

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2016 – March 22, 2017.

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, General Manager
	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) Digital Director	Internal Referral
(b) Account Executive	Former Employee
(c) Account Executive	Internal Referral
(d) Engineering Assistant	Internal Referral
(e) Account Executive	Station Web Site Job Openings List
(f) Account Executive	Station Web Site Job Openings List
(g) Account Executive	Internal Referral
(h) Account Executive	Internal Referral
(i) Account Executive	Internal Referral
(j) Account Executive	Former Employee

Stations WAJI and WLDE are Equal Opportunity Employers.

5)a Job Title: Digital Director

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)
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 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
Illinois Media School	Carl Jackson	455 Eisenhower Lane S., #200 Lombard, IL 60148			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Frost Illustrated	Adrian Williams	3121 S. Calhoun Street Fort Wayne, IN 46807			No
Internal Referral				1	
Station Ad/Website				1	
Indiana Tech Engineering and Computer Science Career Fair				3	
All Access				1	
Current Employee				2	
Monster.com					

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5)b Job Title: Account Executive

Referral Source(s) of Hire: Former Employee

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 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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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
Illinois Media School	Carl Jackson	455 Eisenhower Lane S., #200 Lombard, IL 60148			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Former Employee				1	
Station Ad/Website				2	
IPFW Job Fair					
Monster.com					

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5)c Job Title: Account Executive

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)
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 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
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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Station Ad/Website				1	
Internal Referral				1	
IPFW Job Fair					
Monster.com					

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5)d Job Title: Engineering Assistant

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)
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 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
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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088		2	No
Frost Illustrated	Adrian Williams	3121 S. Calhoun Street Fort Wayne, IN 46807			No
Internal Referral				1	
Monster.com				1	
Station Ad/Website					
Indeed.com					

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5)e Job Title: Account Executive

Referral Source(s) of Hire: Station Website Job Openings List

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 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
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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Referral				1	
Station Ad/Website				1	
Monster.com					
Indiana Black Expo Employment Opportunity Fair					

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5)f Job Title: Account Executive

Referral Source(s) of Hire: Station Website Job Openings List

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
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Job Works	Rita Bennett	7832 Bluffton Road Fort Wayne, IN 46806	260-458-7136		No
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McVay Media	Mike McVay	32818 Walker Road, #293 Avon Lake, OH 44012			No
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Illinois Media School	Carl Jackson	455 Eisenhower Lane S., #200 Lombard, IL 60148			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Referral				1	
Station Ad/Website				1	
Monster.com					
Indiana Black Expo Employment Opportunity Fair					

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5)g Job Title: Account Executive

Referral Source(s) of Hire: Internal Referral

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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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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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Station Ad/Website					
Internal Referral				3	
Temporary Agency				1	
Monster.com					
IBA Fall Career Fair					

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5)h Job Title: Account Executive

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)
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 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
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
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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Station Ad/Website					
Internal Referral				1	
Monster.com					
IBA Fall Career Fair					

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Central State University	Lesa Taylor DeVond	P.O. Box 1004 Wilber Force, OH 45384	937-376+6383		No
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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 University	Student Employment Office	625 North Jordan Avenue Bloomington, IN 47405	812-855-1556		No
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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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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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Station Ad/Website					
Internal Referral				1	
Monster.com					
Ball State University Cardinal Job Fair					

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5)j Job Title: Account Executive

Referral Source(s) of Hire: Former Employee

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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
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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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Specs Howard School of Broadcast Arts	Dick Kermen/Kevin	19900 West Nine Mile Road Southfield, MI 48075			No

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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			Yes
Journal Gazette Newspaper		P.O. Box 88 Fort Wayne, IN 46801-0088			No
Station Ad/Website					
Monster.com					
Former Employee				1	

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6) Total # of Interviewees Referred: For the period from March 23, 2016 through March 22, 2017 this Employment Unit interviewed 28 interviewees for full-time job vacancies.

7) Supplemental Recruiting Initiatives.

(a) Initiative: a. IPFW Job Fair, March 31, 2016, Fort Wayne, IN.

The Program Director, who has substantial responsibility in hiring decisions, represented both WAJI and WLDE in the IPFW Job Fair on March 31, 2016, on the IPFW campus. The Program Director displayed current job search information and discussed such with the attendees. Employment applications were also accepted.

(b) Initiative: b. Indiana Tech Engineering and Computer Science (ITCS) Career Fair 2016, April 1, 2016, Fort Wayne, IN.

The Employment Unit participated in the ITECS Career Fair on April 1, 2016, on the Indiana Tech campus, represented by the WAJI and WLDE Chief Engineer, who has substantial responsibility in hiring decisions. The Chief Engineer displayed current job search information and discussed such with the attendees. Employment applications were also accepted.

(c) Initiative: c. Indiana Black Expo Employment Opportunity Fair, July 14, 2016, Indianapolis, IN.

Sarkes Tarzian, Incorporated's Fort Wayne division participated in the Employment Opportunity Fair on July 14, 2016 at the Indiana Convention Center in Indianapolis. The WAJI and WLDE Chief Engineer, who has substantial responsibility in hiring decisions, shared current information about job openings. Employment applications were also available. WAJI and WLDE aired a total of 115 announcements in support of the event. Information was also posted on each station's web site.

(d) Initiative: d. Mastodon Job & Internship Fair, September 20, 2016, Fort Wayne, IN.

The Director of Sales, who has substantial responsibility in hiring decisions, represented both WAJI and WLDE in the Mastodon Job & Internship Fair on September 20, 2016, on the IPFW campus. The Director of Sales displayed current job search information and discussed such with the attendees. Employment applications were also accepted.

(e) Initiative: e. Indiana Broadcasters Association Career & Internship Fair, October 1, 2016, Indianapolis, IN.

The General Manager, who has substantial responsibility in hiring decisions, represented both WAJI and WLDE at the Career and Internship Fair on October 1, 2016, 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 260 announcements promoting the event, and posted information on the radio stations' web sites.

(f) Initiative: f. Ball State University Cardinal Job Fair, February 8, 2017, Muncie, IN.

The Director of Sales, who has substantial hiring responsibility, represented the Employment Unit at the Ball State University Cardinal Job Fair on February 8, 2017, in Muncie, IN. The Director of Sales discussed careers in sales with the attendees, as well as current job openings. Employment applications were available.

(g) Initiative: g. Indiana Broadcasters Association Spring Career Fair, February 18, 2017, Carmel, IN.

The Program Director, who has substantial responsibility in hiring decisions, represented both WAJI and WLDE at the Spring Career Fair on February 18, 2017, at the East Event Center in Carmel, IN. Information regarding current job opportunities, as well as employment applications were available. The stations combined to air a total of 260 announcements promoting the event, and posted information on the radio stations' web sites.

(h) Initiative: Other Activities Designed to Disseminate Information about Employment Opportunities in Broadcasting

Sarkes Tarzian-Fort Wayne, Indiana aired Recruitment Announcements on both stations designed to help disseminate information about employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities. The announcements began airing on November 28, 2016 and continued through the end of the reporting period on March 22, 2017. The following is the script used for

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WJJI: “95.1 WJJI, an equal opportunity employer, is dedicated to providing broad outreach regarding qualified applicants to our station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Lee Tobin at WJJI by email to ltobin@STfortwayne.com.” The following is the script used for WLDE: “101.7 WLDE, an equal opportunity employer, is dedicated to providing broad outreach regarding qualified applicants to our station. We seek the help of local organizations in referring qualified applicants to our station. Organizations that wish to receive our vacancy information should contact Lee Tobin at WLDE by email to ltobin@STfortwayne.com.”

(i.) 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.

(j.) Indiana Broadcasters Foundation 2016 Scholarship Fund

The stations participated in the Indiana Broadcasters Foundation 2016 scholarship fund by donating \$600.00 and running 90 scholarship PSA's for the Fort Wayne area, and making scholarship applications available upon request.

(k.) Employee Training Programs

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

1. 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 General Manager was provided with sales and management training at additional expense to the Division.
3. The Program Directors and an On-Air Performer were provided with programming, promotions, and marketing training at additional cost to the Division.
4. The Director of Sales was provided with management training at additional expense to the Division.
5. Five On-Air Performers were provided with on-air training at additional expense to the Division.
6. The Promotions Director was provided with training in the area of promotions at additional cost to the Division.
7. The Chief Engineer attended the NAB Convention in Las Vegas April 17-21, 2016 at additional expense to the Employment Unit.