

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2018 to 3/22/2019.

1) Employment Unit: Pathfinder Communications and Jam Communications- Fort Wayne

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
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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>WBYR Account Manager</u>	<u>1-18</u>	<u>Indeed.com</u>
2. <u>WBYR Account Manager</u>	<u>1-18</u>	<u>LinkedIn</u>
3. <u>WQHK Morning Show Host</u>	<u>1</u>	<u>All Access</u>
4. <u>WQHK Morning Show Host</u>	<u>1</u>	<u>All Access</u>
5. <u>WBYR Account Manager</u>	<u>1-18</u>	<u>Walk In/Call In</u>
6. <u>WBYR Account Manager</u>	<u>1-18</u>	<u>Indeed.com</u>
7. <u>Receptionist</u>	<u>3-9, 12, 17</u>	<u>Indeed.com</u>
8. <u>WBYR Account Manager</u>	<u>1-18</u>	<u>Indeed.com</u>
9. <u>Marketing Events/Promotions Coordinator</u>	<u>1-10, 12-15, 17</u>	<u>Referral</u>

5) See Accompanying Table

Stations WKJG, WMEE, WOWO, WFWI, WQHK, WBYR are Equal Opportunity Employers.

Referral Sources of Interviewees

Did Recruitment
Source Request
Notification? (Yes
or No)

	Org	Address	City	St	Zip	Phone Number	email address	Did Recruitment Source Request Notification? (Yes or No)
1	All Access	www.allaccess.com						No
2	Ball State University	Lucina Hall 220	Muncie	IN	47306	765-285-1581		No
3	Ball State University-Dept. of Telecommunications	BC 210	Muncie	IN	47306	765-285-1480	welovetcom@bsu.edu	No
4	Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661		No
5	fortwaynehelpwanted.com	www.fortwaynehelpwanted.com						No
6	Goshen College	AD 14 in Admin Bldg., 1700 Main St	Goshen	IN	46526	574-535-7547	careerservices@goshen.edu	No
7	Handshake	handshake.com						No
8	INDEED.COM	www.indeed.com						No
9	Indiana Broadcasters Association	3003 E. 98th St. Suite 161	Indianapolis	IN	46280	317-573-0119	iba@indianabroadcasters.org	No
10	LinkedIn	www.linkedin.com						No
11	Internal Posting							
12	Referrals/Business Associates							No
13	Walk-in/Call-ins							
14	Job Fairs (BSU / PFW / MU / IN Tech / Uindy / Virtual JobFair / Fed Med)							No
15	Email Campaigns							
16	Federated Media Websites/Facebook/Twitter							
17	Radio-On Air Recruitment/Federated Media Stations							
18	Resume on file							

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Only those sources listed in the charts below produced interviewees.

5) Job Title: 1. WBYS Account Manager Referral Source(s) of Hiree: Indeed.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		7	No
LinkedIn		LinkedIn.com		2	No
Virtual Career Fair/Talent Search		www.careerco.com		2	No
Virtual Fair / Big 10		www.careerco.com		14	No
IPFW/PFW Job Fair	Ashley Calderon	2101 Coliseum Blvd. E, Ft. Wayne IN 46805	(260) 481-6595	1	No
Company Job Fair @ Sport ONE Fieldhouse	Krystal Sullivan-Doyle	3946 Ice Wayne, Fort Wayne IN 46808	(260) 447-5511	1	No
Company Websites				1	No
Radio Ad				4	No
Referral				1	No
Opt In #1 & #2 (Recruiting Ad sent to WBYS Listener Database)				2	No
Walk-In/Call-In				1	No

5) Job Title: 2. WBYS 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)
Indeed.com		Indeed.com		7	No
LinkedIn		LinkedIn.com		3	No
Virtual Career Fair/Talent Search		www.careerco.com		1	No
Virtual Fair / Big 10		www.careerco.com		14	No
IPFW/PFW Job Fair	Ashley Calderon	2101 Coliseum Blvd. E, Ft. Wayne IN 46805	(260) 481-6595	1	No
Company Job Fair @ Sport ONE Fieldhouse	Krystal Sullivan-Doyle	3946 Ice Wayne, Fort Wayne IN 46808	(260) 447-5511	1	No
Company Websites				1	No
Radio Ad				4	No
Referral				1	No
Opt In #1 & #2 (Recruiting Ad sent to WBYS Listener Database)				2	No
Walk-In/Call-In				2	No

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5) Job Title: 3. WQHK Morning Show Host Referral Source(s) of Hire: All Access

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		allaccess.com		16	No
Typical resources were not used for recruitment because a blind ad was placed in All Access through our consultant due to changes being made to radio station personnel which needed to remain undisclosed at the time.					

5) Job Title: 4. WQHK Morning Show Host Referral Source(s) of Hire: All Access

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		allaccess.com		16	No
Typical resources were not used for recruitment because a blind ad was placed in All Access through our consultant due to changes being made to radio station personnel which needed to remain undisclosed at the time.					

5) Job Title: 5. WBYR Account Manager Referral Source(s) of Hire: Walk-In/Call-In

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		9	No
LinkedIn		LinkedIn.com		12	No
IPFW/PFW Job Fair	Ashley Calderon	2101 Coliseum Blvd. E, Ft. Wayne IN 46805	(260) 481-6595	3	No
Company Job Fair @ Sport ONE Fieldhouse	Krystal Sullivan-Doyle	3946 Ice Wayne, Fort Wayne IN 46808	(260) 447-5511	1	No
Company Websites				4	No
Radio Ad				1	No
WBYR Facebook Page				11	No
Internal Posting				3	No
Opt In #1 & #2 (Recruiting Ad sent to WBYR Listener Database)				1	No
Walk-In/Call-In				3	No

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5) Job Title: 6. WBYR Account Manager Referral Source(s) of Hire: Indeed.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		15	No
LinkedIn		LinkedIn.com		5	No
IPFW/PFW Job Fair	Ashley Calderon	2101 Coliseum Blvd. E, Ft. Wayne IN 46805	(260) 481-6595	3	No
WBYR Facebook Page				4	No
Internal Posting				3	No
Walk-In/Call-In				2	No

5) Job Title: 7. Receptionist Referral Source(s) of Hire: Indeed.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		6	No
fortwaynehelpwanted.com		fortwaynehelpwanted.com		1	No
Internal Posting				1	No

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5) Job Title: 8. WBYS Account Manager Referral Source(s) of Hire: Indeed.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		9	No
LinkedIn		LinkedIn.com		12	No
Virtual Career Fair/Talent Search		www.careerco.com		1	No
Virtual Fair / Big 10		www.careerco.com		14	No
IPFW/PFW Job Fair	Ashley Calderon	2101 Coliseum Blvd. E, Ft. Wayne IN 46805	(260) 481-6595	3	No
Ball State Cardinal Job Fair	Marisha Harlan	2000 W. University Ave., Muncie IN 47306	(765) 285-2436	1	No
Company Job Fair @ Sport ONE Fieldhouse	Krystal Sullivan-Doyle	3946 Ice Wayne, Fort Wayne IN 46808	(260) 447-5511	1	No
Company Websites				4	No
Radio Ad				1	No
WBYS Facebook Page				11	No
Internal Posting				3	No
Opt In #1 & #2 (Recruiting Ad sent to stations Listener Database)				1	No

5) Job Title: 9. Marketing Events/Promotions Coordinator Referral Source(s) of Hire: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
fortwaynehelpwanted.com		fortwaynehelpwanted.com		1	No
Referral				2	No
Internal Posting				4	No

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6) Total # of Interviewees Referred: For the period from 3/23/2018 to 3/22/2019, this Employment Unit interviewed 196 interviewees for full-time job vacancies.

NOTE:

The same Account Manager interviewee may be reflected on several Account Manager openings in the Accompanying Table. We do continuous recruitment for the account manager 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. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(a) Initiative: Job Fairs

State of Indiana Virtual Internship & Co-op Career Fair - Tuesday, March 27, 2018 - 10 am to 4 pm
www.careerco.com. This event was monitored by our Sales Resource Coordinator. Candidates from a variety of universities submitted resumes and were able to ask questions via a chat room. Our company profile was created on the website portal for all students who were interested in Federated Media Broadcasting. This generated 15 resumes: 14 for an Internship and 1 for Account Manager.

Big Ten Internship & Marketing Virtual Career Fair Spring 2018 - Wednesday, April 11, 2018 - 9 am to 2 pm - www.careerco.com. This event was monitored by our Sales Resource Coordinator. Candidates from Big Ten universities submitted resumes and were able to ask questions via a chat room. Our company profile was created on the website portal for all students who were interested in Federated Media Broadcasting. This generated 45 resumes: 9 for an Internship and 36 for Account Manager.

University of Indianapolis Spring Communications Career Fair -Thursday, April 19, 2018 - 12 pm to 2 pm -Ulndy Professional Edge Center- The event was attended by our Sales Resource Coordinator and Promotions Director. Company literature, internship information and a list of job opportunities was distributed. Fourteen resumes were collected: 5 for Account Manager, 4 for Internship, 1 for Remote Tech or Board Operator, 3 for Engineering, and 1 for Graphic Designer.

North Manchester University Fall Career Fair - Tuesday, September 18, 2018 - 2 pm to 4 pm - Jo Young Switzer Center. The event was attended by our Sales Resource Coordinator and Promotions Director. Company literature, internship information and a list of job opportunities was distributed. Twelve resumes were collected: 7 for Account Manager, 4 for Internship, 1 for Remote Tech or Board Operator.

Ball State University - Fall Cardinal Job Fair - Wednesday, September 19, 2018 - 11 am to 3 pm - Worthen Arena. This event was attended by our Sales Resource Coordinator and Promotions Director. Company literature, internship information and a list of job opportunities was distributed. Twenty-five resumes were collected: 15 for Account Manager and 10 for Internship.

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Purdue Fort Wayne - Mastadon Job and Internship Fair - Thursday, September 20, 2018 - 12 pm to 3 pm - Gates Fieldhouse. This event was attended by our Sales Resource Coordinator and Promotions Director. Company literature, internship information and a list of job opportunities was distributed. Fifteen resumes were collected: 11 for Account Manager and 4 for Internship.

University of Toledo College of Business & Innovation Job Fair - Thursday, September 27, 2018 - 1 pm to 4 pm - Savage & Associate Business Complex Suite. The event was attended by our Sales Resource Coordinator and Promotions Director. Company literature, internship information and a list of job opportunities was distributed. Eight resumes were collected: 5 for Account Manager and 3 for Internship.

Indiana Tech Business Career Fair - Wednesday, February 13, 2019 - 1 pm to 3 pm - Cunningham Business Center. This event was attended by our Sales Resource Coordinator. Company literature, internship information and a list of current job opportunities was distributed. Seven resumes were collected: 1 for Human Resources, 1 for Engineering, and 5 for Internship.

Ball State University - Spring Cardinal Job Fair - Wednesday, February 20, 2019 - 11 am to 3 pm - Worthen Arena. This event was attended by our Sales Resource Coordinator and Marketing Event/Promotions Coordinator. Company literature, internship information and a list of current job opportunities was distributed. Thirty resumes were collected: 1 for Account Manager, 18 for Internship, and 3 for Remote Tech or On-air Announcer.

Northeast Indiana Human Resource Association Internship and Career Fair - Wednesday, February 27, 2019 - 3 pm to 7 pm - University of St. Francis Performing Arts Center. This was attended by our Sales Resource Coordinator and Marketing Events/Promotions Coordinator. Company literature, internship information, and a list of job opportunities was distributed. Two resumes were collected: 1 for Account Manager and 1 for Internship.

North Manchester University Spring Career Fair - Wednesday, March 6, 2019 - 11:30 am to 3:30 pm - Jo Young Switzer Center. This was attended by our Sales Resource Coordinator and Marketing Events Promotions Coordinator. Company literature, internship information and a list of current job opportunities was distributed. Thirteen resumes were collected: 6 for Account Manager and 7 for Internship.

Purdue Fort Wayne - Spring Mastodon Job & Internship Fair - Thursday, March 14, 2019 - 12 pm to 3 pm - Athletic Field House. This was attended by our Sales Resource Coordinator and Marketing Events/Promotions Coordinator. Company literature, internship information and a list of job opportunities was distributed. Fourteen resumes were collected: 7 for Account Manager, 5 for Internship, 1 for Accounting or IT Internship and 1 for Remote Tech.

(b) Initiative: Job Fair Hosting

Pathfinder Communications, Inc. and Jam Communications, Inc. hosted a Fall Job Fair - Tuesday, October 2, 2018 - 2 pm to 6 pm - ONE Fieldhouse, Fort Wayne Indiana. Forty-five companies participated. This was attended by our Sales Resource Coordinator and Promotions Director. Twenty-three resumes were collected: 15 for Account Manager, 3 for Board Operator, 2 for Engineering, and 3 for Receptionist.

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(c) 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 Promotions 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 internships, and are required to work at the station a minimum number of hours. The Promotion Director organizes the student's schedules. The students will spend time in promotions, programming, sales, and administration. The schedule includes: Promotions, with experience in proposals, remotes, events, calendars and prizes; Programming, with experience in observing the studio during a live show and assisting with show preparations; News Dept, with experience in monitoring news websites, reading script, and writing their own stories from press releases; Sales, with experience in client visits and brain storming meetings; Administration, with experience in answering phones, greeting guests, and handing out prizes. Most area college internship programs include a mid-semester and end-of-semester evaluation. The Employment Unit had 10 interns within this period, totaling 1,481 hours of training. These students were from the following institutions: 3 from Huntington University, 3 from Purdue Fort Wayne, 2 from Ball State University, 1 from Ivy Tech and 1 from the University of Michigan. Four were hired as part time Remote Technicians and one was hired as a part time Account Manager which will become full time upon graduation.

(d) 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 Career Test to help determine careers that best suit them. Job seekers may also search the site for job opportunities posted by area businesses. This program was started in May 2003 and is still active.

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