

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: [March 23, 2022 – March 22, 2023](#).

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:  <a href="#">2915 Maples Road Fort Wayne, Indiana 46816</a>	Telephone Number:  <a href="#">260-447-5511</a>
	Contact Person/Title:  <a href="#">Sharon Ummel, Business Manager</a>
	E-mail Address:  <a href="mailto:summel@federatedmedia.com">summel@federatedmedia.com</a>

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	1-12	Business/Employee Referral
2.	WOWO Account Executive	1-12	Radio On-Air Ad
3.	WBYR On Air Personality	1, 3, 5, 7, 9, 13	All Access
4.	Marketing, Events & Promotions Director	1-12	Business/Employee Referral
5.	FW Sales Assistant	2-4, 6-9, 12	Indeed.com
6.	Director of First Impressions	2-4, 7-9	Indeed.com
7.	Market Chief Engineer	1-10	Radio On-Air Ad

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	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	Indeed.com		<a href="http://www.indeed.com">www.indeed.com</a>		No
5	Indiana Broadcasters Association	Sam Klement	3003 E 98 <sup>th</sup> St, Indianapolis, IN 46280	317-573-0119	No
6	LinkedIn.com		LinkedIn.com		No
7	Referrals (Business Assoc./Employee)				No
8	BSU Job Fair				No
9	Internal Posting				No
10	Radio On-Air Recruitment Ads				No
11	Radio-online.com		Radio-online.com		No
12	Content Marketing/Facebook		Company Facebook pages		No
13	Ramp247.com		Ramp247.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:** 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)
Business/Employee Referral				5	No
Indeed.com		Indeed.com		8	No
Radio On-Air Ad				4	No

**Job Title:** 2. WOWO Account Executive

**Referral Source(s) of Hiree:** Radio On-Air 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	Edison Road, Mishawaka, IN 46545	888-333-6133	1	No
Indeed.com		Indeed.com		5	No
Radio On-Air Ad				4	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)
Content Marketing Email Campaign		Company Facebook pages		3	No

**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		5	No
Business/Employee Referral				1	No
Ramp247.com		Ramp247.com		1	No

**Job Title:** 4. Marketing Events & Promotions Director

**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)
Business/Employee Referral				2	No
Radio On-Air Ad				1	No

**Job Title:** 5. Fort Wayne Sales Assistant

**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)
Indeed				6	No

**Job Title:** 6. Director of First Impressions

**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)
Indeed		Indeed.com		6	No

**Job Title:** 7. Market Chief Engineer

**Referral Source(s) of Hire:** Radio On-Air Ad

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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)
Radio On-Air Ad				8	No
LinkedIn		LinkedIn.com		2	No
Business/Employee Referral				2	No
Internal Posting				1	No

**6) Total # of Interviewees Referred:** For the period from March 23, 2022, through March 22, 2023, this Employment Unit interviewed 54 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**

**Ball State Fall Cardinal Job Fair** – Wednesday September 21, 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 was distributed. Resumes were collected for the various openings that were available.

**Bellmont High School Career Fair** – Friday November 4, 2022 - 8am-12:45pm. Belmont High School, Decatur IN. This event was attended by our Senior Account Manager. They spoke to 50 seniors from Belmont HS, Adams Central HS and South Adams HS. This is an annual event for the High School to help connect students with possible job opportunities. Company literature, internship information and a list of job opportunities was distributed.

**Ball State Spring Cardinal Job Fair** – Wednesday February 15, 2023 – 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 was 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 in 2018. To be eligible, the student must be a high school senior planning to attend a four-year college and majoring in either communication 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 2022, we were able to present a two-thousand dollar scholarship to a high school senior.

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