

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: [March 23, 2023 – March 22, 2024](#).

1) **Employment Unit:** [Pathfinder Communications and Jam Communications – Fort Wayne, IN](#)

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 – Huntertown, Indiana

WBYS – Woodburn, Indiana

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 2915 Maples Road Fort Wayne, Indiana 46816	Telephone Number: 260-447-5511
	Contact Person/Title: Sharon Ummel, Business Manager
	E-mail Address: summel@federatedmedia.com

4) **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.	WMEE Morning Show Host	1,3,6,9	Walk In/Call In – Former Employee
2.	WBYS Account Executive	2-12	LinkedIn
3.	WBYS Account Executive	2-12	Radio Ad
4.	WOWO Producer	1,3,9	Business/Employee Referral - Former Employee
5.	WBYS WKJG GSM	1,3-10	Business/Employee Referral - Former Employee
6.	WOWO Account Executive	2-12	Walk In/Call In – Former Employee
7.	WOWO News Director		Business/Employee Referral - Former Employee
8.	Fort Wayne Engineer	3, 8	Company Website

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The Employment Unit periodically contacts the following organizations for full-time job openings, and received referrals as indicated in each job opening on the pages that follow:

	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
1	All Access		Allaccess.com		No
2	Ball State University	Nancy Carlson	200 University Ave, Muncie, IN 47306	765-285-1581	No
3	Co. Website/Federated Media.com	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	No
4	Indeed.com		www.indeed.com		No
5	Indiana Broadcasters Association	Sam Klement	3003 E 98 th St, Indianapolis, IN 46280	317-573-0119	No
6	LinkedIn.com		LinkedIn.com		No
7	Referrals (Business Assoc./Employee)				No
8	BSU Job Fair				No
9	Internal Posting				No
10	Radio On-Air Recruitment Ads				No
12	Content Marketing/Facebook		Company Facebook pages		No

5) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Only those sources listed in the charts below produced interviewees.

Job Title: 1. WMEE Morning Show Host

Referral Source(s) of Hiree: Walk In / Call In – Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Allaccess.com		Allaccess.com		9	No
Business/Employee Referral				13	No
Walk In / Call In				3	No

Job Title: 2. WBYR Account Executive

Referral Source(s) of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Company Website	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	2	No
Indeed.com		Indeed.com		35	No

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Radio On-Air Ad				3	No
Walkin/Callin				5	No
LinkedIn		LinkedIn.com		4	No
Business/Employee Referral				4	No

Job Title: 3. WBYR Account Executive

Referral Source(s) of Hire: Radio Ad

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LinkedIn		LinkedIn.com		4	No
Walk In / Call In / Email				2	No
Indeed		Indeed.com		5	No
Company Website		www.federatedmedia.com		2	No
Radio Ad				1	No
Resume On File				3	No

Job Title: 4. WOWO Producer

Referral Source(s) of Hire: Business/Employee Referral – Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Business / Employee Referral				2	No

Job Title: 5. WBYR WKJG GSM

Referral Source(s) of Hire: Business/Employee Referral – Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Business / Employee Referral				6	No

Job Title: 6. WOWO Account Executive

Referral Source(s) of Hire: Walk In / Call In – Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		Indeed.com		1	No

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Job Title: 7. WOWO News Director

Referral Source(s) of Hiree: Business/Employee Referral – Former Employee

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Business/Employee Referral				1	No

Job Title: 8. Fort Wayne Engineer

Referral Source(s) of Hiree: Company Website

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Company Website		www.federatedmedia.com		1	No

6) Total # of Interviewees Referred: For the period from March 23, 2023, through March 22, 2024, this Employment Unit interviewed 96 interviewees for full-time job vacancies.

NOTE: The same Account Executive interviewee may be reflected on several Account Executive openings in the Accompanying Table. We do continuous recruitment for the account executive position and the same pool of interviewees may be considered for more than one opening, but we only counted the interviewee one time in the above statement.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fair

Ball State Fall Cardinal Job Fair – Wednesday September 20, 2023 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our WBYR/WKJG GSM & WMEE/WQHK GSM. Company literature, internship information and a list of job opportunities was distributed. Resumes were collected for the various openings that were available.

Indiana Broadcasters Association Career Fair – Monday, October 2, 2023 – 2pm-5pm. Gainbridge Fieldhouse downtown Indianapolis IN. This event was attended by WFWI PD and WOWO Asst. PD. Company literature, internship information and a list of job opportunities was distributed.

Ball State Spring Cardinal Job Fair – Wednesday February 21, 2024 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our WBYR/WKJG GSM. Company literature, internship information and a list of job opportunities was distributed. Resumes were collected for the various openings that were available.

(b) Initiative: Scholarship

The Charlie Butcher Scholarship Fund, Student of Integrity Scholarship– Our WOWO station has started a scholarship fund in honor of our late WOWO broadcaster, Charly Butcher, who passed in 2018. To be eligible, the student must be a high school senior planning to attend a four-year college and majoring in either communication or education. The recipient must also embody integrity and ethics of the highest standards and attend a high school within a 10-county radius of Allen County in Fort Wayne. Funding is raised by donation and partnerships. In April of 2022, we were able to present a two-thousand dollar scholarship to a high school senior.

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(b) Initiative: Guest Speaker at University

Trine University Angola Indiana – Friday October 13, 2023 10am-11am – WOWO LSM accepted an invitation from Adjunct Professor to speak to his students in his Integrated Marketing Communications Class. Presentation included: Background History of Media Consumption; Relevancy of Radio including both local radio listening data demographics and research from Nielsen and Edison Research. Shared the impact of AI and recommendations from Jacobs Media. Shared “Radio Sizzle Real” video from the Radio Advertising Bureau. Closed with Q & A with the students.