

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2012 to 3/22/2013.

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
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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>WMEE Account Manager</u>	<u>1-75</u>	<u>Referral</u>
2. <u>WBYR Account Manager</u>	<u>1-75</u>	<u>NICE Job Fair</u>
3. <u>Receptionist - FWS</u>	<u>None</u>	<u>Referral</u>
4. <u>WOWO News Reporter</u>	<u>None</u>	<u>Referral</u>
5. <u>WOWO Operations Manager</u>	<u>1-76</u>	<u>All Access</u>
6. <u>WMEE Account Manager</u>	<u>1-75</u>	<u>Referral</u>
7. <u>WMEE Account Manager</u>	<u>1-75</u>	<u>Referral</u>
8. <u>WOWO News Reporter</u>	<u>1-75</u>	<u>Referral</u>
9. <u>WOWO Afternoon Show Host</u>	<u>1-76</u>	<u>Referral</u>
10. <u>Sales Resource Coordinator</u>	<u>1-75</u>	<u>Walk-In</u>
11. <u>WKJG Account Manager</u>	<u>1-75</u>	<u>Referral</u>
12. <u>WKJG Account Manager</u>	<u>1-75</u>	<u>Internal Posting</u>

13	<u>WOWO News Director</u>	<u>1-76</u>	<u>Internal Posting</u>
14	<u>WQHK Operations Manager</u>	<u>1-76</u>	<u>Internal Posting</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 3/23/2012 to 3/23/2013, this Employment Unit interviewed 233 interviewees for full-time job vacancies.

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. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(a) Initiative: Scholarship Program

Jan 2014 - Mar 2014 aired commercials to inform community of scholarship program IBA offers.
Copies of Applications were made available at front desk. Advertisement also include IBA website for scholarship application.

(b) Initiative: Job Fairs

NICE Job Fair - April 11, 2012 - 1p-5p Held at IPFW International Ballroom Attended by our WQHK GSM resumes were collected.

Ball State University Fall Job Fair - September 12, 2012 12p-4p. Attended by our Promotions Director. 22 total resumes were collected. 7 for sales, 12 for internships, 3 misc.

IPFW Fall Job Fair - September 20, 2012 10a-4p. Attend by our Promotions Director. 35 resumes were collected. 22 for sales and 13 for internships.

Ball State University Jobfair February 21, 2013 - held in Worthen Arena. 42 resumes were collected. 27 for Sales, 5 for the Interactive Dept., 10 for summer internships.

IBA Broadcasting Career/Intership Fair - March 16, 2013 - 11a-2p; Attending by our Marketing Manager. 30 Resumes were collected. 7 for internships, 4 for sales, 17 for programming, 2 for engineering.

(c) Initiative: Internship Program

Indiana Tech - May 2012thru July 2012 - WMEE Morning Show Internship: Responsibilities included Show prep, audio editing, contributing on air and aon location bits for on air use. Hired as a part time

Board Operator and covers some on air weekend shifts.

Marquette University - June 2012 thru August 2012. Sales internship - Responsibilities included: participating in brainstorming sessions for clients and station events, assisting with set up and execution of station events, putting together sales collateral and presentations, and participating in sales meetings.

IPFW June 2012 thru August 2012 - WMEE Morning Show internship: responsibilities included, Show prep audio editing, contributing on air and on location bits for on air use.

IPFW - March 2012 thru August 2012. Promotions Department. Duties included but not limited to: Prize management, maintaining station websites, contacting winners, help create and write promotional proposals, and set up and execute Bear on the Square weekly promotion. They also shadowed a few account managers on client calls.

Indiana University - March 2012 thru August 2012. Duties included but not limited to: Prize management, maintaining station websites, contacting winners, help create and write promotional proposals, and set up and execute station events, organized prize bags, rolled t-shirts. Also worked Bear on the Square

Ball State University - March 2012 thru August 2012 - Duties included answering phones, helping set and tear down station events, general office duties and assisting in the sales department. Also worked Bear on the Square.

Adrian College - March 2012 thru August 2012 - Duties included putting together prize bags, updating websites, maintaining station vehicles, general office duties. Shadowed On air staff and account managers a few days.

Vincennes University - May 2012 thru August 2012 - Duties included, readying vehicles for parades, live events and more; maintain station websites, contact winners, participate in developing ideas for major summer events.

Evangel University - May 2012 thru August 2012 - Duties included readying vehicles for parades, live events and more. Helped maintain station websites, contact winners, and develop ideas for big event for the summer.

Ball State University - May 2012 thru August 2012 - Duties included readying vehicles for parades, live events and more. Helped maintain station websites, contact winners, and develop ideas for big event for the summer.

Ball State University - May 2012 thru August 2012 - Duties included readying vehicles for parades, live events and more. Helped maintain station websites, contact winners, and develop ideas for big event for the summer.

Indiana University - May 2012 thru August 2012 - duties included readying vehicles for parades, live events and more. Helped maintain station websites, contact winners, and develop ideas for big event for the summer.

(d) 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.

(e) Initiative: Educational Event

On November 19, 2012, Nancy Boehm, Director of Human Resources, was a panelist and evaluator for the Capstone Presentation of Hadiyyah Blake at Holy Cross College in South Bend, IN. Ms. Blake majored in Communications and is interested in a career in radio. At Holy Cross College IDST 499-Senior Capstone class requires students to finalize the contents of their Electronic Portfolio and then use the myeFolio contents to develop and deliver their Capstone Presentation. Each student's myeFolio (Electronic Portfolio) is a collection of authentic and original works that demonstrate what has been learned during his/her educational experiences at Holy Cross College. During IDST 499, Ms. Blake was to reflect on, edit, and organize the contents of the myeFolio, culminating in a formal 40-45 minute oral presentation to the same panel that evaluated her myeFolio. This formal presentation is much like a thesis defense, with special emphasis on the student's growth in the College-wide Competencies/Learning Outcomes. The evaluation panel posed questions to Ms. Blake about the portfolio and presentation, drawing out what she has learned throughout the program.

On November 28th WOWO GSM and our Sales Resource Coordinator participated in the IPFW Career Services Media Montage Event. 16 students from IPFW visited several broadcasting sites. The visit to Federated Media's Fort Wayne Prosperity was from 12:30pm to 1:15pm during this visit there was a tour of the facility and a presentation of who is Federated Media? Senior Account Manager Art Saltsberg spoke to the students about radio sales, Production Direct Cliff Mitchell covered the production department, Interactive Sales Manager Chris Todd talked about the Interactive Department. WOWO GSM Ben Saurer spoke to the students about careers in radio. He then let them know what positions in the company were available. They answered questions at the conclusion of the presentation. 7 resumes were collected.

	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		0	no
2	Alliance for Women in Media	1760 Old Meadow Rd. Suite 500	McLean	VA	22102	703-506-3290		0	no
3	Anthony Wayne Services	2826 South Calhoun	Fort Wayne	IN	46807	260-744-6145		0	no
4	Ball State University	Lucina Hall 220	Muncie	IN	47306	765-285-1581		14	no
5	Ball State University-Dept. of Telecommunications	BC 210	Muncie	IN	47306	765-285-1480		0	no
6	Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661		0	no
7	Brown Mackie College	3000 E. Coliseum Blvd.	Fort Wayne	IN	46805	260-484-4400		0	no
8	Butler University	4600 Sunset Ave. Fairbanks Cntr. 118-C	Indianapolis	IN	46208	317-940-8000		0	no
9	Central State University, Career Services Dept.	1400 Brush Row Road	Wilberforce	OH	45384	937-376-6011		0	no
10	Davenport University	6191 Kraft Ave. SE	Grand Rapids	MI	49512	800-277-8447		0	no
11	Division of Family & Children	P. O. Box 1810	Marion	IN	46952	765-348-2902		0	no
12	East Wayne Street Center	801 East Wayne Street	Fort Wayne	IN	46802	260-422-6502		0	no
13	Editor-Frost Illustrated	3121 S. Calhoun	Fort Wayne	IN	46807	260-745-9503		0	no
14	Elkhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-262-5880		0	no
15	F.W. Business & Professional Womens Organizat	7620 Kingsway Drive	Fort Wayne	IN	46819			0	no
16	F.W. Chamber of Commerce/Women, Black & His	826 Ewing	Fort Wayne	IN	46802	260-424-1495		0	no
17	Fort Wayne Urban League	2135 Hanna St.	Fort Wayne	IN	46802	260-745-3100		0	no
18	Ft. Wayne Women's Bureau	3521 Lake Avenue, Suite 1	Fort Wayne	IN	46805-5533	260-424-7576		0	no
19	Goods Entertainment					800-867-9532	adam@goodsentertainment	0	yes
21	Goshen College	AD 14 in Admin Bldg., 1700 Main St	Goshen	IN	46526	574-535-7547		0	no
22	Grace College & Theological Seminary	200 Seminary Drive	Winona Lake	IN	46590	574-372-5100		0	no
23	Harrison College	500 N. Meridian St. Suite 500	Indianapolis	IN	46204	317-447-6000		0	no
24	Huntington College	2303 College Avenue	Huntington	IN	46750	260-356-6000		0	no
25	Illinois Center for Broadcasting	55 W. 22nd St.	Lombard	IL	60048	630-916-1700	placement.lombard@beonair.com	0	yes
26	Indiana Black Expo	3145 W. Meridian St.	Indianapolis	IN	46208	317-925-2702		0	no
27	IBA	3003 E. 98th St. Suite 161	Indianapolis	IN	46280	3175730119	iba@indianabroadcasters.org	8	yes
28	Indiana Institute of Technology	1600 E. Washington Blvd.	Fort Wayne	IN	46803	260-422-5561		0	no
29	Indiana Tech	1066 E. Washington Blvd.	Fort Wayne	IN	46803-1297	260-422-5561		0	no
30	Indiana University	1229 E. Seventh St.	Bloomington	IN	47405	812-855-4848		0	no
31	Indiana University Kokomo	P. O. Box 9003, 2300 S. Washington	Kokomo	IN	46904	765-453-2000		0	no
32	Indiana University South Bend	1700 Mishawaka Ave.	South Bend	IN	46634	574-237-4839		0	no
33	Indiana Wesleyan University	4201 Washington St.	Marion	IN	46953-4974	765-677-2061		0	no
34	Workforce of Indiana	201 East Rudisill Blvd/Suite #202	Fort Wayne	IN	46806-1756	260-481-6026		0	no
35	International Business College	5699 Coventry Lane	Fort Wayne	IN	46804-7145	260-459-4500		0	no
36	IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6595		13	no
37	IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6839		0	no
38	IPFW/Women and Returning Adults	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6029		0	no
39	IPFW - Warsaw	2808 Frontage Rd	Warsaw	IN	46580			0	no
40	ITT Technical Institute	2810 Dupont Commerce Ct.	Fort Wayne	IN	46825-2393	260-484-4107		1	no
41	Ivy Tech Elkhart	2521 Industrial Parkway	Elkhart	IN	46516	574-289-7001		0	no
42	Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805	260-480-4245		0	no
43	Ivy Tech State College Kokomo	P. O. Box 1373, 1815 Morgan St.	Kokomo	IN	46903	765-459-0561		0	no
44	Ivy Tech State College Warsaw	3755 Lake City Hwy.	Warsaw	IN	46580	574-267-5428		0	no
45	Kokomo Chapter I. A. A. P.	Ivy Tech State College, P. O. Box 1373	Kokomo	IN	46903	765-454-5111		0	no
46	Manchester College	604 East College Avenue	North Manche	IN	46962-1276	260-982-5000		0	no
47	Marion Workforce Development Center	P. O. Box 5005, 850 N. Miller Ave	Marion	IN	46952	765-668-8911		0	no
48	Metropolitan Human Relations	One Main Street	Fort Wayne	IN	46802	260-427-1146		0	no
49	My Air Check	771 Gibson Way	BC	Can	VON 1V9	604-740-1374	registration@myaircheck.com	0	no
50	NAACP	3329 Heritage Drive	Fort Wayne	IN	46808	260-426-1255		0	no
51	NAB Employment Clearinghouse	1771 N Street N.W.	Washington	DC	20036	202-429-5498		0	no
52	National Association of Hispanic Journal	1000 Nat'l. Press Bldg. 529 14th St. NW	Washington	DC	20045	202-662-7145		0	no
53	Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive	Valley View	OH	44125	216-447-9117	bhillman@beonair.com	0	no
54	Pilgrim Baptist Church	1331 Gay Street	Fort Wayne	IN	46803	260-424-5416		0	no
55	R. I. S. E., Inc.	1600 Wohlert Street	Angola	IN	46703	260-665-9408		0	no
56	Social Service Dept	1040 S. Winter St./Suite 3013	Adrian	MI	49221	517-264-6300		0	no
57	St. Mary's College	31 Specs Unica Hall	Notre Dame	IN	46556	574-284-4775		0	no
58	Taylor University Upland	236 W. Reade Avenue	Upland	IN	46989	765-998-5382		0	no
59	Trine University	One University Avenue	Angola	IN	46703	260-665-4124		0	no

Only those sources listed in the charts below produced interviewees

5) Job Title: 1. WMEE Account Manager Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University	Cindy Hershman	Lucina Hall 220, Muncie IN 47308	765-285-1581	12	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	3	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	9	no
Federated Media Websites				30	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		6	no
On Air Advertising/Radio Referrals				8	no
NICE Job Fair		Held at IPFW Fort Wayne		12	no
Walk-in/Call-ins				4	no
				2	no

5) Job Title: 2. WBVR Account Manager Referral Source(s) of Hiree: NICE Job Fair

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University	Cindy Hershman	Lucina Hall 220, Muncie IN 47308	765-285-1581	2	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	3	no
Federated Media Websites				10	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		3	no
Referrals				4	no
NICE Job Fair		Held at IPFW Fort Wayne		4	no

5) Job Title: 3. FWS - Receptionist Referral Source(s) of Hiree: 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
hiree was former Intern and originally applied for a different position advertised through broad outreach					

5) Job Title: 4. WOWO News Reporter/Anchor Referral Source(s) of Hiree: 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
Due to the termination of both the Operations Manager and Assistant Program Director left the news department short handed. The person hired was an employee of a sister company that was downsized earlier in the year.					

5) Job Title: 5. WOWO Operations Manager Referral Source(s) of Hiree: All Access

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

5) Job Title: 6. WMEE Account Manager Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Federated Media Websites				5	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		8	no
On Air Advertising/Radio				3	no
Referrals				4	no
Walk-in/Call-ins				2	no

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

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	2	no
Federated Media Websites				25	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		27	no
Referrals				10	no
NICE Job Fair		Held at IPFW Fort Wayne		1	no
On Air Advertising		Company Stations		2	no
ITT	Christy Reed	2810 Dupont Commerce Ct., Ft. Wayne, IN 46825		1	no
Call In/Walk In				5	no

5) Job Title: 8. WOWO News Reporter/Anchor Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
fortwaynehelpwanted.com		fortwaynehelpwanted.com		1	no
All Access		allaccess.com		3	no
Referrals				2	no

5) Job Title: 9. WOWO Afternoon Show Host Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		allaccess.com		3	no
Referrals				2	no

5) Job Title: 10. Sales Resource Coordinator Referral Source(s) of Hiree: Walk In / Call In

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	2	no
Federated Media Websites				1	no
Referrals				2	no
Walk-in/Call-ins				2	no

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

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University	Cindy Hershman	Lucina Hall 220, Muncie IN 47308	765-285-1581	1	no
Federated Media Websites				9	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		11	no
On Air Advertising/Radio				6	no
Referrals				9	no
Internal Posting				1	no
Walk-in/Call-ins				3	no

5) Job Title: 12. WKJG Account Manager 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)
Ball State University	Cindy Hershman	Lucina Hall 220, Muncie IN 47308	765-285-1581	1	no
Federated Media Websites				9	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		11	no
On Air Advertising/Radio				6	no
Referrals				9	no
Internal Posting				1	no
Walk-in/Call-ins				3	no

5) Job Title: 13. WOWO News 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				1	no

5) Job Title: 14. WQHK Operations Manager 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				2	no
All Access		allaccess.com		1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	3	no
Referral				2	no