

ANNUAL EEO PUBLIC FILE REPORT

WFFT-TV

April 1, 2020 through March 31, 2021

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	Digital Sales Manager	W	A-L, N, R, T, W, X, AD, AI, AK
2	Account Executive	Z	A-L, N, P, R, T, W, X, Z, AD, AI, AK
3	Master Control Operator	Q	A-L, N, Q
4	Multi-Media Journalist	AM	A-L, Q, R, W, AM
5	Master Control Operator	N	A-L, N
6	Master Control Operator	N	A-L, N
7	Technical Director	Q	A-L, N, Q
8	Multi-Media Journalist	R	A-L, Q, R, W, AM
9	Master Control Operator	N	A-L, N
10	Technical Director/Audio Operator	N	A-L, N
11	Creative Services Director	R	A-L, N, P, R, AC, AJ, AL
12	Assistant Creative Services Director	N	A-L, N, R
13	Creative Services Director	R	A-L, N, P, R, AC, AJ, AL
14	Account Executive	R	A-L, N, P, R, T, W, X, AD, AI, AK

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Section 2: Master Recruitment Source List

	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
E	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., Vincennes, IN 47591	800-742-9198	N	0
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	WFFT	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	0
N	Station Website	WFFT.com	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	19
O	TV Jobs	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	6
R	Indeed	Indeed.com	177 Broad St. Stanford, CT 06901	800-475-4361	N	28
S	Intentionally Omitted					
T	Ball State Job Fair	Jennifer Randall	Whitinger Business Building Ball State University Muncie, IN 47306	765-285-2431	N	0
U	Intentionally Omitted					
V	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	info@journalismjobs.com	510-508-7386	N	0
W	LinkedIn	LinkedIn.com			N	2

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	Non-Employee Referral				N	1
AA	Glassdoor	Glassdoor.com			N	0
AB	iHire	iHire.com			N	0
AC	Ziprecruiter	Ziprecruiter.com			N	0
AD	Facebook	Facebook.com			N	0
AE	Digital Career Opportunities World Wide Group on Facebook				N	0
AF	Magid		1700 Broadway Suite 2001 New York, NY 10019	212-515-4520	N	2
AG	Media Staffing Network, Inc	mediastaffingnetwork.com			N	0
AH	Intentionally Omitted					
AI	Heartland TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	470-355-1944	N	0
AJ	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	317-635-7912	N	0
AK	Cardinal Career Link		Ball State University Lucina Hall Room 220 Muncie, IN 47306	765-285-1522	N	0

AL	National Association of Black Journalist	NABJ.com			N	0
AM	YouTube (<i>active candidate sourcing</i>)	YouTube.com			N	1

Total Number of Persons Interviewed During Applicable Period: 59

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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 two job fairs:</p> <ul style="list-style-type: none"> • 2021 Indiana Broadcasters Association Virtual Spring Career Fair, Thursday February 24, 2021. Attended by our General Sales Manager and Local Sales Manager. • Ball State University 2021 Spring Sales Career Fair January 27, 2021. Attended by our General Sales Manager and Local Sales Manager
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 our Digital Sales Manager in the skills necessary to be Local Sales Manager and our Digital Sales Manager was promoted to that position.
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 scholarship fund	During the reporting period, WFFT contributed financially to the Indiana Broadcasters Foundation scholarship fund, which will award \$50,000 in scholarships to deserving college students.