

WFWA(TV)
EEO PUBLIC FILE REPORT
April 1, 2006 – March 31, 2007

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
Membership/Viewer Service Manager	1-36	32

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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	Fort Wayne Urban League 227 E. Washington Blvd. Fort Wayne, IN 46802 (260) 745-3100 Contact: Art Griffin (by mail)	N	0
2	Fort Wayne Women’s Bureau 3521 Lake Avenue Fort Wayne, IN 46805 (260) 424-7977 Contact: Laura Stuckey (by mail)	N	0
3	United Hispanic-Americans, Inc. 2424 Fairfield Avenue Fort Wayne, IN 46807 (260) 456-5000 Contact: Marie Dimas (by mail)	Y	0
4	Allen County Public Library Public Access Channel 10 900 Library Plaza Fort Wayne, IN 46802 (260) 421-1245 Contact: Norm Compton (by mail)	N	0
5	Markey’s Video 1911 Production Road Fort Wayne, IN 46808 (260) 471-2755 Contact: Tom Murfield (by mail)	Y	0
6	Indiana Workforce Development 201 East Rudisill Blvd. Fort Wayne, IN 46806 (260) 745-3555 Contact: Fred Lanahn (by mail)	N	0
7	International Business College 5699 Coventry Lane Fort Wayne, IN 46804 (260) 459-4590 Contact: Rueben Mendez (by mail)	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	IVY Tech 3800 N. Anthony Blvd. Fort Wayne, IN 46805 (260) 480-4223 Contact: Jim Aschliman (by mail)	Y	0
9	Indiana-Purdue at Fort Wayne Channel 56 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 (260) 481-6056 Contact: Bernie Lohmuller (by mail)	N	0
10	Indiana University-Purdue University at Fort Wayne (IPFW) Academic Counseling Career Services 2101 E. Coliseum Blvd. Fort Wayne, IN 46805 (260) 481-6137 Contact: Marla Brenke (by mail)	N	0
11	Indiana Institute of Technology Career Planning & Development Andorfer Commons, Room 229 1600 E. Washington Blvd. Fort Wayne, IN 46803 (260) 422-2359 Contact: Jan Mitchell (by mail)	N	0
12	ITT Technical Institute 4919 Coldwater Road Fort Wayne, IN 46825 (260) 484-4107 x 201 Contact: Joe McMichael (by mail)	Y	0
13	University of St. Francis 2701 Spring Street Fort Wayne, IN 46808 (260) 434-3230 Contact: William Brune (by mail)	N	0
14	Indiana Wesleyan University 8211 W. Jefferson Blvd. Olde Canal Place Fort Wayne, IN 46804 (260) 436-7874 Contact Bernie Bench (by mail)	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Manchester College Career Services 604 East College Avenue North Manchester, IN 46962 (260) 982-5000 Contact: Betty Butterbaugh (by mail)	N	0
16	Indiana State University www.career.indstate.edu (812) 237-2590 Contact: Kent Waggoner (by posting)	Y	0
17	Huntington University 2303 College Avenue Huntington, IN 46750 (260) 359-4104 Contact: Kay Schwob (by mail)	N	0
18	Brown College 1440 Northland Drive Mendota Heights, MN 55120 (615) 224-6918 Contact: Rebecca Ewanga, Career Svcs.	Y	0
19	WFYI-TV20 1401 N. Meridian Indianapolis, IN 46202-2389 (317) 715-2021 Contact: Kathy Billiard (by mail)	N	0
20	WNIT-TV P.O. Box 3434 Elkhart, IN 46515-3434 (574) 674-5961 Contact: Amy Cassidy (by mail)	N	0
21	WTIU 1229 E. 7 th Street, Room 190 Bloomington, IN 47405 (812) 855-5900 Contact: Phil Meyer (by mail)	N	0
22	WVUT 1200 North 2 nd Street Vincennes, IN 47591 (812) 888-5326 Contact: Al Rerko (by mail)	N	0
23	WIPB Edmund F. Ball Building, Room 230 Muncie, IN 47306 (765) 285-5415 Contact: Alice Cheney (by mail)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	WNIN 405 Carpenter Street Evansville, IN 46410 (812) 423-2973 Contact: Carlin Beckman (by mail)	N	0
25	WYIN 8625 Indiana Place Merrillville, IN 46410 (219) 756-5656 Contact: Tracy Hillwig (by mail)	N	0
26	Indiana's Job Bank www.ajb.dni.us (877) 348-0502 Contact: Web Administrator (by posting)	N	0
27	Indiana Broadcasters Association www.careerpage.org 3003 East 98 th Street Indianapolis, IN 46280 (800) 342-6276 Contact: Web Administrator (by posting)	N	0
28	TVJOBS www.tvjobs.com (800) 374-0119 Contact: Web Administrator (by posting)	N	0
29	TV and Radio Jobs www.tvandradiojobs.com (435) 644-5992 Contact: Web Administrator (by posting)	N	0
30	ProductionHUBcom, Inc. 803 W. Fairbanks Avenue Winter Park, FL 32789 (407) 629-4122 Contact: Lauren Memberg	Y	0
31	PBS Connect Forum (available through PBS stations only) Public Broadcasting Services 1320 Braddock Place Alexandria, VA 22314 (703) 739-5000 Contact: Web Administrator (by posting)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	PBS39 Website www.wfwa.org 2501 E. Coliseum Blvd. Fort Wayne, IN 46805 (260) 484-8839 Contact: Mary Hawkins (website posting)	N	1
33	Fort Wayne Journal Gazette 600 W. Main Street Fort Wayne, IN 46801 (260) 461-8405 tmerkley@fwn.fortwayne.com Contact: Toni Merkly (by mail)	N	5
34	Internal Postings – WFWA 2501 E. Coliseum Blvd. Fort Wayne, IN 46805 (260) 484-8839 Contact: Mary Hawkins (in-house posting)	N	0
35	CPB (Corp. for Public Broadcasting) 401 Ninth Street, NW Washington, DC 20004-2129 (202) 879-6000 www.cpb.org Contact: Web Administrator	N	0
36	“Word-of-mouth” recruitment WFWA 2501 E. Coliseum Blvd. Fort Wayne, IN 46805-1562 (260) 483-9367 Contact: Mary Hawkins, HR Director	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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II. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Programs	<p>To encourage television/production as a career, WFWA (TV) hosts interns from local colleges and high schools in our production department. During this reporting period, we hosted two interns as follows:</p> <ul style="list-style-type: none"> • Summer Session/2006: One intern from Huntington University in Huntington, Indiana. • Winter Session/2007: One intern from Ball State University in Muncie, Indiana.
2	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, a presentation regarding broadcast careers (tailored to the participants' curriculum/agenda), a question and answer session and, in most cases, an opportunity to witness the pre-production process of the station's nightly live shows.</p> <ul style="list-style-type: none"> • University of St. Francis in Fort Wayne, Indiana — Telecommunications & Video Production Class on April 24, 2006. • IVY Tech State College in Fort Wayne, Indiana — Business Communications Class on May 16, 2006. • Bluffton, IN Region 8 High School in Bluffton, Indiana — Video Production students on September 19, 2006. • Home-school student group (middle and high school students from the local community) on October 11, 2006. • Jefferson Middle School students from Fort Wayne, Indiana on November 20, 2006. • Manchester College students from North Manchester, Indiana on November 28, 2006. • Wayne Trace High School students from Haviland, Ohio on January 12, 2007.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		4-County Counseling Group (teenagers from Wabash-Miami County) on January 19, 2007.
3	Participate in Job Fair	On March 1, 2007, WFWA (TV) participated in the University of St. Francis Job Fair in Fort Wayne, Indiana, distributing information pertaining to open positions and accepting resumes. Station participants included our Human Resources Director.
4	Participate in Job Fair	On March 10, 2007, WFWA (TV) participated in the Greater Ft. Wayne Area Chamber of Commerce College Job Fair in Fort Wayne, Indiana, distributing information pertaining to open positions and accepting resumes. Station participants included our Human Resources Director.
5	Participate in event sponsored by educational institution relating to career opportunities in broadcasting	On November 25, 2006, WFWA (TV)'s Creative Services Manager spoke at the monthly convocation at Manchester College in North Manchester, Indiana, discussing broadcast business operations, broadcast technology and other industry topics of student interest.
6	Participate in activities sponsored by educational institution calculated to further the goal of disseminating information regarding opportunities in broadcasting.	Throughout this reporting period, WFWA (TV) provided classroom space for students from Indiana University-Purdue University, Fort Wayne (IPFW), a public university serving Northeast Indiana. The students periodically met in the station's conference/learning center and academic audio-editing lab space provided by the station (equipment provided by IPFW) to learn production techniques.