

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2021 – March 22, 2022

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.	WBYS Account Executive	1-13, 15	Radio Ad
2.	WBYS Account Executive	1-13, 15	Rehire
3.	WBYS On Air Personality	1, 14	All Access
4.	Promotion Director FW	1-6, 8-12	Referral
5.	WMEE Morning Show Co-Host		Business Associate
6.	WOWO Account Executive	1-13, 15	LinkedIn
7.	WBYS Account Executive	1-13, 15	Company Website
8.	WQHK Account Executive	1-13, 15	Email Campaign

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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	Handshake		https://app.joinhandshake.com/		No
5	Indeed.com		www.indeed.com		No
6	Indiana Broadcasters Association	Sam Klement	3003 E 98 th St, Indianapolis, IN 46280	317-573-0119	No
7	LinkedIn.com		LinkedIn.com		No
8	Purdue University Fort Wayne		Handshake.com		No
9	Referrals (Business Assoc./Employee)				No
10	BSU Job Fair				No
11	Content Marketing Email Campaign				No
12	Internal Posting				No
13	Radio On-Air Recruitment Ads				No
14	Radio-online.com		Radio-online.com		No
15	Content Marketing/Facebook		Company Facebook pages		No

Only those sources listed in the charts below produced interviewees.

5) Job Title: 1. 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)
Company Website	Paul Altman			1	No
Indeed.com		Indeed.com		1	No
Radio On-Air Ad				6	No

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5) **Job Title:** 2. WBYR Account Executive

Referral Source(s) of Hire: Rehire

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			1	No
Indeed.com		Indeed.com		2	No
Radio On-Air Ad				6	No
Content Marketing Email Campaign				1	No

5) **Job Title:** 3. WBYR On Air Personality

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)
All Access		Allaccess.com		8	No
Radio-online.com		Radio-Online.com		1	No

5) **Job Title:** 4. Marketing Events Promotions Director

Referral Source(s) of Hire: Referral

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
Internal Posting				2	No

5) **Job Title:** 5. WMEE Morning Show Co-host

Referral Source(s) of Hire: Business Associate

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Exigent Circumstances: Due to the need for confidentiality, no recruitment was conducted for this position.				1	

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5) **Job Title:** 6. WOWO Account Executive

Referral Source(s) of Hire: LinkedIn

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
Indeed		Indeed.com		3	No
Company Website				16	No
Content Marketing/Facebook				3	No
Content Marketing Email Campaign				13	No
Radio On-Air Ads				2	No

5) **Job Title:** 7. WBYR Account Executive

Referral Source(s) of Hire: 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)
Indeed		Indeed.com		6	No
Company Website				14	No
Content Marketing Email Campaign				19	No
Radio On-Air Ads				1	No

5) **Job Title:** 9. WQHK Account Executive

Referral Source(s) of Hire: Email

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		6	No
Company Website				14	No
Content Marketing Email Campaign				19	No
Radio On-Air Ads				1	No

6) **Total # of Interviewees Referred:** For the period from March 23, 2021 through March 22, 2022, this Employment Unit interviewed 139 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,

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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 15, 2021 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our General Sales Manager. Company literature, internship information and a list of job opportunities were distributed. Resumes were collected for the various openings that were available.

Ball State Spring Cardinal Job Fair – Wednesday February 16, 2022 – 11am to 3pm. Worthen Arena, Muncie IN. This event was attended by our Marketing Events Promotions Director. Company literature, internship information and a list of job opportunities were 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 away in 2018. To be eligible, the student must be a high school senior planning to attend a four-year college and majoring in either communications 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 2021, we were able to present a two-thousand dollar scholarship to a high school senior.