

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2015 to March 22, 2016

1) **Employment Unit:** Elkhart, IN - Mishawaka, IN - Niles, MI

2) **Unit Members (Stations and Communities of License):** WTRC-AM - Elkhart  
WBYT - Mishawaka  
WTRC-FM - Niles, MI

3) **EEO Contact Information for Unit Members:**

Mailing Address:  245 Edison Rd., Suite 250 Mishawaka, IN 46545	Telephone Number: (888)333-6133
	Contact Person: Nancy Boehm
	E-mail Address: <a href="mailto:nboehm@federatedmedia.com">nboehm@federatedmedia.com</a>

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

<b>Job Title</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	1-28, 36	CareerBuilder.com
2. Account Executive	1-28, 32	Employee Referral
3. Account Executive	1-28, 36	LinkedIn

5) **See Accompanying Table**

**6) Total # of Interviewees Referred:** For the period from 3/23/2015 to 3/23/2016, this Employment Unit interviewed 14 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: JOB FAIR ATTENDANCE**

April 7, 2015, Indiana University South Bend hosted a Career and Internship Fair on their South Bend campus. General Sales Managers attended. Event hours were from 1PM through 4PM. During that time the GSM's spoke to 25 candidates regarding careers at Federated Media. 13 people left their resumes for further consideration. Applicants were interested in sales, programming and production.

**(b) Initiative: JOB FAIR ATTENDANCE**

September 25, 2015 Indiana University South Bend hosted a Career and Internship Fair on their South Bend campus. General Sales Managers attended. Event hours were from 10am through 3pm. During that time the GSM's spoke to 18 candidates regarding careers at Federated Media. 12 people left their resumes for further consideration. Applicants were interested in sales, programming and production.

**(c) Initiative: JOB FAIR ATTENDANCE**

March 8, 2016 Indiana University South Bend hosted a Career and Internship Fair on their South Bend campus. General Sales Managers attended. Event hours were from 10am through 3pm. During that time the GSM's spoke to 30 candidates regarding careers at Federated Media. 25 people left their resumes for further consideration. 6 will be given further interviews for sales positions. Applicants were interested in sales, programming and production.

**(d) Initiative: JOB FAIR ATTENDANCE**

October 28, 2015 Saint Mary's College hosted a Career Fair on their South Bend campus. Market Manager attended. Event hours were from 2pm through 6pm. During that time the GSM's spoke to 8 candidates regarding careers at Federated Media. 3 people left their resumes for further consideration. Applicants were interested in sales and internships.

**(e) Initiative: JOB FAIR ATTENDANCE**

January 25, 2016 Ball State University hosted a Sales Career Fair on their Muncie, IN campus. General Sales Managers attended. Event hours were from 4pm through 7pm. During that time the GSM's spoke to 30 candidates regarding careers at Federated Media. 20 people left their resumes for further consideration. Applicants were interested in sales.

**(f) Initiative: JOB FAIR ATTENDANCE**

September 16, 2015 Ball State University hosted a Career and Internship Fair on their Muncie, IN campus. General Sales Manager attended. Event hours were from 10am through 3pm. During that time the GSM spoke to 25 candidates regarding careers at Federated Media. 21 people left their resumes for further consideration. Applicants were interested in sales, programming and production.

**(g) Initiative: MOCK INTERVIEWS**

Tuesday, February 16, 2015, Production Director was invited by Goshen College Professor, Melissa Kinsey, to participate in "Super Tuesday" with 4 Goshen College students ranging from Juniors to Seniors who are getting ready to start interviewing for jobs post college. Of the four, two were Broadcasting Majors, one was a Graphic Design Major and the final one was an Art Major. The first 20 to 30 minutes was a formal interview in which Production Director role played as a potential hiring manager for their specific field of interest. With the help of Center for Sales Strategy, Production Director asked real questions that they could be confronted with in an actual interview. After the formal interview Production Director spent 10 to 15 minutes talking about what went right and wrong during the interview, discussing appearance, enthusiasm, credibility, answers given, resume, etc. Once done, Production Director spent 5 to 10 minutes "Grading" their interview through a questionnaire. The purpose of this training was to help soon-to-be graduates prepare for their life after college in the working world. Production Director also kept each student's resume.

**(f) Initiative: Job Fair Host**

May 2, 2015 Pathfinder Communications hosted a career fair held at the Concord Mall in Elkhart, IN. The hours were 10am to 3pm. There were 40 companies from the surrounding area available to meet with potential employees. Representatives from Concord Mall state there were 2,200 in attendance.

**(g) Initiative: Job Fair Host**

November 4, 2015 Pathfinder Communications hosted a career fair held at the Concord Mall in Elkhart, IN. The hours were 2pm to 7pm. There were 35 companies from the surrounding area available to meet with potential employees. Representatives from Concord Mall state there were 2,500 in attendance.

5) Job Title: Account Executive Referral Source(s) of Hiree: Careerbuilder.com

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (yes or no)
Careerbuilder.com		Careerbuilder.com		3	No
Employee Referral				1	No
Indiana Broadcasters association				1	No
Indeed.com		Indeed.com		2	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Employee Referral

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

5) Job Title: Account Executive 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)
Careerbuilder.com		Careerbuilder.com		1	1-28, 36
Newstalk 95.7 Website				1	No
Indeed.com		Indeed.com		2	No

Agency Name	Contact name	Address	City	State	Zip	Phone	# of Interviewees	Source Requested Notification
1 Ancilla College	Jim Cathon	P O Box 1	Donaldson	IN	46513	574-936-8898		NO
2 Andrews University	Carletta Witzel	NH204	Berrien Springs	MI	49104	269-471-3227		NO
3 Ball State	Nancy Carlson	200 University Ave	Muncie	IN	47306	765-285-2436		NO
4 Bethel College	Michelle Yager	1001 W. McKinley Ave	Mishawaka	IN	46545	574-257-2661		NO
5 Brown Mackie College		3454 Douglas Rd	South Bend	IN	46635	574-257-2661		NO
6 Elkhart Area Career Center	Warren Seegers	2424 California Road	Elkhart	IN	46514	574-262-5650		NO
7 Federated Media.com	Paul Altman	421 S Second	Elkhart	IN	46516	574-296-5982		NO
8 Harrison College	Sherri Renz	6413 North Clinton St.	Ft Wayne	IN	46825	260-471-7667		NO
9 Indiana Broadcasters	Gwen Piening	3003 E 98th St	Indianapolis	IN	46280	317-573-0119	1	NO
10 Indiana Business College	Jonathan Kratzer	6413 N Clinton St	Ft Wayne	IN	46825	260-471-7667		NO
11 IUSB	Jeff Jackson	P O Box 7111	South Bend	IN	46634	574-520-4425		NO
12 Indiana University	David Boeyink	625 N Jordan	Bloomington	IN	47405	812-855-5234		NO
13 Ivy Tech	Gale Vaughn	220 Dean Johnson Blvc	South Bend	IN	46601	574-289-7001		NO
14 Kalamazoo College	Lori Young	1200 Academy St	Kalamazoo	MI	49007	888-232-5966		NO
15 LaCasa of Goshen	Larry Gautsche	202 North Cottage	Goshen	IN	46526	574-533-4450		NO
16 Malcom X College	Zerrie Campbell	1900 W Van Buren	Chicago	IL	60612	312-850-7000		NO
17 Michigan Assoc of Broadcasters	Karole White	819 N Washington	Lansing	MI	48906	800-968-7622		NO
18 NAACP	Trina Robinson	914 Lincoln Way W	South Bend	IN	46616	574-289-2123		NO
19 Radio & Records	Melissa Garn	770 Broadway, 6th Floor	New York	NY	10003	800-562-2706		NO
20 SB Human Rights Comm	Lonnie Douglas	301 South St Louis Blvc	South Bend	IN	46617	574-235-9355		NO
21 So West Mich College	Amy Anderson	58900 Cherry Grove	Dowagiac	MI	49047	269-687-5644		NO
22 Spec's Howard School of Broadcasting		19900 W 9 Mile Road	Southfield	MI	48075	248-358-9000		NO
23 St Mary's College	Michael Sanders	162 Lemans Hall	Notre Dame	IN	46556	574-284-4775		NO
24 Univ of Notre Dame	Kathy Beaton	248 Flanner Hall	Notre Dame	IN	46556	574-631-5200		NO
25 Work One Elkhart	Business Svc Rep	430 Waterfall Drive	Elkhart	IN	46516	574-295-0105		NO
26 Work One St Joseph Co	Business Svc Rep	851 So Marietta St	South Bend	IN	46618	574-237-9675	1-28, 36	NO
27 Radio Website/station on air commercial							1	NO
28 Careerbuilder	N/A	200 N LaSalle	Chicago	IL	60601	866-438-1485	6	NO
29 Monster.com	Chris Hannon	1964 Westwood Blvd 31	Los Angeles	CA	90025	317-615-5413		NO
30 So Bend Tribune	Marilyn Pozgay	225 W. Colfax Ave	South Bend	IN	46626	574-235-6544		NO
31 The Truth	Mark Wolf	421 S Second St	Elkhart	IN	46516	574-296-5982		NO
32 Employee Referral							2	NO
33 Internal Candidate								NO
34 Walk-In								NO
35 ND Career Fair	Kathy Beaton	248 Flanner Hall	Notre Dame	IN	46556	574-631-5200		NO
36 Linked In		<a href="http://www.linkedin.com">www.linkedin.com</a>					2	NO
37 IUSB Career Fair	Jeff Jackson	P O Box 7111	South Bend	IN	46634	574-520-4425		NO
38 AllAccess.com		<a href="http://www.allaccess.com">www.allaccess.com</a>						NO
39 Inside Radio Online		<a href="http://www.insideradioonline.com">www.insideradioonline.com</a>						NO
40 Former Employee								NO
41 Client Referral								NO
42 Ball State University Career Fair	Nancy Carlson	200 University Ave	Muncie	IN	47306	765-285-2436		NO
43 Unknown								NO
44 Email								NO
45 Mediarecruiter.com	N/A	9457 So. University Blv	Highlands Ra	CO	80126			NO