

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2015 to 3/22/2016.

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

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>WOWO News Reporter/Anchor</u>	<u>1-57,61-62,67-68</u>	<u>Business Associate Referral</u>
2. <u>WQHK GSM</u>	<u>1-57,61-62,64-65</u>	<u>Former Employee</u>
3. <u>Promotions Director</u>	<u>1-57,61-62,64</u>	<u>Internal Posting</u>
4. <u>WOWO News Reporter/Anchor</u>	<u>1-57,61-62,64</u>	<u>Employee Referral</u>
5. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>LinkedIN</u>
6. <u>WKJG Operations Manager</u>	<u>1-57,61-62,64</u>	<u>Former Employee</u>
7. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>Indeed</u>
8. <u>WBYR On Air Personality</u>	<u>62</u>	<u>Business Associate Referral</u>
9. <u>WBYR On Air Personality</u>	<u>62</u>	<u>Employee Referral</u>
10. <u>Market Asst. Chief Engineer</u>	<u>1-57,61,62,64</u>	<u>Business Associate Referral</u>
11. <u>WQHK Account Manager</u>	<u>1-58,60-62,64-65</u>	<u>Indeed</u>
12. <u>WBYR GSM</u>	<u>1-57,61-62,64-65</u> <u>1-2,5-8,10-11,13-16,18,21-24,</u>	<u>Call In</u>

13 Promotions Director	26-31,34-40,42-56	Internal Posting
14 WKJG Account Manager	1-58,60-62,64-65	LinkedIn

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 3/22/2015 to 3/23/2016, this Employment Unit interviewed 276 interviewees for full-time job vacancies.

NOTE:

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.

(a) Initiative: Job Fairs

IPFW NICE Career Fair - April 14, 2015 1230p-430p - IPFW Gates Fieldhouse Ft. Wayne Indiana

Attended by Promotions Director, and both Sales Resource Coordinators.

Nine area colleges and universities participate in this annual event which has run for 24 years.

Literature was made available to the students. We collected over 30 resumes for the various openings.

Federated Media Spring Career Fair - May 28, 2015 9a-4p - Grand Wayne Center Ft. Wayne Indiana

Attended by Our Sales Resource Coordinator and GSMs. 23 Businesses participated. This was the first JobFair hosted by Federated Media. 47 resumes were collected.

BSU Fall Cardinal Job Fair - September 16, 2015 11am - 3pm - Worthen Arena Muncie, Indiana

Event was attended by Promotions Director and Sales Resource Coordinator.

The event focused on Marketing and Sales. 46 resumes were collected most for sales

9 for internships 23 for any opening that was available.

IPFW Fall Career Fair - September 22, 2015 10a-430p - Gates Fieldhouse Ft. Wayne,

Indiana. This event was attended by Promotions Director and Sales Resource Coordinator.

Approximately 150 companies participated in this fair. Spoke to 45-50 people.

Literature was made available. We received 40 resumes

Federated Media Fall Career Fair - October 27, 2015 2p-6p - Hotel Fort Wayne, Ft. Wayne Indiana

Attended by Our Sales Resource Coordinator and All GSMs. 30 businesses participated.

This was the 2nd JobFair hosted by Federated Media. 66 resumes were collected

BSU Cardinal Job Fair Spring - February 10, 2016 11a - 3p - Worthen Arena. Muncie, Indiana

Attended by Promotions Director and Sales Resource Coordinator. Spoke to approximately 65 students

and handed out company literature. 69 resumes were collected most for sales and internships.

St. Francis University Career & Internship Fair - March 2, 2016 12:30pm - 3pm Hutzell Athletic Center Ft. Wayne, Indiana. Attended by Promotions Director and Sales Resource Coordinator. This was their 2nd year hosting a job fair. We collected 8 resumes.

Manchester University Career & Internship Fair - March 9th, 2016 2p - 4p Jo Young Switzer Center North Manchester, Indiana. Attended by Promotions Director and Digital Sales Coordinator. Collected 15 resumes. Company literature was handed out.

(b) Initiative: Internship Program

The Employment Unit's internship program is an paid opportunity for students who are interested in a broadcast career. The station's program is coordinated by our Promotions Director. Information about our internship program is handed out at job fairs. Interested students submit their resume. The student is then invited in to interview. The radio station looks for students willing to work in all areas of the company and the student looks at the station to see if they can benefit themselves based on the program offered. Typically, the student receives credit for the internship, and are required to work at the station a minimum number of hours. The Promotion Director organizes the students schedule. The student will spend time in promotions, programming, sales, and administration. The schedule includes: Promotions: proposals, remotes, events, calendars, prizes; Programming: observe in studio during live show, assist with show prep; News Dept: monitoring news websites, reading script, write their own stories from press releases; Sales: One day client visits, sit in on brain storming meetings; Administration one day answering phones, greeting guest, handing out prizes. Most area college internship programs include a mid-semester and end-of-semester evaluation. The Employment Unit had 8 interns from May 2015 to August 2015 with a total of 1,580 hours of total training from the following institutions: 1 Student from the University of Illinois, 2 Students from Indiana/Purdue Ft. Wayne, 4 from BSU, and 1 from Goshen College

(c) 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.

Only those sources listed in the charts below produced interviewees

5) Job Title: 1. WOWO News Reporter/Anchor Referral Source(s) of Hiree: Business Associate Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Company Website		www.federatedmedia.com		1	no
All Access		www.allaccess.com		4	no
Referral				6	no

5) Job Title: 2. WOJK GSM Referral Source(s) of Hiree: Former Employee

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		www.indeed.com		3	no
LinkedIn		www.linkedin.com		1	no
Indiana Broadcasters Association		3003 E. 96th St. Suite 151, Indianapolis IN 46280	317-579-0119	2	no
All Access		www.allaccess.com		3	no
Referral				3	no
Internal Posting				3	no
Former Employee				1	no

5) Job Title: 3. Promotions 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)
BSU		Lueha Hall 220, Muncie IN 47306	765-285-1581	1	no
Indiana Broadcasters Assoc.		3003 E. 96th Suite 151, Indianapolis, IN 46280	317-579-0119	2	no
IPFW	Joan Bentz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	1	no
All Access		www.allaccess.com		1	no
Referrals				1	no
Internal Posting				4	no
Walk-in/Call-ins				1	no

5) Job Title: 4. WOWO News Reporter/Anchor Referral Source(s) of Hiree: Employee Referral

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

5) Job Title: 5. WQHK Account Manager

Referral Source(s) of Hiree:

LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Luchie Hall 220, Muncie IN 47306	766-288-1581	11	no
Craigislist		www.craigislist.com/fortwayne		1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	1	no
IPFW	Joan Benz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	7	no
Indeed		www.indeed.com		11	no
Job-Fair - BSU		Held at BSU		1	no
LinkedIn		www.linkedin.com		12	no
Manchester College		604 East College Avenue, North Manchester, IN 46962	260-982-5000	2	no
Indiana Tech		1600 E. Washington Blvd, Ft. Wayne, IN 46803	260-422-5561	1	no
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808	800-434-7736	1	no
Federated Media Company Websites				18	no
Walk In / Call In				2	no
Referrals				16	no

5) Job Title: 6. WKUG Operations Manager

Referral Source(s) of Hiree:

Former Employee

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed		www.indeed.com		1	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	1	no
Former Employee				1	no

5) Job Title: 7. WQHK Account Manager

Referral Source(s) of Hiree:

Indeed

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Luchie Hall 220, Muncie IN 47306	766-288-1581	9	no
Federated Media Fall Job Fair		Held At Hotel Fort Wayne		6	no
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	1	no
IPFW	Joan Benz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	8	no
Indeed		www.indeed.com		19	no
LinkedIn		www.linkedin.com		18	no
Indiana Tech		1600 E. Washington Blvd, Ft. Wayne, IN 46803	260-422-5561	1	no
Federated Media Company Websites				14	no
Referrals				10	no

5) Job Title: 8. WBYR On Air Personality

Referral Source(s) of Hiree:

Business Associate Referral

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

Only a blind ad was placed in All Access through our consultant due to the changes that were being made to the radio station and didn't want it to be known until the change took affect. A major syndicated program was dropped and replaced with a live local morning show.

5) Job Title: 9. WBVR On Air Personality

Referral Source(s) of Hiree: _____

Employee Referral

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

Only a blind ad was placed in All Access through our consultant due to the changes that were being made to the radio station and didn't want it to be known until the change took affect. A major syndicated program was dropped and replaced with a live local morning show.

5) Job Title: 10. Market Asst. Chief Engineer

Referral Source(s) of Hiree: _____

Business Associate Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	1	NO
Referral		www.indeed.com		1	NO
Indeed		2810 Dupont Commerce Ct., Ft. Wayne, IN 46825	260-484-4107	2	NO
ITT Tech		www.fortwaynehelpwanted.com		1	NO
Fort Wayne Help Wanted				4	NO
				NO	NO

5) Job Title: 11. WQHK Account Manager

Referral Source(s) of Hiree: _____

Indeed

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Lucina Hall 220, Muncie IN 47306	765-285-1591	5	NO
Federated Media Fall Job Fair		Held At Hotel Fort Wayne		7	NO
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808	800-434-7736	1	NO
IPFW	Joan Benz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	3	NO
Indeed		www.indeed.com		21	NO
LinkedIn		www.linkedin.com		19	NO
Craigslist		www.craigslist.com/fortwayne		1	NO
Fort Wayne Help Wanted		www.fortwaynehelpwanted.com		1	NO
Federated Media Company Websites				7	NO
Referrals				9	NO

5) Job Title: 12. WBYR GSM

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

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indiana Broadcasters Assoc.		3003 E. 98th Suite 181, Indianapolis, IN 46280	317-573-0119	2	NO
Indeed		www.indeed.com		1	NO
Internal Posting				1	NO
Call In / Walk In				2	NO
Referrals				1	NO

5) Job Title: 13. Promotions 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				3	NO

5) Job Title: 14. WKJG Account Manager

Referral Source(s) of Hiree: LinkedIn

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
BSU		Lucha Hall 220, Muncie, IN 47308	766-285-1581	3	NO
Federated Medical Fall Job Fair		Held At Hotel Fort Wayne		1	NO
University of St. Francis		2701 Spring St., Ft. Wayne, IN 46808	800-434-7736	3	NO
IPFW	Joan Benitz	2101 Coliseum Blvd. E., Fort Wayne, IN 46805	260-481-6595	1	NO
Indeed		www.indeed.com		12	NO
LinkedIn		www.linkedin.com		17	NO
Federated Media Company Websites				6	NO
Referrals				3	NO

	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 Fl. Wayne	P. O. Box 2270, 200 East Berry St.	Fort Wayne	IN	46801	260-421-1245			no
2	Anthony Wayne Services	8515 Bluffton Rd.	Fort Wayne	IN	46809	260-744-6146			no
3	Bail State University	Lucha Hall 220	Munche	IN	47396	765-285-1581		23	no
4	Bail State University-Dept. of Telecommunications	BC 2100	Munche	IN	47305	765-285-1480	welovecom@bssu.edu		no
5	Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661			no
6	Brown Mackle College	3000 E. Coliseum Blvd.	Fort Wayne	IN	46805	260-484-4400			no
7	Buller University	4600 Sunset Ave, Fairhanks Cntr. 118-C	Indianapolis	IN	46208	317-940-8000			no
8	Central State University, Career Services Dept.	1400 Briest Row Road	Winchester	OH	45384	937-376-6011			no
9	Craigslis-FW	www.craigslis.com						1	no
10	Davenport University	6191 Kart Ave, SE	Grand Rapids	MI	49512	800-277-6447			no
11	East Wayne Street Center	801 East Wayne Street	Fort Wayne	IN	46802	260-422-5592			no
12	Edison Ohio	1973 Edison Dr.	Piqua	OH	45356	937-381-1597			no
13	Elkhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-262-5890			no
14	F.W. Chamber of Commerce/Women, Black & Hispanic Bnd	826 Ewing	Fort Wayne	IN	46802	260-424-1496			no
15	Federated Media Websites							34	no
16	Fort Wayne Urban League	2136 Hanna St.	Fort Wayne	IN	46802	260-745-3100			no
17	forwayshelpwanted.com	www.forwayshelpwanted.com						5	no
18	Fort Wayne Womens Bureau	2417 Fairfield Ave	Fort Wayne	IN	46807	260-424-7576			no
19	Good Entertainment						adam@goodsentertainment.com		yes
20	Goshen College	AD 14 in Aemr Bldg., 1700 Main St	Goshen	IN	46526	574-635-7547	careerservices@goshen.edu		no
21	Grace College & Theological Seminary	200 Seminary Drive	Winona Lake	IN	46590	574-372-5100			no
22	Harrison College	500 N. Meridian St, Suite 500	Indianapolis	IN	46204	317-447-6000			no
23	Huntington College	2303 College Avenue	Huntington	IN	46750	260-556-6000			no
24	Indiana Black Expo	3148 W. Meridian St.	Indianapolis	IN	46205	317-925-2702			no
25	Indiana Broadcasters Association	3003 E. 96th St, Suite 161	Indianapolis	IN	46280	317-573-0119	ibla@indianabroadcasters.org		9
26	Indiana Tech	1600 E. Washington Blvd.	Fort Wayne	IN	46803	260-422-5561			no
27	Indiana University	1223 E. Seventh St.	Bloomington	IN	47405	812-855-4948			no
28	Indiana University Kokomo	P. O. Box 9003, 2300 S. Washington	Kokomo	IN	46904	765-483-2000			no
29	Indiana University South Bend	1700 Mishwanke Ave.	South Bend	IN	46634	574-237-4898			no
30	Indiana Wesleyan University	4201 Washington St.	Marion	IN	46804-7145	765-677-2061			no
31	International Business College	5589 Coventry Lane	Fort Wayne	IN	46804-7145	260-459-4500			no
32	IPFW	2101 Coliseum Blvd, East	Fort Wayne	IN	46805-1499	260-481-5596			no
33	IPFW/Women and Returning Adults	2101 Coliseum Blvd, East	Fort Wayne	IN	46805-1499	260-481-5596			no
34	ITT technical institute	2819 Dupont Commerce Ct.	Fort Wayne	IN	46825-2393	260-484-1107			no
35	Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805	260-480-4245			no
36	Kokomo Chapter, I. A. A. P.	Ivy Tech State College, P. O. Box 1373	Kokomo	IN	46903	765-454-5111			no
37	Marquette College	604 East College Avenue	North Marquette	IN	46862-1276	260-982-5000			no
38	NAACP	P. O. Box 10955	Fort Wayne	IN	46864	260-429-1255			no
39	NAB Employment Clearinghouse	1771 N Street N.W.	Washington	DC	20036	202-429-5486			no
40	National Association of Hispanic Journalists	1050 Commercial Ave NW	Washington	DC	20036	202-662-7146			no
41	OhioLink's Center for Broadcasting	8000 Street Valley Dr.	Valley View	OH	44125	216-447-9117			yes
42	R. I. S. E., Inc.	1600 Whaler Street	Angola	IN	46705	260-665-9408			no
43	Social Service Dept	1040 S. Whiter St./Suite 3013	Adrian	MI	49221	517-264-6300			no
44	St. Mary's College	31 Specs Unica Hall	Notre Dame	IN	46556	574-294-4775			no
45	Taylor University Upland	326 Ivy, Reade Avenue	Upland	IN	46599	765-996-5392			no
46	Thra University	One University Avenue	Angola	IN	46703	260-665-4124			no
47	United Hispanic-Americans	334 E. Barry St.	Fort Wayne	IN	46807	260-456-5000			no
48	United Way of Allen County	2424 Fairfield Ave	Fort Wayne	IN	46802	260-422-4776			no
49	University of Notre Dame	1248 Springer Hall	Notre Dame	IN	46556	574-691-7164			no
50	University of Saint Francis	2701 Carrig St.	Fort Wayne	IN	46808	800-494-7736			no
51	Upper Valley Joint Voc. School	8811 Career Dr.	Piqua	OH	45356	937-778-4882			no
52	Vincennes University - Vigo Hall	1002 N. First St.	Vincennes	IN	47591	812-888-4290	cdellman@vnu.edu		no
53	Vocational Rehabilitation	219 W. Wayne Street	Fort Wayne	IN	46802	260-424-1595			no
54	Wayne Township Trustee	320 East Superior Street	Fort Wayne	IN	46802	260-449-7000			no
55	Western Governors' College	4001 S. 700 E. Suite 700	Salt Lake City	UT	84107	260-484-8939			no
56	WIPB-Channel 49 Bail State University	Bail State University	Muncie	IN	47306	765-285-1249			no
57	Wordcorp of Indiana	201 East Rudisill Blvd./Suite #202	Fort Wayne	IN	46806-1756	260-491-6026			no
58	Radio-On Air Reclinair/Federated Media Stations							6	no
59	WalkInCallus							8	no
60	Job Fairs (BSU / IPFW / NICE / IBA / Fed Med)							8	no
61	Internal Posting							13	no
62	All Access	www.allaccess.com						44	no
63	Referrals/Business Associates	www.indeed.com						54	no
64	INDEED.COM	www.inkeedn.com						47	no
65	LinkedIn							2	no
66	Former Employees								no
67	NTSmedia						NTSmedia.com		no
68	Talkers.com						Talkers.com		no