

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: [March 23, 2024 – March 22, 2025](#).

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 – Hometown, Indiana

WBYP – 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 Account Executive	1-11	Referral/Former Employee
2.	WMEE Account Executive	1-11	www.indeed.com
3.	FW Local National Sales Asst	1-3, 8	Internal Posting - Promoted to Full Time
4.	WOWO Account Executive	1-11	Referral
5.	WOWO Account Executive	1-11	Referral

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:

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

Referral Source(s) of Hiree: 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)
Referrals (Business Assoc./Employee)				2	No
Indeed		www.indeed.com		21	No
Radio On-Air Recruitment Ads				12	No
Company Marketing/Facebook/Email		Company Facebook Pages		2	No
Co. Website/Federated Media.com	Paul Altman	Edison Road, Mishawaka IN 46545	888-333-1581	3	No

Job Title: 2. WMEE Account Executive

Referral Source(s) of Hiree: Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals (Business Assoc./Employee)				1	No
Indeed.com		Indeed.com		12	No
Radio On-Air Recruitment Ads				9	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)
LinkedIn		LinkedIn.com		2	No

Job Title: 3. FW Local/National Sales Assistant

Referral Source(s) of Hire: Internal Posting – Promoted to Full Time

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

Job Title: 4. WOWO Account Executive

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals (Business Assoc/Employee)				4	No
BSU Career Fair	Anna Figel		765-285-2452	2	No
Indeed		www.indeed.com		36	No
HandShake		https://pfw.joinhandshake.com		2	No
LinkedIn		LinkedIn.com		2	No
Radio On-Air Recruitment Ads				22	No
Company Marketing/Facebook/Email		Email push		3	No

Job Title: 5. WOWO Account Executive

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

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Referrals (Business Assoc/Employee)				3	No
BSU Career Fair	Anna Figel		765-285-2452	1	No
Indeed		www.indeed.com		36	No
HandShake		https://pfw.joinhandshake.com		2	No
LinkedIn		LinkedIn.com		2	No
Radio On-Air Recruitment Ads				19	No
Company Marketing/Facebook/Email		Email push		3	No

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6) Total # of Interviewees Referred: For the period from March 23, 2024, through March 22, 2025, this Employment Unit interviewed 199 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

Indiana Broadcasters Association Spring Career Fair – Saturday March 23, 2024 – 2pm-430pm. . Gainbridge Fieldhouse downtown Indianapolis IN. This event was attended by WFWI PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities was distributed.

Ball State Fall Cardinal Job Fair – Wednesday September 18, 2024 – 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 Fall Career Fair – Monday October 14, 2024 – 2pm-430pm. . BASH Events Carmel IN. This event was attended by WFWI PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities was distributed.

Ball State Spring Sales Career Fair – Wednesday January 22, 2025 – 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. Our GSM was able to interact with students looking for a career in sales

Ball State Spring Cardinal Job Fair – Wednesday February 19, 2025 – 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.

Grace College Career Connections Fair – Friday February 21, 2025 – 10:15am – 12pm. Manahan Orthopedic Capital Center. This event was attended by our WFWI PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities was distributed. Resumes were collected for the various openings that were available.

(b) Initiative: Internship Program

The Employment Unit's internship program is a paid opportunity for students who are interested in a broadcast career. The station's program is coordinated by our Program Director. Information about our internship program is distributed at job fairs. Interested students submit their resume. The students are then invited for interviews. The radio station looks for students willing to work in all areas of the company, while the student considers the station information to determine if the relationship would be beneficial to them. Typically, the students receive credit for the internship and are required to work at the stations a minimum number of hours. The employment unit had 1 intern within this period, totaling 160 hours of training. Intern is a student at Huntington University

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