



**WBTU-FM, WGL-AM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WLYV-AM,  
WWFW-FM, WXKE-FM**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Has Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	Advancement within	N	1
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616 www.allaccess.com	N	8
3	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 765-285-1522	N	0
4	Client Referrals	N	0
5	Country Aircheck 914 18 <sup>th</sup> Ave. S. Second Floor Nashville, TN 37212 615-320-1450 news@countryaircheck.com www.countryaircheck.com	N	0
6	DePauw University Hubbard Center – Student Union Building 408 S. Locust St. Greencastle, IN 46135 765-658-4622	N	0
7	Employee Referral	N	0
8	FortWayneHelpWanted.com RegionalHelpWanted.com, Inc. 6465 Greenwood Plaza Blvd. #400 Centennial, CO. 80111 800-365-8630	N	0
9	Fort Wayne Urban League 2135 S. Hanna St. Fort Wayne, IN 46803 260-745-3100 Email: rhamilton@fwurbanleague.com	N	0
10	Huntington University Attn: Amber Rensberger arensberger@huntington.edu Huntington Union Building – Upper Level 260-359-4040	N	0
11	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 www.indeed.com	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	Indiana Broadcasters Association Attn: Gwen Piening gwen@indianabroadcasters.org 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970	N	0
13	Indiana Radio Watch Attn: Blaine Thompson 6523 Emmons Dr. Fort Wayne, IN 46835 irw@well.com www.indianaradio.net	N	0
14	Indiana Tech Career Center 1600 E. Washington Blvd. Fort Wayne, IN 46803 260-422-5561 Ext: 2217 careercenter@indianatech.edu	N	0
15	Inside Radio.com PO Box 567925 Atlanta, GA 31156 800-248-4242 contact@insideradio.com	N	0
16	ITT Technical Institute 2810 DuPont Commerce Ct. Fort Wayne, IN 46825 260-497-6200	N	0
17	Ivy Tech 3800 N Anthony Blvd. Fort Wayne, IN 46805 260-482-9171	N	0
18	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 www.linkedin.com	N	0
19	Manchester College 604 E. College Ave. N. Manchester, IN 46962 260-982-5242 mcdcareers@manchester.edu	N	0
20	Metro Human Relations 2310 Parnell Ave. Fort Wayne, 46818 260-427-1146 metro@cityoffortwayne.org	N	0
21	Non-Employee Referral/Industry Peer	N	0
22	On-Air Announcements WBTU-FM, WGL-AM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WLYV-AM, WWFW-FM, WXKE-FM	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
23	PFW 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 260-481-0689	N	0
24	Station Website Posting WBTU-FM, WGL-AM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WLYV-AM, WWFW-FM, WXKE-FM	N	1
25	Tom Taylor Now RTK Media, Inc. Attn: Kristy Scott kristy@rtk-media.com 3925 Sussex Dr. Nashville, TN 37207 818-591-6815 www.rtkmedia.com	N	0
26	Traffic Directors Guild of America 26000 Avenida Aeropuerto Bldg 114 San Juan Capistrano, CA 60342 949-429-7063 tdga@cox.net	N	0
27	Trine University One University Ave. Angola, IN 46703 260-665-4100 Trinecareers.org	N	0
28	University of Saint Francis 2701 Spring St. Fort Wayne, IN 46808 260-399-7999	N	0
29	Self-Referral/Walk In	N	0
30	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	0

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**ANNUAL EEO PUBLIC FILE REPORT  
March 30, 2018 - March 29, 2019**

**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1.	Training Program	<p>Throughout the period the SEU has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> <li>• Sales Training – New Marketing Consultants, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients</li> <li>• Sales Training – For all Sales Personnel: CSS Training, RAB Webinars &amp; VICI Weekly Webinars. Ongoing training to aid sales staff, with new tools to better be prepared to aid their clients.</li> <li>• Traffic Training – Sales Asst &amp; Marketing Consultants working with Traffic Manager and Business Manager, to learn the Traffic system, and aid in entering sales orders and copy.</li> </ul>
2.	Diversity Training / Sexual Harassment Training	<p>During the reporting period the entire staff took 2 mandatory diversity &amp; Sexual Harassment training programs.</p> <ul style="list-style-type: none"> <li>• One program was on Sexual Harassment the second was on diversity in the workplace. . Each employee had to follow the webinars and complete the online testing with a passing level for a certificate of completion.</li> </ul>
3.	Hosted a YMCA Day Camp Tour	<p>On September 5, 2018 our SEU hosted 25 kids from the YMCA Day Camp Program to tour our stations and meet and interact with our On-Air Personalities. They got to experience how our Digital Department creates graphics and videos for our websites. They got to record their voices for an on-air broadcast. Our Engineer taught them how satellite transmissions work and the SEU Production Manager taught them how commercials are made. One of the PD's and the SEU's Operations Manager held a question and answer period for the kids and gave them station handouts to take home.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4.	Host program/event sponsored by or on behalf of an educational institution relating to careers in broadcasting.	<p>Throughout the reporting period the SEU hosted 1 student from a local college in the area for job shadowing/class credit. The student was shown how programming produces sweepers and promos for syndicated shows and contest. The student was then shown how the night show host preps for his on-air show, the sites he uses for material, how the board works, how to execute on air and promo sheets. The student was shown how they voice track and schedule music and review daily logs.</p> <p>08/28/2018 – Perdue Fort Wayne</p>
5.	Host program/event sponsored by or on behalf of an educational institution relating to careers in broadcasting.	<p>Throughout the reporting period the SEU hosted 1 student from a local high school in the area for job shadowing/class credit. The student spent the day shadowing our Digital Director. The student was shown how to process digital orders for both graphics and logo creation. Applying them to the online presence and websites. She learned how to apply sponsorships for the clients and to drive traffic to the correct source. The student also took hands on experience with learning Adobe Create Suite for creating visual graphics for clients.</p> <p>11/28/2018 – Central Noble High School</p>