>	<u>1-57,61-62,64</u>	<u>Internal Posting</u>
4. <u>WOWO News Reporter/Anchor</u>	<u>1-57,61-62,64</u>	<u>Employee Referral</u>
5. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>LinkedIn</u>
6. <u>WKJG Operations Manager</u>	<u>1-57,61-62,64</u>	<u>Former Employee</u>
7. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>Indeed</u>
8. <u>WBYR On Air Personality</u>	<u>62</u>	<u>Business Associate Referral</u>
9. <u>WBYR On Air Personality</u>	<u>62</u>	<u>Employee Referral</u>
10. <u>Market Asst. Chief Engineer</u>	<u>1-57,61,62,64</u>	<u>Business Associate Referral</u>
11. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>Indeed</u>
12. <u>WBYR GSM</u>	<u>1-57,61-62,64-65</u> <u>1-2,5-8,10-11,13-16,18,21-24,</u>	<u>Call In</u>

13	<u>Promotions Director</u>	<u>26-31,34-40,42-56</u>	<u>Internal Posting</u>
14	<u>WKJG Account Manager</u>	<u>1-58,60-62,64-65</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 3/22/2015 to 3/23/2016 , this Employment Unit interviewed 276 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 NICE Career Fair - April 14, 2015 1230p-430p - IPFW Gates Fieldhouse Ft. Wayne Indiana  
Attended by Promotions Director, and both Sales Resource Coordinators.  
Nine area colleges and universities participate in this annual event which has run for 24 years.  
Literature was made available to the students. We collected over 30 resumes for the various openings.

Federated Media Spring Career Fair - May 28, 2015 9a-4p - Grand Wayne Center Ft. Wayne Indiana  
Attended by Our Sales Resource Coordinator and GSMs. 23 Businesses participated. This was the first JobFair hosted by Federated Media. 47 resumes were collected.

BSU Fall Cardinal Job Fair - September 16, 2015 11am - 3pm - Worthen Arena Muncie, Indiana  
Event was attended by Promotions Director and Sales Resource Coordinator.  
The event focused on Marketing and Sales. 46 resumes were collected most for sales 9 for internships 23 for any opening that was available.

IPFW Fall Career Fair - September 22, 2015 10a-430p - Gates Fieldhouse Ft. Wayne, Indiana. This event was attended by Promotions Director and Sales Resource Coordinator.  
Approximately 150 companies participated in this fair. Spoke to 45-50 people.  
Literature was made available. We received 40 resumes

Federated Media Fall Career Fair - October 27, 2015 2p-6p - Hotel Fort Wayne, Ft. Wayne Indiana  
Attended by Our Sales Resource Coordinator and All GSMs. 30 businesses participated.  
This was the 2nd JobFair hosted by Federated Media. 66 resumes were collected

BSU Cardinal Job Fair Spring - February 10, 2016 11a - 3p - Worthen Arena. Muncie, Indiana  
Attended by Promotions Director and Sales Resource Coordinator. Spoke to approximately 65 students

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

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**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 Coordinator. This was their 2nd year hosting a job fair. We collected 8 resumes.**

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**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.**

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**(b) Initiative: Internship Program**

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**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 then 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**

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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. 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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	Org	Address	City	St	Zip	Phone Number	email address	# of Interviews	Did Recruitment Source Request Notification? (Yes or No)
64	INDEED.COM	<a href="http://www.indeed.com">www.indeed.com</a>						54	no
65	LinkedIn	<a href="http://www.linkedin.com">www.linkedin.com</a>						47	no
66	Former Employees							2	no
67	NTSmedia		NTSmedia.com						no
68	Talkers.com		Talkers.com						no

Only those sources listed in the charts below produced interviewees

5) Job Title: 1. WOWO News Reporter/Anchor 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)
Company Website		<a href="http://www.federatedmedia.com">www.federatedmedia.com</a>		1	no
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		3	no
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		1	no
Indiana Broadcasters Association		3003 E. 98th St. Suite 161, Indianapolis IN 46280	317-573-0119	2	no
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306	765-285-1581	1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	2	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	1	no
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals				1	no
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		3	no
Federated Media Company Websites		<a href="http://www.wowo.com">www.wowo.com</a>		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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306	765-285-1581	11	no
Craigslist		<a href="http://www.craigslist.com/fortwayne">www.craigslist.com/fortwayne</a>		1	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	7	no
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		11	no
JobFair - BSU		Held at BSU		1	no
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		12	no
Manchester College		604 East College Avenue, North Manchester, 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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306	765-285-1581	9	no
Federated Media 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		<a href="http://www.indeed.com">www.indeed.com</a>		19	no
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		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. WBVR On Air Personality 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)
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		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 took affect. A major syndicated program was dropped and replaced with a live local morning 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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		<a href="http://www.allaccess.com">www.allaccess.com</a>		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 took affect. A major syndicated program was dropped and replaced with a live local morning 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 Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	1	no
Referral				1	no
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		2	no
ITT Tech		2810 Dupont Commerce Ct., Ft. Wayne, IN 46825	260-484-4107	1	no
Fort Wayne Help Wanted		<a href="http://www.fortwaynehelpwanted.com">www.fortwaynehelpwanted.com</a>		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 Interviewees Referred	Did Recruitment Source Request 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 Wayne, IN 46805	260-481-6595	3	no
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		21	no
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		19	no
Craigslist		<a href="http://www.craigslist.com/fortwayne">www.craigslist.com/fortwayne</a>		1	no
Fort Wayne Help Wanted		<a href="http://www.fortwaynehelpwanted.com">www.fortwaynehelpwanted.com</a>		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

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	2	no
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		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 Interviewees Referred	Did Recruitment Source Request 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 Referred	Did Recruitment Source Request 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 Wayne, IN 46805	260-481-6595	1	no
Indeed		<a href="http://www.indeed.com">www.indeed.com</a>		12	no
LinkedIn		<a href="http://www.linkedin.com">www.linkedin.com</a>		17	no
Federated Media Company Websites				6	no
Referrals				3	no