

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2014 – March 22, 2015.

1) **Employment Unit: Fort Wayne, Indiana**

2) **Unit Members (Stations and Communities of License): WAJI(FM), Fort Wayne, IN
WLDE(FM), Fort Wayne, IN**

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

Mailing Address: Stations WAJI and WLDE 347 W. Berry Street, Suite 600 Fort Wayne, IN 46802	Telephone Number: 260-423-3676
	Contact Person/Title: Lee Tobin
	E-mail Address: ltobin@stfortwayne.com

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

Job Title	Recruitment Source Referring Hiree
(a) Controller	Craig's List
(b) On Air WAJI AM Show	All Access
(c) On Air WAJI AM show	Exigent Circumstances
(d) On Air WAJI Mid Day	Exigent Circumstances
(e) On Air WLDE Mid Day	All Access
(f) Account Executive (2 positions)	Employee Referrals

5) Job Title: Controller

Referral Source(s) of Hire: Craigslist

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliance for Women in Media	Theresa Walaski	1760 Old Meadow Road, Suite 500 McLean, VA 22102	703-506-3290		No
Anderson University	Jo DuMontelle	1100 E. 5 th Street Anderson, IN 46012	765-641-4196		No
Anthony Wayne Services	Denise Klausner	8515 Bluffton Road Fort Wayne, IN 46809	800-300-9590		No
Ball State University	Cindy Hersman	Lucina Hall Career Center Room 351 Muncie, IN 47306	765-285-2436		No
Central State University	Lesa Taylor DeVond	P.O. Box 1004 Wilber Force, OH 45384	937-376-6383		No
Employment Weekly	Shaquana Hamilton	600 W. Main Street Fort Wayne, IN 46802	260-461-8444		No
Fort Wayne Urban League	Rufus Hamilton	2135 S. Hanna Street Fort Wayne, IN 46803	260-424-6326		No
Hampton Institute Career Counseling & Planning	Kelly Wiliken/Jason Robertson	114 Wigwam Building HU Hampton, VA 23668	757-531-5831		No
Howard University – Career Services	Placement Director	528 Bryant N.W. Washington, DC 20059	202-806-7513		No
Illinois Center for Broadcasting	Mike Kendall	455 Eisenhower Lane, Suite 200 Lombard, IL 60148	312-884-8000		No
IN Dept. of Workforce Development	Frankie/Andrea	201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806	260-745-3555		No
Indiana University Student Employment Office		625 North Jordan Avenue Bloomington, IN 47405	812-855-1556		No
Indiana Wesleyan University	Janet Clawson	8211 W. Jefferson Boulevard Fort Wayne, IN 46804	260-436-7874		No
International Business College	Melissa Schwartz	5699 Coventry Lane Fort Wayne, IN 46804	260-459-4590		No
IPFW – Center for Women & Returning Adults	Robin Newman	2101 East Coliseum Boulevard Fort Wayne, IN 46805	260-481-6029		No
ITT Technical Institute	Christy Reed	2810 Dupont Commerce Court Fort Wayne, IN 46825	260-497-6254		No
Ivy Tech State College	Jim Aschliman	3800 North Anthony Boulevard Fort Wayne, IN 46805	260-480-4223		No
Job Works	Rita Bennett	7832 Bluffton Road Fort Wayne, IN 46806	260-458-7136		No
Manchester College WBKE	Dan Kimbrough	604 E. College Avenue, MC Box 19 N. Manchester, IN 46962	219-982-5424		No
McVay Media	Mike McVay	32818 Walker Road, #293 Avon Lake, OH 44012	440-892-1910		No
NAACP of Allen County		P. O. Box 10956 Fort Wayne, IN 46854			No
Specs Howard School of Broadcast Arts	Dick Kermen/Kevin	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		No

Stations WAJI and WLDE are Equal Opportunity Employers.

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Taylor University	Dusty DiSanto	236 West Reade Avenue Upland, IN 46989	260-744-8600		No
Tri-State University	Nita Kissick	9910 Dupont Circle Drive East Fort Wayne, IN 46825	260-483-4949		No
University of St. Francis	William Brune	2701 Spring Street Fort Wayne, IN 46808	260-434-3230		No
Vincennes University	Stephen Simonds	1002 N. First Street Vincennes, IN 47951	812-888-4280		No
Fort Wayne Women's Bureau		2417 Fairfield Avenue Fort Wayne, IN 46835	260-424-7977		No
El Mexicano Newspaper	Fernando	2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807	260-456-6843		No
Craigslist	Eileen Strickland			1	No
Monster.com				1	No
Internet Unknown				1	No
Employee Referral				1	No

5) Job Title: On Air WAJI AM Show

Referral Source(s) of Hire: All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliance for Women in Media	Theresa Walaski	1760 Old Meadow Road, Suite 500 McLean, VA 22102	703-506-3290		No
Anderson University	Jo DuMontelle	1100 E. 5 th Street Anderson, IN 46012	765-641-4196		No
Anthony Wayne Services	Denise Klausner	8515 Bluffton Road Fort Wayne, IN 46809	800-300-9590		No
Ball State University	Cindy Hersman	Lucina Hall Career Center Room 351 Muncie, IN 47306	765-285-2436		No
Central State University	Lesla Taylor DeVond	P.O. Box 1004 Wilber Force, OH 45384	937-376-6383		No
Employment Weekly	Shaquana Hamilton	600 W. Main Street Fort Wayne, IN 46802	260-461-8444		No
Fort Wayne Urban League	Rufus Hamilton	2135 S. Hanna Street Fort Wayne, IN 46803	260-424-6326		No
Hampton Institute Career Counseling & Planning	Kelly Wiliken/Jason Robertson	114 Wigwam Building HU Hampton, VA 23668	757-531-5831		No
Howard University – Career Services	Placement Director	528 Bryant N.W. Washington, DC 20059	202-806-7513		No
Illinois Center for Broadcasting	Mike Kendall	455 Eisenhower Lane, Suite 200 Lombard, IL 60148	312-884-8000		No
IN Dept. of Workforce Development	Frankie/Andrea	201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806	260-745-3555		No
Indiana University Student Employment Office		625 North Jordan Avenue Bloomington, IN 47405	812-855-1556		No
Indiana Wesleyan University	Janet Clawson	8211 W. Jefferson Boulevard Fort Wayne, IN 46804	260-436-7874		No
International Business College	Melissa Schwartz	5699 Coventry Lane Fort Wayne, IN 46804	260-459-4590		No
IPFW – Center for Women & Returning Adults	Robin Newman	2101 East Coliseum Boulevard Fort Wayne, IN 46805	260-481-6029		No
ITT Technical Institute	Christy Reed	2810 Dupont Commerce Court Fort Wayne, IN 46825	260-497-6254		No
Ivy Tech State College	Jim Aschliman	3800 North Anthony Boulevard Fort Wayne, IN 46805	260-480-4223		No
Job Works	Rita Benniett	7832 Bluffton Road Fort Wayne, IN 46806	260-458-7136		No
Manchester College WBKE	Dan Kimbrough	604 E. College Avenue, MC Box 19 N. Manchester, IN 46962	219-982-5424		No
McVay Media	Mike McVay	32818 Walker Road, #293 Avon Lake, OH 44012	440-892-1910		No
NAACP of Allen County		P. O. Box 10956 Fort Wayne, IN 46854			No
Specs Howard School of Broadcast Arts	Dick Kermen/Kevin	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		No
Taylor University	Dusty DiSanto	236 West Reade Avenue Upland, IN 46989	260-744-8600		No

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Tri-State University	Nita Kissick	9910 Dupont Circle Drive East Fort Wayne, IN 46825	260-483-4949		No
University of St. Francis	William Brune	2701 Spring Street Fort Wayne, IN 46808	260-434-3230		No
Vincennes University	Stephen Simonds	1002 N. First Street Vincennes, IN 47951	812-888-4280		No
Fort Wayne Women's Bureau		2417 Fairfield Avenue Fort Wayne, IN 46835	260-424-7977		No
El Mexicano Newspaper	Fernando	2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807	260-456-6843		No
All Access	Dan Baisden			2	No
Unknown Source				1	No
Employee Referral				3	No

5) Job Title: On Air WAJI AM Show Referral Source(s) of Hiree: Exigent Circumstances

5) Job Title: On Air WAJI Mid Day Referral Source(s) of Hiree: Exigent Circumstances

5) Job Title: On Air Mid Day WLDE Referral Source(s) of Hiree: All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Alliance for Women in Media	Theresa Walaski	1760 Old Meadow Road, Suite 500 McLean, VA 22102	703-506-3290		No
Anderson University	Jo DuMontelle	1100 E. 5 th Street Anderson, IN 46012	765-641-4196		No
Anthony Wayne Services	Denise Klausner	8515 Bluffton Road Fort Wayne, IN 46809	800-300-9590		No
Ball State University	Cindy Hersman	Lucina Hall Career Center Room 351 Muncie, IN 47306	765-285-2436		No
Central State University	Lesa Taylor DeVond	P.O. Box 1004 Wilber Force, OH 45384	937-376-6383		No
Employment Weekly	Shaquana Hamilton	600 W. Main Street Fort Wayne, IN 46802	260-461-8444		No
Fort Wayne Urban League	Rufus Hamilton	2135 S. Hanna Street Fort Wayne, IN 46803	260-424-6326		No
Hampton Institute Career Counseling & Planning	Kelly Wiliken/Jason Robertson	114 Wigwam Building HU Hampton, VA 23668	757-531-5831		No
Howard University – Career Services	Placement Director	528 Bryant N.W. Washington, DC 20059	202-806-7513		No
Illinois Center for Broadcasting	Mike Kendall	455 Eisenhower Lane, Suite 200 Lombard, IL 60148	312-884-8000		No

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IN Dept. of Workforce Development	Frankie/Andrea	201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806	260-745-3555		No
Indiana University Student Employment Office		625 North Jordan Avenue Bloomington, IN 47405	812-855-1556		No
Indiana Wesleyan University	Janet Clawson	8211 W. Jefferson Boulevard Fort Wayne, IN 46804	260-436-7874		No
International Business College	Melissa Schwartz	5699 Coventry Lane Fort Wayne, IN 46804	260-459-4590		No
IPFW – Center for Women & Returning Adults	Robin Newman	2101 East Coliseum Boulevard Fort Wayne, IN 46805	260-481-6029		No
ITT Technical Institute	Christy Reed	2810 Dupont Commerce Court Fort Wayne, IN 46825	260-497-6254		No
Ivy Tech State College	Jim Aschliman	3800 North Anthony Boulevard Fort Wayne, IN 46805	260-480-4223		No
Job Works	Rita Bennett	7832 Bluffton Road Fort Wayne, IN 46806	260-458-7136		No
Manchester College WBKE	Dan Kimbrough	604 E. College Avenue, MC Box 19 N. Manchester, IN 46962	219-982-5424		No
McVay Media	Mike McVay	32818 Walker Road, #293 Avon Lake, OH 44012	440-892-1910		No
NAACP of Allen County		P. O. Box 10956 Fort Wayne, IN 46854			No
Specs Howard School of Broadcast Arts	Dick Kermen/Kevin	19900 West Nine Mile Road Southfield, MI 48075	248-358-9000		No
Taylor University	Dusty DiSanto	236 West Reade Avenue Upland, IN 46989	260-744-8600		No
Tri-State University	Nita Kissick	9910 Dupont Circle Drive East Fort Wayne, IN 46825	260-483-4949		No
University of St. Francis	William Brune	2701 Spring Street Fort Wayne, IN 46808	260-434-3230		No
Vincennes University	Stephen Simonds	1002 N. First Street Vincennes, IN 47951	812-888-4280		No
Fort Wayne Women's Bureau		2417 Fairfield Avenue Fort Wayne, IN 46835	260-424-7977		No
El Mexicano Newspaper	Fernando	2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807	260-456-6843		No
All access	Capt Chris Didier			2	No
Online Unknown				1	No
Previous Employee				1	No

5) Job Title: Account executive (2 positions)

Referral Source(s) of Hiree: Employee Referrals

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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Ball State University	Cindy Hersman	Lucina Hall Career Center Room 351 Muncie, IN 47306	765-285-2436		No
Central State University	Lesla Taylor DeVond	P.O. Box 1004 Wilber Force, OH 45384	937-376-6383		No
Employment Weekly	Shaquana Hamilton	600 W. Main Street Fort Wayne, IN 46802	260-461-8444		No
Fort Wayne Urban League	Rufus Hamilton	2135 S. Hanna Street Fort Wayne, IN 46803	260-424-6326		No
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Manchester College WBKE	Dan Kimbrough	604 E. College Avenue, MC Box 19 N. Manchester, IN 46962	219-982-5424		No
McVay Media	Mike McVay	32818 Walker Road, #293 Avon Lake, OH 44012	440-892-1910		No
NAACP of Allen County		P. O. Box 10956 Fort Wayne, IN 46854			No
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Taylor University	Dusty DiSanto	236 West Reade Avenue Upland, IN 46989	260-744-8600		No
Tri-State University	Nita Kissick	9910 Dupont Circle Drive East Fort Wayne, IN 46825	260-483-4949		No
University of St. Francis	William Brune	2701 Spring Street Fort Wayne, IN 46808	260-434-3230		No
Vincennes University	Stephen Simonds	1002 N. First Street Vincennes, IN 47951	812-888-4280		No

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Fort Wayne Women's Bureau		2417 Fairfield Avenue Fort Wayne, IN 46835	260-424-7977		No
El Mexicano Newspaper	Fernando	2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807	260-456-6843		No
Employee Referrals				2	No
Career Builder				4	No
Indeed.com				4	No
Monster.com				1	No
Online Unknown				3	No
Radio Ad				7	No
Radio Web Site				1	No
Collegcentral.com				1	No
Indy Tech job fair				1	No

*2 positions were filled from one flight of recruitment announcements.

6) Total # of Interviewees Referred: For the period from March 23, 2014 through March 22, 2015 this Employment Unit interviewed 38 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participation in Job Fairs

1. Northeast Indiana Career Enrichment (NICE) Job Fair, April 15, 2014, Fort Wayne, IN.

The Employment Unit participated in the NICE Job Fair on April 15, 2014, represented by the Director of Sales, who has substantial responsibility in hiring decisions. The Director of Sales displayed current job search information and discussed with the attendees. Employment applications were also available.

2. Indiana Black Expo Employment Opportunity Fair, July 17, 2014, Indianapolis, IN.

The Employment Unit participated in the Employment Opportunity Fair in Indianapolis on July 17, 2014. The Chief Engineer of the Employment Unit, who has substantial responsibility in hiring decisions, represented both WAJI & WLDE. WAJI & WLDE each aired 44 announcements in support of the event for a total of 88. The event was also promoted on both radio stations' web sites. Employment applications were available to current employment openings information.

3. The Indiana Broadcasters Association Job Fair, October 11, 2014, Indianapolis, IN.

Sarkes Tarzian's Fort Wayne division participated in the Job Fair with current information about job openings and employment applications available to interested parties. WAJI & WLDE both aired announcements in support of the event. The Division's General Manager, who has substantial responsibilities in making hiring decisions, discussed the various jobs utilized at the employment unit.

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4. Ball State University Sales Career Fair, January 26, 2015, Muncie, IN

The Director of Sales for the Employment Unit, who has substantial responsibility in hiring decisions, represented both WAJI and WLDE at the Ball State University Sales Career Fair on the Ball State campus in Muncie. Employment opportunities and current job search information were available and discussed with the attendees.

5. Indiana Tech University 1st Annual ITECS Career Fair, February 20, 2015, Fort Wayne, IN

The Employment Unit was represented at the 1st Annual ITECS Career Fair by the Chief Engineer of the Division, who has substantial responsibilities in making hiring decisions. The event took place in the Career Center on the Indiana Tech University campus where the Chief Engineer spoke with attendees about careers in broadcasting, while providing job applications and information on current employment openings.

(b) Job Banks and Internet Programs

The Employment Unit posts all job openings that require external recruitment on the Job Opportunity/EEO sections of the respective station websites, www.waji.com and www.wlde.com. These sites also give interested community organizations the ability to notify us should they wish to receive notification of job openings when they occur. In addition, job openings are posted on the following job banks/websites: IBA website and NAB website. The Fort Wayne Journal Gazette and News-Sentinel also include us on their internet listings, along with many of the schools we notify.

(c) Indiana Broadcasters Foundation 2014 Scholarship Fund

WAJI FM and WLDE FM participated in the Indiana Broadcasters Foundation 2015 scholarship fund by making a \$450.00 cash donation to the fund, running 101 scholarship PSA's for the Fort Wayne area, and making scholarship applications available upon request. The Division's General Manager evaluated the High School and College scholarship applications for the Fort Wayne Area, for the Indiana Broadcasters Association selection committee.

(d) Employee Training Programs

The Employment Unit provided on-the-job training from external sources for the following individuals in the indicated areas:

1. The Director of Sales and all Account Executives were trained at additional expense to the Division on the topics of sales and marketing.
2. The General Manager was provided with sales and management training at additional expense to the Division.
3. The Program Directors were provided with programming, promotions, and marketing training at additional cost to the Division.
4. The Director of Sales was provided with management training at additional expense to the Division.
5. Eleven On-Air Performers were provided with on-air training at additional expense to the Division.
6. The Promotions Director was provided with training in the area of promotions at additional cost to the Division.
7. The WAJI Program Director, the WLDE Program Director, the Chief Engineer, and the General Manager attended the NAB Convention in Indianapolis September 9-12, 2014 at additional expense to the Employment Unit.

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8. The WAJI Program Director, the WAJI Morning Show Host, and the WAJI Morning Show Co-Host were provided with programming and on-air instruction and training in Atlanta, Georgia, August 1-3, 2014, at additional expense to the Division.