

# ANNUAL EEO PUBLIC FILE REPORT

WFFT-TV

April 1, 2021 through March 31, 2022<sup>1</sup>

## Section I: Vacancy Information

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Asst. Traffic Manager	A-L, N, Q, R, AI	Q
Master Control Operator	A-K, N, R, AI	N
Digital Sales Manager	A-K, N, R, W, AI	W
Weekend Meteorologist	A-K, N, AD, AI, AM	AM
Master Control Operator	A-K, N, R, AI	R
Creative Services Producer	A-K, N, R, W, AI	W
News Producer	A-K, N, W, AE, AI, AM	W
Account Executive	A-K, N, M, R, W, AI	R
Master Control Operator	A-K, N, R, AI	R
Multi-Media Journalist	A-K, N, AD-AF, AI, AM	AM
Weekend Sports Anchor/MMJ	A-K, N, Q, R, AD-AF, AI, AM	AE
Master Control Operator	A-K, N, R, AI	N
Creative Services Director	A-K, N, P-R, AC, AI, AL	Q

<sup>1</sup> This report was revised in December 2023 to address reporting issues.

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## Section II: Master Recruitment Source List

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Interviewees
A	Ball State University	B Ballard	West Campus, Muncie, IN 46709	765-289-1241	N	0
B	DePauw University	Placement Office	Greencastle, IN 46135	765-653-0102	N	0
C	Assoc. for Retarded Persons	Bob Zollinger	4919 Projects Dr., Fort Wayne, IN 46805	260-745-2000	N	0
D	Fort Wayne Community Schools	Dir. of Anthis Career Center	1200 Barr St., Fort Wayne, IN 46802	260-467-1010	N	0
E	Purdue Fort Wayne	Placement Officer	2101 Coliseum Blvd. Fort Wayne, IN 46805	260-481-4739	N	0
E1	Urban League	Rufus Hamilton	2135 S. Hanna St., Fort Wayne, IN 46803	260-745-3100	N	0
F	Fort Wayne Hispanic Chamber of Commerce	Director	200 E. Main St., Fort Wayne, IN 46802	260-442-6560	N	0
G	NAB Employment Clearinghouse	Placement Director	1771 N. Street N.W. Washington, DC 20036	202-429-5438	N	0
H	University of St. Francis	Bill Brune	2701 Spring St., Ft. Wayne, IN 46804	260-434-3230	N	0
I	Vincennes Univ.	Placement Admin	1002 North First St., Vincennes, IN 47591	800-742-9198	N	0
J	Ft. Wayne Women's Bureau	L Stuckey	303 East Washington Blvd., Ft. Wayne, IN 46802	260-424-7977	N	0
K	NAACP	Career Services	P.O. Box 10956, Fort Wayne, IN 46854	260-403-8580	N	0
L	St. Joseph's College	Director	P.O. Box 651 Rensselaer, IN 47978	219-866-6000	N	0

M	WFFT-TV On-Air Announcement	WFFT	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	0
N	Station Website	WFFT.com	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	11
O	TV Jobs	www.tvjobs.com			N	0
P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Q	Employee Referral				N	4
R	Indeed	Indeed.com	177 Broad St. Stanford, CT 06901	800-475-4361	N	17
S	Intentionally Omitted					
T	Job Fair <i>(as described in Section III)</i>				N	0
U	Intentionally Omitted					
V	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	info@journalismjobs.com	510-508-7386	N	0
W	LinkedIn	LinkedIn.com			N	7
X	Intentionally Omitted					
Y	Intentionally Omitted					
Z	Non-Employee Referral				N	0
AA	Glassdoor	Glassdoor.com			N	0
AB	iHire	iHire.com			N	0
AC	Ziprecruiter	Ziprecruiter.com			N	0
AD	Facebook	Facebook.com			N	0
AE	Digital Career Opportunities World Wide Group on Facebook				N	4
AF	Magid		1700 Broadway Suite 2001 New York, NY 10019	212-515-4520	N	1
AG	Media Staffing Network, Inc	mediastaffingnetwork.com			N	0
AH	Intentionally Omitted					
AI	AMB TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	470-355-1944	N	2
AJ	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	317-635-7912	N	0
AK	Cardinal Career Link		Ball State University Lucina Hall Room 220 Muncie, IN 47306	765-285-1522	N	0

AL	National Association of Black Journalists	NABJ.com			N	0
AM	YouTube ( <i>active candidate sourcing</i> )	YouTube.com			N	11

Total Number of Persons Interviewed During Applicable Period: 57

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## Section III: Recruitment Initiatives

	Recruitment Initiative	Description
1	Participation in job fairs (2)	<p>During the reporting period, WFFT station representatives participated in the following job fairs:</p> <ul style="list-style-type: none"><li>• University of Saint Francis Busse School of Business Career Fair on October 20, 2021. Attended by our General Manager, General Sales Manager and Local Sales Manager.</li><li>• Purdue University Fort Wayne Mastodon Spring Career Fair on March 2, 2022. Attended by our General Sales Manager, Local Sales Manager and Digital Sales Manager.</li></ul>
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>WFFT has continued its efforts to cross-train employees so that they will be qualified for higher-level positions in the broadcasting industry. During this reporting period, we trained a Master Control Operator in the skills necessary to be our Asst. Traffic Manager. The training included weekly one-on-one sessions that provided instruction on the duties and responsibilities of an Asst. Traffic Manager.</p>
3	Participation in scholarship fund	<p>During the reporting period, WFFT contributed financially to the Indiana Broadcasters Foundation scholarship fund, which will award \$50,000 in scholarships to deserving college students.</p>