

WFWA (TV)
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011

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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 Hires
Corporate Development Account Executive Date Posted: 9/22/2010 Date Filled: 12/6/2010 Total Number of Interviewees: 17 Total Number of Applicants: 83	1 – 41	35

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)
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RS ID #	Recruitment Source Name & Contact Info	Source entitled to notice? Yes or No	Number of interviewees referred
1.	Allen County Public Library/Access Fort Wayne ncompton@acpl.info Contact: Norm Compton	Y	0
2.	Anthony Wayne Services rhoium@awsusa.com Contact: Randy Hoium, Lead Employment Consultant	Y	0
3.	Brown College kbaumeister@browncollege.edu Contact: Karol Baumeister	Y	0
4.	Brown Mackie College adavis@brownmackie.edu Contact: Tony Davis, Dir. of Career Services	Y	0
5.	Columbia College Chicago merskine@colum.edu Contact: Megan Erskine	Y	0
6.	Corporation for Public Broadcasting www.cpb.org/jobline	Y	0
7.	Employment 1 Posting site: www.jobs4in.com Contact: Cindy Abbott, Employment Specialist	Y	0
8.	Fort Wayne NAACP P.O. Box 10956, Fort Wayne, IN 46854 Contact: V.E. Butler, Treasurer	Y	0
9.	Fort Wayne Newspapers Dcampos@fortwayne.com Contact: Debbie Campos	Y	4 (all from web)

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RS ID #	Recruitment Source Name & Contact Info	Source entitled to notice? Yes or No	Number of interviewees referred
10.	Fort Wayne Urban League rhamilton@fwurbanleague.org Contact: Rufus Hamilton	Y	0
11.	Fort Wayne Women's Bureau carchbold@womensbureau.com Contact: Cindi Archbold, Human Resources	Y	0
12.	Huntington University kschwob@huntington.edu Contact: Kay Schwob	Y	0
13.	Harrison College www.harrisoncareerlink.com Contact: Patricia Knaebe, Dir. Career Services	Y	0
14.	Indiana State University Career Services Martha.Reed@indstate.edu Contact: Martha Reed, Employer Services	Y	0
15.	Indiana Univ. – Purdue Univ. at Fort Wayne Career Services Posting site: www.ipfw.edu/jobzone Contact: Marla Brenneke	Y	0
16.	Indiana Wesleyan University Student Services amanda.goff@indwes.edu Contact: Amanda Goff	Y	0
17.	Indiana Tech Career Services cpverduce@indianatech.edu Contact: Cindy Verduce	Y	0
18.	INK (Information, News & Knowledge) advertising@inknewsonline.com Contact: Terri Miller	Y	0
19.	Indiana Broadcasters Association Posting site: www.indianabroadcasters.org Contact: Gwen C. Piening	Y	0
20.	International Business College Career Services mschwartz@ibcfortwayne.edu Contact: Melissa Schwartz	Y	0
21.	IPFW - CATV lohmulle@ipfw.edu Contact: Bernie Lohmuller	Y	0

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RS ID #	Recruitment Source Name & Contact Info	Source entitled to notice? Yes or No	Number of interviewees referred
22.	ITT Technical Institute Career Services jmcmichael@itt-tech.edu Contact: Joe McMichael	Y	0
23.	Ivy Tech Community College posting site: www.ivytech.edu/fortwayne/jobzone Contact: Sheila Wiggins-Biggs	Y	0
24.	League for the Blind & Disabled nancyjg_league@yahoo.com Contact: Nancy Gasparini	Y	0
25.	Manchester College Career Services bjbutterbaugh@manchester.edu Contact: Betty Butterbaugh	Y	0
26.	Men of Action 1220 E. Pontiac St., Fort Wayne, IN 46803 260-745-5494 Contact: Tim Russell	Y	0
27.	National Alliance of State Broadcasters Associations www.careerpage.org Contact: Webmaster	N	0
28.	PBS Connect Posting site: https://connect.pbs.org Contact: Thomas Crockett	N	0
29.	Taylor University jlsmith@taylor.edu Contact: Jill Godorhazy-Smith	Y	0
30.	United Hispanic Americans mcastillo@uha-bjc.org Contact: Moses Castillo	Y	0
31.	University of Saint Francis wbrune@sf.edu Contact: Bill Brune	Y	0
32.	Wayne Township Trustee Office nstump@waynetownship.org Contact: Nancy Stump	Y	0
33.	WFWA(TV) Internal Posting	Y	0
34.	WFWA(TV) Website www.wfwa.org	Y	3

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35.	WFWA(TV) Word-of-Mouth Referral	N	6
36.	WFYI TV kbilliard@wfw.org Contact: Kathy Billiard	Y	0
37.	WIPB TV Edmund F. Ball Bldg., Room 230 Muncie, IN 47306 Contact: Alice Cheney	Y	0
38.	WNIT TV maupperle@wnit.org Contact: Mary Aupperle	N	0
39.	Work One Northeast Posting site: www.indianacareerconnect.com Contact: Kelli Pursley	Y	3
40.	Public Broadcasting Management Assoc. Posting site: www.pbma.org Contact: Maryanne Schuessler maryanne@netaonline.org	N	0
41.	IPFW Job Fair	N	1

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program: Production Department	<p>During this reporting period, WFWA(TV) hosted one intern from local colleges in our Production Department. The interns' experiences included exposure to all aspects video productions, including training and operation of cameras, audio equipment, and lighting, in both EFP and Studio configurations, assisting on set-up of live and taped productions and transcribing scripts.</p> <p>University of Saint Francis, Fort Wayne, IN: One student from 4-1-2010 to 4-23-2010.</p>
2	Participated in activity sponsored by an educational institution to further the goal of disseminating information regarding opportunities in broadcasting.	<p>Throughout this reporting period, WFWA(TV) provided classroom space for audio editing classes of Indiana Univ. – Purdue Univ. at Fort Wayne, a public university serving Northeast Indiana. The professor and students met periodically in the station's conference room and utilized the station's audio-editing lab to learn production techniques.</p>
4	Evaluation and Analysis of Recruitment Sources	<p>In April, 2010, WFWA Human Resources Director Linda Buskirk conducted an evaluation of WFWA(TV)'s Recruitment Sources List to affirm that all sources are still functioning, to confirm their desire to continue receiving postings, and to confirm contact information. As a result of this evaluation:</p> <ul style="list-style-type: none"> ▪ 1 new resource was added to the list, by request: Wayne Township Trustees Office. ▪ 1 resource was removed from the list due to non-response to inquiry (also a search for evidence that the organization still exists found nothing): Zonta Club of Fort Wayne. (There were no known referrals from this organization in recent history) ▪ Several resources supplied updated contact information as a result of WFWA's evaluation project. These were: <ul style="list-style-type: none"> ○ Fort Wayne NAACP ○ Fort Wayne Urban League ○ Fort Wayne Women's Bureau ○ IPFW - CATV ○ Men of Action ○ Taylor University – Fort Wayne Campus ○ United Hispanic Americans

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5	Career Fair Participation	<p>9-23-2010 – HR Director Linda Buskirk participated in the 7th Annual IPFW Career & Internship Fair, in Fort Wayne, IN.</p> <p>3-31-2011 - HR Director Linda Buskirk participated in the IPFW Summer Job & Internship Fair, in Fort Wayne, IN.</p>
5	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	<p>Throughout the reporting period, WFWA (TV) hosted the following educational and community organizations for a tour of the station led by our Creative Services Manager as well as a question-and-answer session regarding the day-to-day operations, both technical and non-technical. In addition, our host advised participants on a variety of career fields available in broadcasting and how they could prepare now for career in TV or telecommunications of any kind as well as what classes to seek at the middle-high school level, as appropriate. Also advised students of summer programs and resources for college choices.</p> <p>October 19, 2010 - Roanoke Elementary School, Roanoke, IN; 25 third graders plus Teacher</p> <p>October 20, 2010 - Timothy L. Johnson Academy, Fort Wayne, IN; 12-15 students, plus teacher</p> <p>November 16, 2010 - Cub Scouts, Fort Wayne; 12 boys, plus den leader & parents.</p> <p>December 6, 2010 -Jefferson Middle School, Fort Wayne, IN; 17-20 7th and 8th Grade AV/Video students</p> <p>December 9, 2010 - Cub Scouts, Fort Wayne, IN; Estimated 12-15 boys, plus den leader & parents</p> <p>December 11, 2010 - Girl Scout Troop, Angola IN; 7-12 girls with moms and troop leaders;</p> <p>December 15, 2010 - CANI/Head Start-Kendallville, IN; Noble County-Preschoolers; 25 students and teachers.</p> <p>January 6, 13, 20, 27, and February 3, 2011 – Croninger Elementary, Fort Wayne, IN; 12-15 5th graders and teachers</p> <p>February 10, 2011 - Tiger Cubs-Haverhill Pack #3330, Fort Wayne, IN; 12 cub scouts with parents, siblings</p> <p>March 2, 2011 - "Country Neighbors" Home Economics Club-Monroeville-Zulu, IN; 24 senior/older adults</p> <p>March 23, 2011 - Tiger Cubs/Cub Scouts, Covington Elementary School, Fort Wayne, IN; 15-20 scouts/parents</p> <p>March 28, 2011 - Tigers Cubs/Waynedale, Fort Wayne, IN; 6-10 scouts+ parents</p> <p>March 30, 2011 - St. Jude School Cub Scout group, Fort Wayne, IN; 10-15 Scouts+ some parents</p>

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6	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	11-16-10 – WFWA Producer/Director Amber Warnick was a guest speaker and station tour guide for the Introduction to Audio-Video Production” class from the University of Saint Francis, Fort Wayne, IN. Approximately 15 students received an in-depth tour of the station, which includes the editing suite, and learned about preparations for a career in broadcasting.
7	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	1-16-11 and 2-13-11 WFWA hosted meetings of the Fort Wayne Flickr Group (FWFG). 50 photographers from NE Indiana and NW Ohio, toured station, and learned about digital production and photography and related careers in broadcasting through WFWA Senior Producer Ray Steup.