

EEO PUBLIC FILE REPORT

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

1) Employment Unit: Sarkes Tarzian, Fort Wayne, Indiana

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

3) EEO Contact Information for Employment Unit:

| | |
|--|---|
| Mailing Address: Stations WAJI and WLDE 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) Account-Executive (3 positions) | College Central, Station On-Air Advertisement, Previous Hire |
| (b) Traffic Log Assistant-A/R Clerk | Internal Transfer |
| (c) Account Executive | Station On-Air Advertisement |
| (d) Promotions Director/On Air Talent | Internal Referral |
| (e) Director Of Sales | Internal Promotion |

Stations WAJI and WLDE are Equal Opportunity Employers.

5(a-c) Job Title: Account Executive¹

Referral Source(s) of Hire: College Central, Station On-Air Advertisement, Previous Hire

| 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 | Theresa Walaski | 1760 Old Meadow Road, Suite 500 McLean, VA 22102 | 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 Taylor DeVond | P.O. Box 1004 Wilber Force, OH 45384 | 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 |
| IPFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | 3 | No |
| ITT Technical Institute | Christy Reed | 2810 Dupont Commerce Court Fort Wayne, IN 46825 | 260-497-6254 | | No |
| Ivy Tech State College | Jim Aschliman | 3800 North Anthony Boulevard Fort Wayne, IN 46805 | 260-480-4223 | 1 | 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 | 32818 Walker Road, #293 Avon Lake, OH 44012 | | | No |

¹ Three positions were filled from one flight of recruitment announcements.

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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) |
|--|-------------------|--|------------------|----------------------------|--|
| 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 |
| Indeed.com | | | | 1 | No |
| IBA Job Fair | | | | 2 | No |
| Nice Job Fair(IPFW) | | | | 1 | No |
| Station Ad/Website | | | | 4 | No |
| College Central.com | | | | 1 | No |
| Previous Hire | | | | 1 | No |
| Referral | | | | 1 | No |

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5(d) Job Title: Traffic Log Assit.-A/R Clerk Referral Source(s) of Hire: Internal Transfer

| 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 | Theresa Walaski | 1760 Old Meadow Road, Suite 500 McLean, VA 22102 | 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 Taylor DeVond | P.O. Box 1004 Wilber Force, OH 45384 | 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 |
| IPFW - Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| ITT Technical Institute | Christy Reed | 2810 Dupont Commerce Court Fort Wayne, IN 46825 | 260-497-6254 | | 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 | 32818 Walker Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | 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) |
|--|-------------------|--|------------------|----------------------------|--|
| 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 |
| Referral | | | | 1 | No |
| Journal Gazette | | | | 1 | No |
| Monster.com | | | | 3 | No |
| Indeed.com | | | | 1 | No |
| Station Ad/Website | | | | 1 | No |
| Swanson Staffing | | | | 1 | No |
| Robert Half/Temp | | | | 1 | No |

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5(e) Job Title: Account Executive

Referral Source(s) of Hiree: Station On-Air Advertisement

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| 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 Taylor DeVond | P.O. Box 1004 Wilber Force, OH 45384 | 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 |
| IPFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| ITT Technical Institute | Christy Reed | 2810 Dupont Commerce Court Fort Wayne, IN 46825 | 260-497-6254 | | 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 | 32818 Walker Road, #293 Avon Lake, OH 44012 | | | No |

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| 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 |
| Referral | | | | 3 | No |
| Monster.com | | | | 1 | No |
| Station Ad/Website | | | | 1 | No |

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5f Job Title: Promotions Director-Air Personality Referral Source(s) of Hire: Internal Referral

| 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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| Alliance for Women in Media | Theresa Walaski | 1760 Old Meadow Road, Suite 500 McLean, VA 22102 | 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 Taylor DeVond | P.O. Box 1004 Wilber Force, OH 45384 | 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 |
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| 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 |
| IPFW – Center for Women & Returning Adults | Robin Newman | 2101 East Coliseum Boulevard Fort Wayne, IN 46805 | 260-481-6029 | | No |
| ITT Technical Institute | Christy Reed | 2810 Dupont Commerce Court Fort Wayne, IN 46825 | 260-497-6254 | | 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 | 32818 Walker Road, #293 Avon Lake, OH 44012 | | | No |
| NAACP of Allen County | | P.O. Box 10956 Fort Wayne, IN 46854 | | | 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) |
|--|-------------------|--|------------------|----------------------------|--|
| 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 |
| Referral | | | | 2 | No |
| All Access | | | | 1 | No |
| No source identified | | | | 5 | No |

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5)g Job Title: Director Of Sales

Referral Source(s) of Hire: Internal Promotion

| 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 | Theresa Walaski | 1760 Old Meadow Road, Suite 500 McLean, VA 22102 | 703-506-3290 | | No |
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| Ball State University | Cindy Hersman | Lucina Hall Career Center Room 351 Muncie, IN 47306 | 765-285-2436 | | No |
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| IN Dept. of Workforce Development | Frankie/Andrea | 201 E. Rudisill Blvd., Suite 200 Fort Wayne, IN 46806 | 260-745-3555 | | No |
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| ITT Technical Institute | Christy Reed | 2810 Dupont Commerce Court Fort Wayne, IN 46825 | 260-497-6254 | | 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 | 32818 Walker 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 | | | |
| El Mexicano Newspaper | Fernando | 2301 Fairfield Avenue, Suite 102 Fort Wayne, IN 46807 | | | |
| Station Ad/Website | | | | 1 | |
| Referral | | | | 2 | |
| Internal | | | | 3 | |
| No source identified | | | | 1 | |

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6) **Total # of Interviewees Referred:** For the period from March 23, 2015 through March 22, 2016 this Employment Unit interviewed 44 interviewees for full-time job vacancies.

7) **Supplemental Recruiting Initiatives.**

(a) Initiative: Northeast Indiana Career Enrichment (NICE) Job Fair, April 14, 2015, Fort Wayne, IN.

The Employment Unit participated in the NICE Job Fair on April 14, 2015, on the Indiana-Purdue Fort Wayne University campus. The Program Manager displayed current job search information and discussed such with the attendees. Employment applications were also accepted.

(b) Initiative: b. Indiana Broadcasters Association Spring Career/Internship Fair, April 18, 2015, Indianapolis, IN.

The Employment Unit participated in the Indiana Broadcasters Association Spring Career/Internship Fair in Indianapolis on April 18, 2015. The WLDE Program Manager represented WAJI and WLDE. A total of 78 announcements were aired in support of the event, and information about the event was included on the radio stations' web sites. Information about current employment opportunities was shared and employment applications were available.

(c) Initiative: c. Indiana Black Expo Employment Opportunity Fair, July 16, 2015, Indianapolis, IN.

The Employment Unit participated in the Employment Opportunity Fair on July 16, 2015 at the Indiana Convention Center in Indianapolis. The WAJI Program Manager, who has substantial responsibility in hiring decisions, shared current information about job openings. Employment applications were also available. WAJI and WLDE each aired 78 announcements in support of the event, for a total of 156 announcements. Information was also posted on each station's web site.

(d) Initiative: d. Indiana Broadcasters Association Career & Internship Fair, October 3, 2015, Indianapolis, IN.

The Controller for the Employment Unit represented WAJI and WLDE at the Career and Internship Fair on October 3, 2015, at the Marriott Indianapolis North in Indianapolis, IN. Information regarding current job opportunities as well as employment applications were available. WAJI and WLDE combined to air a total of 125 announcements promoting the event, and posted information on the radio stations' web sites.

(e) Initiative: e. Ball State University Sales Career Fair, January 25, 2016, Muncie, IN.

The Director of Sales represented the Employment Unit at the Ball State University Sales Career Fair on January 25, 2016 in Muncie, IN. The Director of Sales discussed careers in sales with the attendees, as well as current job openings. Employment applications were available.

f. Job Banks and Internet Programs

The Employment Unit posts job openings that require external recruitment on the Job Opportunity/EEO sections of the respective station websites, www.waji.com and www.wlde.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 posted on the following job banks/websites: IBA website, and NAB website. The Fort Wayne Journal Gazette and News-Sentinel also include us on their internet listings, along with many of the schools we notify.

g. Indiana Broadcasters Foundation 2015 Scholarship Fund

Waji and WLDE participated in the Indiana Broadcasters Foundation 2015 scholarship fund by running 100 scholarship PSAs and making scholarship applications available upon request.

h. Employee Training Programs

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

1. The Director of Sales and all Account Executives were trained on the topics of sales and marketing.
2. The General Manager was provided with sales and management training.
3. The Program Directors and an On-Air Performer were provided with programming, promotions, and marketing training.
4. The Director of Sales was provided with management training.
5. Five On-Air Talents were provided with on-air training.
6. The Promotions Director was provided with training in the area of promotions.
7. The Chief Engineer attended the NAB Convention in Las Vegas April 12-16, 2015.
8. The Chief Engineer participated in FCC and OSHA RF training on August 18, 2015.