

WJFX(FM), WBTU(FM), WJOE(FM)
EEO PUBLIC FILE REPORT
April 1, 2009–March 31, 2010¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Receptionist / Office Assistant	4,11,15-16,18-19,33,35	19
Web Designer	4,11,15-19,33,36	17
Interactive Account Manager	11,14,16,23,33	14
Account Manager	4,11,14,16,18,23,33,37-38	18
Account Manager	4,11,14,16,18,23,33,37-38	14
On Air Personality	6,10,15,18,27,29,31,32,40	40
On Air Personality	6,10,15,18,27,29,31-32	18
Account Manager	4,11,14,16,18,23,33,37-38	18
Account Manager	4,11,14-16,18,23,33,37-38	15
Account Manager	4,10-11,15,18,23,33,38	15
Account Manager	4,10-11,15,18,23,33,38	4

¹ This Report provides recruitment data collected from March 22, 2009 through March 21, 2010.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Frost Illustrated Attention: Bill Grindstaff 3121 South Calhoun Street Fort Wayne, IN 46807 Phone 260-745-0552 Fax 745-9503	N	0
2	Benito Juarez Center Attention: Vickie Ehisenant 1210 Broadway Fort Wayne, IN 260-422-2651	N	0
3	Job Works Attention: Rena Indiana Department of Workforce Development Fort Wayne IN 260-745-7757	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	7
5	Fort Wayne Newspapers Attention: Shaquana Hamilton 600 W. Main Street Fort Wayne, IN 46802 260-461-8230	N	0
6	allaccess.com	N	20
7	Franklin College Attention: Marti Long 101 Branigin Blvd. Franklin, IN 46131 (800) 852-0232	N	0
8	Purdue University Attention: Beth Smith 512 Third Street – Student Services West Lafayette, IN 47907 765-494-6959	N	0
9	Indiana State University Attention: Mary Kelley 625 North Jordan Bloomington, IN 812-237-4392	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Indiana Broadcasters Association Attention: Linda Compton 3003 East 98 th Street Suite 161 Indianapolis, IN 317-573-0119	N	2
11	Indiana Purdue University Fort Wayne Campus 2101 E. Coliseum Blvd Fort Wayne, IN 46805 260-481-IPFW IPFW.ed.accs	N	9
12	El Mexicano Newspaper Attention: Fernando 2301 Fairfield Avenue #102 Fort Wayne, IN 46802 260-456-6843 elmexica@earthlink.net	N	0
13	Indiana Tech Attention: Steve Malloris 1600 E. Washington Blvd. Fort Wayne, IN 46802 260-422-5561	N	0
14	Word-of-Mouth Referral	N	21
15	Walk-In/Self-Referral	N	4
16	Internal Posting	N	1
17	Internal Transfer/Promotion	N	1
18	<i>Intentionally Omitted</i>	N	0
19	monster.com	N	11
20	fortwaynejobs.com Local Internet Postings	N	0
21	Fort Wayne Chamber of Commerce Grand Wayne Center Fort Wayne, IN	N	0
22	KPC Media Group Inc. Attention: Katie Meyers PO Box 39 Kendallville, IN 46755 260-347-0400	N	0
23	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 Phone: 765-285-1522 Fax: 765-285-3757	N	1
24	Ink Newspaper 1301 Lafayette St Fort Wayne, IN 46802 (260) 420-3200	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
25	Inside Radio 365 Union Street Littleton, NH 03561 Toll Free: (800) 248-4242 Phone: (603) 444-5720 Fax: (603) 444-2872	N	0
26	Coleman Research Group Attention: Chris Ackerman 1040 Avenue of the Americas 3 rd Floor New York, New York 10018 Phone: 212-223-0185	N	0
27	Rusty Walker Programming Consultants 190 Gross Ave. Burnsville, MS 38833 Phone: 662-427-9504 Fax: 662-427-9507	N	0
28	The Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Ph (317) 846-9000 Fax: (317) 846-9120	N	0
29	simplyhired.com 2513 Charleston Road Suite Mountain View, CA 94043	N	0
30	Radio Strategies Michael Newman 5300 N. Braeswood Suite 234 Houston, TX 77096	N	0
31	bestradiojobs.com	N	0
32	airtalent.com	N	1
33	Trine University Linda Bateman One University Avenue Angola, IN 46703 Phone 260-665-4124 260-665-4100	N	0
34	Huntington University/Manchester College 2303 College Avenue Huntington, IN 46750 (260) 359-4003	N	0
35	University of Saint Francis 2701 Spring Street Fort Wayne, Indiana 46808 (260) 399-7999 Attn: C. Edwards aedwards@sf.edu	N	1
36	ITT- Technical Institute 2810 Dupont Commerce Court Fort Wayne, N 46835 260-497-6200	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
37	Sierra Marketing Debbie Carter 1103 Halcyon Avenue Nashville, TN 37204 615-712-7605	N	0
38	GRA Advertising Ginny Rosen 17592 Plum Creek Trail Chargin Falls, OH 44023 440-554-1425 ginny@gra-adc.com	N	3
39	Traffic Directors Guild of America 26000 Avenida Aeropuerto #114 San Juan Capistrano, CA 92675 949-429-7063 tdga@earthlink.net	N	0
40	Paul Anderson Media Agent 14023 Alki Ave SW Suite 302 Seattle, WA 98116 202-352-3200	N	1
Total number of interviewees over reporting period			83

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Scholarship Program	From January 5 through March 5, 2010, our SEU participated in the annual Indiana Broadcasters Association Scholarship Program. The stations ran commercials to promote the program. Applications were reviewed by our Business Manager, who also made recommendations to the Association regarding scholarship recipients.
2	Participate in Job Fair	On July 16 2009, our SEU participated in the Indiana Black Expo at the Indiana Convention Center in Indianapolis. Participants included our General Sales Manager, who discussed our stations, the radio business and available positions.
3	Participate in Job Fair	On October 29, 2009 our SEU participated in the Indiana Broadcasters Association Fall Job Fair for Radio and Television at the Marriott in Indianapolis Indiana. Participants included our General Manager, who discussed the station openings, the radio business in general and the opportunities that lie within the industry with interested attendees.
4	Internship Program/Morning Show	<p>Throughout the reporting period, our SEU hosted an On-Air Internship Program, exposing students from area schools to all facets of production and broadcast operations as it relates to airing a live radio program. Our interns learn how to load spots and commercials, run the boards during an on-air shift, edit content and audio, and learn Vox Pro and Adobe Audition. The intern also becomes part of the live show and helps with prep-to-air. Further, our interns research, brainstorm, edit and record short films for our web sites and special projects.</p> <p>We hosted a total of five interns during the reporting period, as follows:</p> <ul style="list-style-type: none"> ▪ 03/30/09 - 05/15/09: Indiana University, Indianapolis ▪ 05/15/09 - 08/31/09: Ivy Tech University ▪ 09/17/09 - 12/04/09: Ball State University ▪ 09/29/09 - 12/17/09: Indiana Purdue Fort Wayne ▪ 12/10/09 - 01/25/10: DePaul University* <p><i>*Please note that this student did not complete the internship per the criteria established by the SEU.</i></p>