

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: [March 23, 2025 – March 22, 2026](#).

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

WBYR – 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 WQHK General Sales Manager	2-8, 11	Referral
2.	WMEE Account Executive	1-10	Referral
3.	WQHK Account Executive	1-10	Indeed.com
4.	FW Chief Engineer	6	Referral
5.	WMEE Account Executive	1-10	Referral
6.	FW Promotions Coordinator	2-4, 6-8, 12	Company Marketing/Facebook/Email
7.	FW Broadcast Engineer	6	Referral
8.	WBYR Account Executive	1-10	Indeed.com

Station WFWI WBYR WKJG WMEE WOWO WQHK are Equal Opportunity Employers

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	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	Handshake (Multi College Website)		https://pfw.joinhandshake.com		No
11	Ziprecruiter.com		www.ziprecruiter.com		No
12	RadiInsight.com		Radioinsight.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 WQHK General Sales Manager

Referral Source(s) of Hiree: 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
Linked In		linkedin.com		2	No
Company Marketing/Facebook/Email		Company Facebook Pages		1	No
Zip Recruiter		Ziprecruiter.com		1	No

Job Title: 2. WMEE Account Executive

Referral Source(s) of Hiree: 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)				1	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)
Indeed.com		Indeed.com		6	No
Co. Website/Federated Media.com	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	3	No
Radio On-Air Recruitment Ads				2	No
Company Marketing/Facebook/Email		Company Facebook Pages		1	No

Job Title: 3. WQHK Account Executive

Referral Source(s) of Hire: Indeed.com

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		18	No
Company Marketing/Facebook/Email		Company Facebook Pages		1	No
Radio On-Air Recruitment Ads				5	No
Co. Website/Federated Media.com	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	9	No

Job Title: 4. FW Chief Engineer

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)				1	No

Job Title: 5. WMEE 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
Indeed		www.indeed.com		8	No
Radio On-Air Recruitment Ads				2	No
Company Website/Federated Media	Paul Altman	Edison Road, Mishawaka IN 46545		2	No

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Job Title: 6. FW Promotions Coordinator

Referral Source(s) of Hire: Company Marketing/Facebook/Email

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		www.indeed.com		1	No
RadioInsight.com		Radioinsight.com		3	No
Company Website/Federated Media	Paul Altman	Edison Road, Mishawaka IN 46545		1	No
Internal Posting				1	No
Company Marketing/Facebook/Email	Paul Altman	Edison Road, Mishawaka IN 46545		2	No

Job Title: 7. FW Chief Engineer

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)				1	No

Job Title: 8. WBYR Account Executive

Referral Source(s) of Hire: 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)				2	No
Indeed		www.indeed.com		8	No
Radio On-Air Recruitment Ads				2	No
Company Website/Federated Media	Paul Altman	Edison Road, Mishawaka IN 46545		2	No

6) Total # of Interviewees Referred: For the period from March 23, 2025, through March 22, 2026, this Employment Unit interviewed 68 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

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Indiana Broadcasters Association Spring Career Fair – Friday March 28, 2025 – 2pm-430pm. . Gridiron Hall, Indiana Farm Bureau Football Center Indianapolis IN. This event was attended by WKJG PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities were distributed.

Ball State Fall Cardinal Job Fair – Wednesday September 17, 2025 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our Director of Sales. Company literature, internship information and a list of job opportunities were distributed. Resumes were collected for the various openings that were available.

Indiana Broadcasters Association Fall Career Fair – Tuesday October 28, 2025 – 2pm-430pm. Gridiron Hall, Indiana Farm Bureau Football Center Indianapolis IN. This event was attended by WKJG PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities were distributed.

Ball State Spring Sales Career Fair – Wednesday January 21, 2026 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our Director of Sales. Company literature, internship information and a list of job opportunities were distributed. Our Director of Sales was able to interact with students looking for a career in sales

Ball State Spring Cardinal Job Fair – Wednesday February 18, 2026 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our WKJG PD/WOWO Asst. PD. Company literature, internship information and a list of job opportunities were distributed. Resumes were collected for the various openings that were available.

Purdue Fort Wayne Mastodon Career Fair – Wednesday March 4, 2026 – 12pm to 3pm. Hilliard Gates Sports Center Fort Wayne IN. This event was attended by our Company literature, internship information and a list of job opportunities were distributed. Resumes were collected for the various openings that were available.