

# ANNUAL EEO PUBLIC FILE REPORT

WFFT-TV

April 1, 2019 through March 31, 2020<sup>1</sup>

## Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	News Director	R	A-L, N, O, R, U, AA, AI
2	Digital Producer	R	A-L, N, R, S, AI
3	News Producer	AE	A-L, N, O, Q, R, AE, AI
4	Local Sales Manager	AH	N, AG, AH, AI
5	Meteorologist	N	A-L, N, AI
6	Technical Director	Q	A-L, N, Q, AI
7	Master Control Operator	N	A-L, N, AI
8	Weekend News Anchor	N	A-L, N, AE, AI
9	Multi-Media Journalist	N	A-L, N, O, R, V, W, AF, AI
10	Digital Sales Manager	R	N, R, AG, AI
11	Multi-Media Journalist	N	A-L, N, O, R, V, W, AF, AI
12	News Anchor	N	A-L, N, O, R, V, AI
13	Account Executive	R	A-N, Q, R, AA-AD, AG, AI

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<sup>1</sup> This report was revised in March 2021 to address reporting and formatting issues.

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## Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Interviewees
A	Ball State University	B Ballard	West Campus, Muncie, IN 46709	765-289-1241	N	0
B	DePauw University	Placement Office	Greencastle, IN 46135	765-653-0102	N	0
C	Assoc. for Retarded Persons	Bob Zollinger	4919 Projects Dr., Fort Wayne, IN 46805	260-745-2000	N	0
D	Fort Wayne Community Schools	Dir. of Anthis Career Center	1200 Barr St., Fort Wayne, IN 46802	260-467-1010	N	0
E	Purdue Fort Wayne	Placement Officer	2101 Coliseum Blvd. Fort Wayne, IN 46805	260-481-4739	N	0
E1	Urban League	Rufus Hamilton	2135 S. Hanna St., Fort Wayne, IN 46803	260-745-3100	N	0
F	Fort Wayne Hispanic Chamber of Commerce	Director	200 E. Main St., Fort Wayne, IN 46802	260-442-6560	N	0
G	NAB Employment Clearinghouse	Placement Director	1771 N. Street N.W. Washington, DC 20036	202-429-5438	N	0
H	University of St. Francis	Bill Brune	2701 Spring St., Ft. Wayne, IN 46804	260-434-3230	N	0
I	Vincennes Univ.	Placement Admin	1002 North First St.,	800-742-	N	0

			Vincennes, IN 47591	9198		
J	Ft. Wayne Women's Bureau	L Stuckey	303 East Washington Blvd., Ft. Wayne, 46802	260-424-7977	N	0
K	NAACP	Career Services	P.O. Box 10956, Fort Wayne, IN 46854	260-403-8580	N	0
L	St. Joseph's College	Director	P.O. Box 651 Rensselaer, IN 47978	219-866-6000	N	0
M	WFFT-TV On-Air Announcement	John Parker	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	0
N	WFFT.com	John Parker	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	38
O	TVJobs	www.tvjobs.com			N	0
P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Q	Employee Referral				N	4
R	Indeed.com	None	177 Broad St. Stanford, CT 06901	800-475-4361	N	52
S	Cardinal Career Link	N/A	Ball State University Lucina Hall Room 220 Muncie, IN 47306	765-285-1522	N	0
T	Ball State Job Fair	Jennifer Randall	Whitinger Business Building Ball State University Muncie, IN 47306	765-285-2431	N	0
U	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	317-635-7912	N	0
V	JournalismJobs.com	<a href="http://www.journalismjobs.com/post-new-job">http://www.journalismjobs.com/post-new-job</a>	info@journalismjobs.com	510-508-7386	N	0
W	LinkedIn	Linkedin.com			N	0

X	Indiana Broadcasters Association Fall Career Fair	Dave Arland	P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Y	Intentionally Omitted					
Z	Intentionally Omitted					
AA	Glassdoor	Glassdoor.com			N	2
AB	iHire	iHire.com			N	1
AC	Ziprecruiter	Ziprecruiter.com			N	0
AD	Facebook	Facebook.com			N	0
AE	Digital Career Opportunities World Wide Group on Facebook				N	16
AF	Magid		1700 Broadway Suite 2001 New York, NY 10019	212-515-4520	N	2
AG	Media Staffing Network, Inc	mediastaffingnetwork.com			N	17
AH	Non-Employee Referral				N	1
AI	Heartland TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	470-355-1944	N	1

Total Number of Persons Interviewed During Applicable Period: 134

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### Section 3: Recruitment Initiatives

	Recruitment Initiative	Description
1	Participation in job fairs (2)	<p>During the reporting period, WFFT station representatives participated in 2 job fairs:</p> <ul style="list-style-type: none"> <li>• Indiana Broadcasters Association Fall Career Fair, Wednesday, October 23, 2019. Attended by our Creative Services Director.</li> <li>• Ball State University 2020 Sales Career Fair, January 27, 2020. Attended by our General Sales Manager, Local Sales Manager, and Digital Sales Manager.</li> </ul>
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	WFFT has continued its efforts to cross-train employees so that they will be qualified for higher-level positions in the broadcasting industry. During this reporting period, we trained two Graphics/Audio Operators to have the skills necessary to qualify them as Directors.
3	Listing upper-level openings in a job bank or newsletter of a media trade group with a membership that includes participation of women and minorities	During the reporting period, we posted upper-level job openings with entities whose membership includes participation by women and minorities, including the Urban League, Fort Wayne Women’s Bureau, and the Fort Wayne Hispanic Chamber of Commerce.
4	Participation in events/programs sponsored by educational institutions relating to career opportunities in	On April 17, 2019, WFFT’s Creative Services Director attended Fort Wayne Community Schools’ Career Academy at Anthis. While there, the Creative Services Director talked to students about various careers available in television broadcasting and showed them websites where open positions

	broadcasting (2)	<p>are posted.</p> <p>On January 22, 2020, a WFFT meteorologist attended East Allen Community Schools' Alternative School. While there, the meteorologist met with students and explained the job of a television Meteorologist and the education required. The students also learned about other careers in television broadcasting.</p>
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