

WBTU-FM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WWFW-FM, WXKE-FM

ANNUAL EEO PUBLIC FILE REPORT

April 1, 2021 - March 30, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used for Vacancy	Number of Interviewee’s	RS Referring Hiree
On-Air Morning Show Host	2, 4, 7, 23, 25	3	7
Total Interview’s		3	

*Exigent Circumstance

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Advancement within	N	0
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616 www.allaccess.com	N	0
3	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 765-285-1522	N	0
4	Bowling Green State University Bowling Green, OH 43403 419-372-2531 www.bgsu.edu	N	
5	Client Referrals	N	0
6	Country Aircheck 914 18 th Ave. S. Second Floor Nashville, TN 37212 615-320-1450 news@countryaircheck.com www.countryaircheck.com	N	0
7	Employee Referral	N	0
8	Huntington University Attn: Amber Rensberger arensberger@huntington.edu Huntington Union Building – Upper Level 260-359-4040	N	0
9	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 www.indeed.com	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Indiana Broadcasters Association Attn: Gwen Piening gwen@indianabroadcasters.org 14074 Trade Center Dr. Ste. 141 Fishers, IN 46038 317-770-0970	N	0
11	Indiana State University 200 N. 7th Street Terre Haute, IN 47809 812-237-3773	N	0
12	Indiana Tech Career Center 1600 E. Washington Blvd. Fort Wayne, IN 46803 260-422-5561 Ext: 2217 careercenter@indianatech.edu	N	0
13	Inside Radio.com PO Box 567925 Atlanta, GA 31156 800-248-4242 contact@insideradio.com	N	0
14	ITT Technical Institute 2810 DuPont Commerce Ct. Fort Wayne, IN 46825 260-497-6200	N	0
15	Ivy Tech 3800 N Anthony Blvd. Fort Wayne, IN 46805 260-482-9171	N	0
16	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 www.linkedin.com	N	0
17	Manchester College 604 E. College Ave. N. Manchester, IN 46962 260-982-5242 mcdcareers@manchester.edu	N	0
18	Non-Employee Referral/Industry Peer	N	0

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
19	On-Air Announcements WBTU-FM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WWFW-FM, WXKE-FM	N	0
20	PFW 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 260-481-4739 www.pfw.edu	N	0
21	Ramp 247.com 24307 Magic Mountain Pkwy #65 Valencia, CA 91355 661-294-9408 kevin@ramp247.com	N	0
22	Station Website Posting WBTU-FM, WJFX-FM, WJFX HD2-FM, WJFX HD3-FM, WWFW-FM, WXKE-FM	N	0
23	Trine University One University Ave. Angola, IN 46703 260-665-4100 www.Trinecareers.com	N	0
24	University of Saint Francis 2701 Spring St. Fort Wayne, IN 46808 260-399-7999	N	0
25	Wabash College 301 W Wabash Ave Crawfordsville, IN 47933 795.361-6100 www.wabash.edu	N	0
26	SEU Open House Career Fair 2000 Lower Hunting Road Fort Wayne, IN 46819 260-747-1511	N	0
27	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Training Programs	<p>Throughout the period the SEU has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions,</p> <ul style="list-style-type: none"> • Sales Training – New Marketing Consultants, RAB Training, was done through a Webinar. This was to aid them with selling tools, to better learn our audience, and the needs of their clients • Sales Training – Required for all Sales Personnel: Stonick Recruitment Sales Program, Brandsformation and RAB Webinars. Ongoing training to aid sales staff, with new tools to be better prepared to aid their clients. • Traffic Training – Sales Asst & Marketing Consultants working with Traffic Manager and Business Manager, to continue learning Marketron 360 Traffic system updates to assist sales personnel with their orders.
2.	Diversity Training / Sexual Harassment / Ethics Training	<p>During the reporting period the entire staff took 2 mandatory Diversity & Sexual Harassment training programs.</p> <p>One program was on Sexual Harassment the second program was on Diversity in the workplace. Each employee had to follow the webinars and complete the online testing with a passing level for a certificate of completion.</p> <p>All Supervisors and Managers were required to take a third training course, Ethics in Action. Each had to complete the online testing with a passing level and certificate of completion.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3.	Internship Program/Combined Promotions/Programming	<p>Throughout the reporting period, our SEU was to host one Promotions/Programming Internship Program exposing local students, recent high school and college students to the different facets of promotions and programming of the stations. Our intern would have learned social media for our brands and was give the opportunity to create for it. Our intern would have learned the basics of the on-air studio and phone call editing. Further, our intern would have learned how to voice on air breaks, observed how to run the board during an on-air shift, edit content and audio.</p> <p>We were scheduled to hosted one combined Promotions/Programming intern during the reporting period, as follows:</p> <ul style="list-style-type: none"> Cancelled due to Covid-19 as our County positivity test rates were in the 20%-46% range.
4.	Internship Program - Production	<p>Throughout the reporting period, our SEU was to host one Production Internship Program exposing local students, recent high school and college students to the different facets of our production department. Our intern would have learned how to digitally convert pre-produced spots and PSA's so they would air properly, lable them and save to on-air computers. Our intern also would have learned and produced on-air liners and commercials that aired over the SEU stations.</p> <p>We were scheduled to hosted one Production intern during the reporting period, as follows:</p> <ul style="list-style-type: none"> Cancelled due to Covid-19 as our County positivity test rates were in the 20%-46% range.
5.	Host program/event sponsored by or on behalf of an educational institution relating to careers in broadcasting.	<p>Throughout the reporting period the SEU was to host one student from a local high school in the area to job shadow for class credit. The student would have spent a day with two of our on-air talent and learned how programming produces sweepers and promos for syndicated shows and contest. The student would then have shown how the night show host preps for his on-air show, the sites he uses for material, how the board works, how to execute on air and promo sheets. The student also would have been shown how they voice track and schedule music and review daily logs.</p> <p>We were scheduled to host one Educational Institution intern during the reporting period, as follows:</p> <ul style="list-style-type: none"> Cancelled due to Covid-19 as our County positivity test rates were in the 20%-46% range.