

EEO PUBLIC FILE REPORT

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

1) Employment Unit: Fort Wayne, Indiana

- 2) Unit Members (Stations and Communities of License):** WAJI (FM), Fort Wayne, IN
WAJI-HD3 (FM), Fort Wayne, IN
WLDE (FM), Fort Wayne, IN
WGBJ (FM), Auburn, IN

3) EEO Contact Information for Employment Unit:

| | |
|--|---|
| Mailing Address: Stations WAJI, WAJI-HD3, WLDE and WGBJ 347 W. Berry Street, Suite 600 Fort Wayne, IN 46802 | Telephone Number: 260-423-3676 |
| | Contact Person/Title: Lee Tobin |
| | E-mail Address: ltobin@stfortwayne.com |

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| Job Title | Recruitment Source Referring Hiree |
|------------------------------|---|
| (a) <u>Business Manager</u> | <u>Heard Ad on Radio</u> |
| (b) <u>Business Manager</u> | <u>Heard Ad on Radio</u> |
| (c) <u>Account Executive</u> | <u>Employee Referral</u> |
| (d) <u>Account Executive</u> | <u>Previous Employee</u> |

[Prepare one (1) chart for every full-time job vacancy filled during the reporting period.]

Stations WAJI, WAJI-HD3, WLDE and WGBJ are Equal Opportunity Employers.

5)a Job Title: Business Manager

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) |
|--|------------------------------|---|------------------|----------------------------|--|
| Alliance for Women in Media | | 2365 Harrodsburg Road, A325 Lexington, KY 40504 | 703-506-3290 | | No |
| Anderson University | Jo DuMontelle | 1100 E. 5 th Street Anderson, IN 46012 | 765-641-4196 | | No |
| Ball State University | Cindy Hersman | Lucina Hall Career Center Room 351 Muncie, IN 47306 | 765-285-2436 | | No |
| Central State University | Lesa DeVond | 840 Germantown Street Dayton, OH 45402 | 937-376+6383 | | No |
| Employment Weekly | Shaquana Hamilton | 600 W. Main Street Fort Wayne, IN 46802 | 260-461-8444 | | No |
| Fort Wayne Urban League | Rufus Hamilton | 2135 S. Hanna Street Fort Wayne, IN 46803 | 260-424-6326 | | No |
| Fort Wayne Women's Bureau | | 2417 Fairfield Avenue Fort Wayne, IN 46835 | 260-424-7977 | | No |
| Hampton Institute Career Counseling & Planning | Kelly Wilken/Jason Robertson | 114 Wigwam Building HU Hampton, VA 23668 | 757-531-5831 | | No |
| Howard University--Career Services | Placement Director | 528 Bryant N.W. Washington, DC 20059 | 202-806-7513 | | No |
| Illinois Center for Broadcasting | Mike Kendall | 455 Eisenhower Lane, Suite 200 Lombard, IL 60148 | 312-884-8000 | | No |
| IN Dept. of Workforce Development | Frankie/Andrea | 201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806 | 260-745-3555 | | No |
| Indiana University | Student Employment Office | 625 North Jordan Avenue Bloomington, IN 47405 | 812-855-1556 | | No |
| Indiana Wesleyan University | Janet Clawson | 8211 W. Jefferson Boulevard Fort Wayne, IN 46804 | 260-436-7874 | | No |
| International Business Collage | Melissa Schwartz | 5699 Coventry Lane Fort Wayne, IN 46804 | 260-459+4590 | | No |
| PFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| Ivy Tech State College | Jim Aschliman | 3800 North Anthony Boulevard Fort Wayne, IN 46805 | 260-480-4223 | | No |
| Job Works | Rita Bennett | 7832 Bluffton Road Fort Wayne, IN 46806 | 260-458-7136 | | No |
| Manchester College WBKE | Dan Kimbrough | 604 E. College Ave., MC Box 19 N. Manchester, IN 46962 | 219-982-5424 | | No |
| McVay Media | Mike McVay | 377 B Lear Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | No |
| Specs Howard School of Broadcast Arts | Dick Kermen/Kevin | 19900 West Nine Mile Road Southfield, MI 48075 | | | 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) |
|--|-----------------|--|------------------|----------------------------|--|
| Taylor University | Dusty DiSanto | 236 West Reade Avenue Upland, IN 46989 | | | No |
| Tri-State University | Nita Kissick | 9910 Dupont Circle Drive East Fort Wayne, IN 46825 | | | No |
| University of St. Francis | William Brune | 2701 Spring Street Fort Wayne, IN 46808 | | | No |
| Vincennes University | Stephen Simonds | 1002 N. First Street Vincennes, IN 47951 | | | No |
| El Mexicano Newspaper | Fernando | 2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807 | | | No |
| Illinois Media School | Carl Jackson | 455 Eisenhower Lane S., #200 Lombard, IL 60148 | | | No |
| Ohio Media School | Alvis Moore | 530 E. Main Street Whitehall, OH 43213 | | | No |
| Fort Wayne Ink Spot | Adrian Williams | 2513 South Calhoun Street Fort Wayne, IN 46807 | | | No |
| Previous Employee | | | | | No |
| CF Staffing | | | | | No |
| IBA Classifieds | | | | | No |
| Station Ad/Website | | | | 1 | No |
| Indeed | | | | 1 | No |
| Robert Half | | | | 1 | No |

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5)b Job Title: Business Manager

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) |
|--|------------------------------|---|------------------|----------------------------|--|
| Alliance for Women in Media | | 2365 Harrodsburg Road, A325 Lexington, KY 40504 | 703-506-3290 | | No |
| Anderson University | Jo DuMontelle | 1100 E. 5 th Street Anderson, IN 46012 | 765-641-4196 | | No |
| Ball State University | Cindy Hersman | Lucina Hall Career Center Room 351 Muncie, IN 47306 | 765-285-2436 | | No |
| Central State University | Lesa DeVond | 840 Germantown Street Dayton, OH 45402 | 937-376+6383 | | No |
| Employment Weekly | Shaquana Hamilton | 600 W. Main Street Fort Wayne, IN 46802 | 260-461-8444 | | No |
| Fort Wayne Urban League | Rufus Hamilton | 2135 S. Hanna Street Fort Wayne, IN 46803 | 260-424-6326 | | No |
| Fort Wayne Women's Bureau | | 2417 Fairfield Avenue Fort Wayne, IN 46835 | 260-424-7977 | | No |
| Hampton Institute Career Counseling & Planning | Kelly Wilken/Jason Robertson | 114 Wigwam Building HU Hampton, VA 23668 | 757-531-5831 | | No |
| Howard University--Career Services | Placement Director | 528 Bryant N.W. Washington, DC 20059 | 202-806-7513 | | No |
| Illinois Center for Broadcasting | Mike Kendall | 455 Eisenhower Lane, Suite 200 Lombard, IL 60148 | 312-884-8000 | | No |
| IN Dept. of Workforce Development | Frankie/Andrea | 201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806 | 260-745-3555 | | No |
| Indiana University | Student Employment Office | 625 North Jordan Avenue Bloomington, IN 47405 | 812-855-1556 | | No |
| Indiana Wesleyan University | Janet Clawson | 8211 W. Jefferson Boulevard Fort Wayne, IN 46804 | 260-436-7874 | | No |
| International Business Collage | Melissa Schwartz | 5699 Coventry Lane Fort Wayne, IN 46804 | 260-459+4590 | | No |
| PFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| Ivy Tech State College | Jim Aschliman | 3800 North Anthony Boulevard Fort Wayne, IN 46805 | 260-480-4223 | | No |
| Job Works | Rita Bennett | 7832 Bluffton Road Fort Wayne, IN 46806 | 260-458-7136 | | No |
| Manchester College WBKE | Dan Kimbrough | 604 E. College Ave., MC Box 19 N. Manchester, IN 46962 | 219-982-5424 | | No |
| McVay Media | Mike McVay | 377 B Lear Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | No |
| Specs Howard School of Broadcast Arts | Dick Kermen/Kevin | 19900 West Nine Mile Road Southfield, MI 48075 | | | No |

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| | | | | | |
|---------------------------|-----------------|--|--|---|----|
| Taylor University | Dusty DiSanto | 236 West Reade Avenue Upland, IN 46989 | | | No |
| Tri-State University | Nita Kissick | 9910 Dupont Circle Drive East Fort Wayne, IN 46825 | | | No |
| University of St. Francis | William Brune | 2701 Spring Street Fort Wayne, IN 46808 | | | No |
| Vincennes University | Stephen Simonds | 1002 N. First Street Vincennes, IN 47951 | | | No |
| El Mexicano Newspaper | Fernando | 2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807 | | | No |
| Illinois Media School | Carl Jackson | 455 Eisenhower Lane S., #200 Lombard, IL 60148 | | | No |
| Ohio Media School | Alvis Moore | 5330 E. Main Street Whitehall, OH 43213 | | | No |
| Fort Wayne Ink Spot | Adrian Williams | 2513 S Calhoun Street Fort Wayne, IN 46807 | | | No |
| Studio Think Tank | | | | | No |
| IBA Classifieds | | | | | No |
| Station Ad/Website | | | | 1 | No |
| Referral | | | | | No |
| Indeed | | | | 2 | No |
| CF Staffing | | | | | No |
| Robert Half | | | | | |

5)c Job Title: Account Executive

Referral Source(s) of Hire: 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) |
|--|-------------------|---|------------------|----------------------------|--|
| Alliance for Women in Media | | 2365 Harrodsburg Road, A325 Lexington, KY 40504 | 703-506-3290 | | No |
| Anderson University | Jo DuMontelle | 1100 E. 5 th Street Anderson, IN 46012 | 765-641-4196 | | No |
| Ball State University | Cindy Hersman | Lucina Hall Career Center Room 351 Muncie, IN 47306 | 765-285-2436 | | No |
| Central State University | Lesia DeVond | 840 Germantown Street Dayton, OH 45402 | 937-376+6383 | | No |
| Employment Weekly | Shaquana Hamilton | 600 W. Main Street Fort Wayne, IN 46802 | 260-461-8444 | | No |
| Fort Wayne Urban League | Rufus Hamilton | 2135 S. Hanna Street Fort Wayne, IN 46803 | 260-424-6326 | | No |

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|--|------------------------------|---|------------------|----------------------------|--|
| Fort Wayne Women's Bureau | | 2417 Fairfield Avenue Fort Wayne, IN 46835 | 260-424-7977 | | No |
| Hampton Institute Career Counseling & Planning | Kelly Wilken/Jason Robertson | 114 Wigwam Building HU Hampton, VA 23668 | 757-531-5831 | | No |
| Howard University--Career Services | Placement Director | 528 Bryant N.W. Washington, DC 20059 | 202-806-7513 | | No |
| Illinois Center for Broadcasting | Mike Kendall | 455 Eisenhower Lane, Suite 200 Lombard, IL 60148 | 312-884-8000 | | No |
| IN Dept. of Workforce Development | Frankie/Andrea | 201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806 | 260-745-3555 | | No |
| Indiana University | Student Employment Office | 625 North Jordan Avenue Bloomington, IN 47405 | 812-855-1556 | | No |
| Indiana Wesleyan University | Janet Clawson | 8211 W. Jefferson Boulevard Fort Wayne, IN 46804 | 260-436-7874 | | No |
| International Business Collage | Melissa Schwartz | 5699 Coventry Lane Fort Wayne, IN 46804 | 260-459-4590 | | No |
| PFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| Ivy Tech State College | Jim Aschliman | 3800 North Anthony Boulevard Fort Wayne, IN 46805 | 260-480-4223 | | No |
| Job Works | Rita Bennett | 7832 Bluffton Road Fort Wayne, IN 46806 | 260-458-7136 | | No |
| Manchester College WBKE | Dan Kimbrough | 604 E. College Ave., MC Box 19 N. Manchester, IN 46962 | 219-982-5424 | | No |
| McVay Media | Mike McVay | 377 B Lear Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | No |
| Specs Howard School of Broadcast Arts | Dick Kermen/Kevin | 19900 West Nine Mile Road Southfield, MI 48075 | | | No |
| Taylor University | Dusty DiSanto | 236 West Reade Avenue Upland, IN 46989 | | | No |
| Tri-State University | Nita Kissick | 9910 Dupont Circle Drive East Fort Wayne, IN 46825 | | | No |
| University of St. Francis | William Brune | 2701 Spring Street Fort Wayne, IN 46808 | | | No |
| Vincennes University | Stephen Simonds | 1002 N. First Street Vincennes, IN 47951 | | | No |
| El Mexicano Newspaper | Fernando | 2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807 | | | No |
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| Ohio Media School | Alvis Moore | 530 E. Main Street Whitehall, OH 43213 | | | No |
| Fort Wayne Ink Spot | Adrian Williams | 2513 South Calhoun Street Fort Wayne, IN 46807 | | | No |
| LinkedIn | | | | | 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) |
|--|----------------|---------|------------------|----------------------------|--|
| Zip Recruiter | | | | | No |
| Previous Employee | | | | | No |
| Station Ad/Website | | | | | No |
| Indeed | | | | | No |
| Employee Referral | | | | 1 | No |

5)d Job Title: Account Executive

Referral Source(s) of Hire: Previous Employee

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
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|--|-------------------|---|------------------|----------------------------|--|
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| Job Works | Rita Bennett | 7832 Bluffton Road Fort Wayne, IN 46806 | 260-458-7136 | | No |
| Manchester College WBKE | Dan Kimbrough | 604 E. College Ave., MC Box 19 N. Manchester, IN 46962 | 219-982-5424 | | No |
| McVay Media | Mike McVay | 377 B Lear Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | No |
| Specs Howard School of Broadcast Arts | Dick Kermen/Kevin | 19900 West Nine Mile Road Southfield, MI 48075 | | | No |
| Taylor University | Dusty DiSanto | 236 West Reade Avenue Upland, IN 46989 | | | No |
| Tri-State University | Nita Kissick | 9910 Dupont Circle Drive East Fort Wayne, IN 46825 | | | No |
| University of St. Francis | William Brune | 2701 Spring Street Fort Wayne, IN 46808 | | | No |
| Vincennes University | Stephen Simonds | 1002 N. First Street Vincennes, IN 47951 | | | No |
| El Mexicano Newspaper | Fernando | 2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807 | | | No |
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| Ohio Media School | Alvis Moore | 530 E. Main Street Whitehall, OH 43213 | | | No |
| Fort Wayne Ink Spot | Adrian Williams | 2513 South Calhoun Street Fort Wayne, IN 46807 | | | No |
| LinkedIn | | | | | No |
| Zip Recruiter | | | | | No |
| Previous Employee | | | | 1 | No |
| Station Ad/Website | | | | | No |
| Indeed | | | | | No |
| Employee Referral | | | | | No |

Stations WAJI, WAJI-HD3, WLDE and WGBJ are Equal Opportunity Employers.

6) Total # of Interviewees Referred: For the period from March 23, 2022 through March 22, 2023 this Employment Unit interviewed 8 interviewees for full-time job vacancies.

7) Supplemental Recruiting Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this report.

Initiative: Indiana Broadcasters Association Career Fair, March 26, 2022, Carmel, IN.

The Chief Engineer for the Employment Unit, who has responsibility in hiring decisions, participated in the Indiana Broadcasters Association Career Fair on Saturday, March 26, 2022, in Carmel, IN. The Career Fair was done in-person, and the Chief Engineer met with attendees and students and discussed employment opportunities at the division stations as well as career opportunities in broadcasting.

WAJI, WAJI-HD-3, WLDE, and WGBJ aired a combined 120 on-air announcements in support of the event.

Initiative: University of Indianapolis Spring Communications Career Fair, April 13, 2022, Indianapolis, IN

The Director of Sales for the Employment Unit participated in the career fair on Wednesday, April 13, 2022 at the University of Indianapolis. The Director of Sales, who has substantial responsibility in hiring decisions, interviewed prospective candidates and students who attended the career fair in-person, handing out information regarding openings at the Employment Unit, and making applications available by hard copy and electronically.

Initiative: Congressman Jim Banks Job Fair, Purdue University, Fort Wayne, July 6, 2022.

The Employment Unit participated in the Congressman Jim Banks Job Fair at Purdue University Fort Wayne, on Wednesday, July 6, 2022. The Division Controller, who has substantial hiring responsibility, represented the Division at the Job Fair in-person, and discussed current openings with attendees.

Initiative: Indiana Broadcasters Association Career Fair, October 3, 2022, Carmel, IN.

The General Manager of the Employment Unit, who has substantial responsibility in hiring decisions, participated in the Career Fair on Monday, October 3, 2022, in Carmel, IN. The Career Fair was done in-person, and the General Manager met with students and attendees and discussed employment opportunities at the Division, as well as career opportunities in broadcasting. Resumes were also reviewed by the General manager while interviewing attendees about their aspirations.

WAJI, WAJI-HD-3, WLDE, and WGBJ aired a combined 157 on-air announcements in support of the event.

Initiative: Purdue University Fort Wayne Career Fair, March 1, 2023.

The Director of Sales for the Employment Unit represented the Division at the Career Fair, on Wednesday, March 1, on the Purdue University Fort Wayne campus. Participants met with the Director Sales to discuss job openings at the Employment Unit, as well as other opportunities in broadcasting.

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Initiative: Job Banks and Internet Programs

The Employment Unit posts all job openings that require external recruitment on the Job Opportunity/EEO sections of the respective station websites, www.majic951.com, www.classichits1017.com, www.altfortwayne.com and thetwentyfm.com. These sites also give interested community organizations the ability to notify us should they wish to receive notification of job openings when they occur. In addition, job openings are often posted on the following job banks/websites: IBA website, Indeed.com, ziprecruiter.com, Monster.com, LinkedIn.com, and the Specs Howard School of Broadcast Arts. The Fort Wayne Journal Gazette and News-Sentinel also include us, when appropriate, on their internet listings, as do many of the schools we notify.

Initiative: Indiana Broadcasters Association 2023 Scholarship Fund

WAJI FM, WAJI-HD3, WLDE FM and WGBJ-FM participated in the Indiana Broadcasters Association 2023 Scholarship Fund by donating \$900 cash to the initiative.

Initiative: Employee Training Programs

The Employment Unit provided on-the-job training from external sources for the following individuals in the indicated areas:

1. The General Manager, the Director of Sales, and all Account Executives were trained, at additional expense to the Division, on the topics of sales and marketing.
2. The Director of Sales, and all Account Executives were trained, at additional expense to the Division, on the topics of digital sales, analytics and marketing.
3. The General Manager was provided with sales and management training at additional expense to the Division.
4. The Operations Manager and On-Air Performers were provided with programming, promotions, and marketing training at additional cost to the Division.
5. Account Executives were provided with sales training through the Division.

Other Activities Designed to Disseminate Information about Employment Opportunities in Broadcasting

Sarkes Tarzian Fort Wayne aired Recruitment Announcements designed to help disseminate information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. The announcements are on-going, and 614 announcements aired during the entire reporting period, March 23, 2022 through March 22, 2023.

The following is the script used for all four stations: Sarkes Tarzian, an equal opportunity employer, is dedicated to providing broad outreach regarding qualified applicants to our stations. We seek the help of local organizations in referring qualified applicants to our stations. Organizations that wish to receive our vacancy information should contact Lee Tobin at Sarkes Tarzian by calling 260-423-3676 extension 9983 or email ltobin@stfortwayne.com.

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