

# ANNUAL EEO PUBLIC FILE REPORT

**WFFT-TV**

**April 1, 2018 through March 31, 2019**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WFFT-TV

The information contained in this Report covers the time period beginning April 1, 2018 to and including March 31, 2019 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2018 through March 31, 2019

Station(s) Comprising the Station Employment Unit: WFFT-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Broadcast IT Engineer	4/5/18	R	2	A-L, N
2	Account Executive	4/17/18	M	1	A-N, R, T
3	Multi-Media Journalist	5/7/18	N	1	N, O
4	Master Control Operator	8/2/18	N	4	A-L, N
5	Meteorologist	8/27/18	O	3	A-L, N, O, S, V
6	Assistant Creative Services Director	8/28/18	N	7	A-L, N, O, P, R
7	Broadcast IT Engineer	9/5/18	R	3	A-L, N, R
8	Technical Director	9/17/18	AA	1	AA
9	Maintenance Engineer	12/5/18	N	2	A-N
10	Technical Director	12/18/18	N	4	N
11	Promotion Producer	1/7/19	N	1	A-L, N
12	Account Executive	2/11/19	R	14	A-N, R, T, X-Z

Total Number of Persons Interviewed During Applicable Period: 43

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2018 through March 31, 2019

Station(s) Comprising the Station Employment Unit: WFFT-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
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	Joe Jordan	227 East Washington Rd., Fort Wayne, IN 46808	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	Charlotte DuBose	1307 East Lewis St., Fort Wayne, IN 46803	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	6
N	WFFT.com	John Parker	3707 Hillegas Road, Fort Wayne, IN 46808	260- 471- 5555	N	16
O	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	None	None	<u>None</u>	N	3

P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Q	Spots N Dots	None	<a href="mailto:issues@spotsndots.com">issues@spotsndots.com</a>	888-884-2630	N	0
R	Indeed.com	None	177 Broad St. Stanford, CT 06901	800-475-4361	N	15
S	National Association of Black Journalists	Director	8800 Lakewood Dr. #117, Windsor, CA 85492	626-792-3846	N	0
T	Ball State Job Fair	Jennifer Randall	Whitinger Business Building Ball State University Muncie, IN 47306	765-285-2431	N	0
U	National Association of Hispanic Journalists	<a href="mailto:contact@nahj.org">contact@nahj.org</a>	1050 Connecticut Ave. NW, FI 5TH, Washington, DC	888-281-9066	N	0
V	JournalismJobs.com	<a href="http://www.journalismjobs.com/post-new-job">http://www.journalismjobs.com/post-new-job</a>	<a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a>	510-508-7386	N	0
W	LinkedIn.com	N/A	N/A	N/A	N	0
X	Purdue University Job Fair	Lynne Koepper	2101 E. Coliseum Blvd., Fort Wayne, Ind. 46805	260-481-4739	N	0
Y	Personal Reference	Doug Barrow			N	1
Z	Did Not Answer				N	1
AA	Personal Reference	Bill Ritchhart	3707 Hillegas Road, Fort Wayne, Ind. 46808	260-471-5555	N	1

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2018 through March 31, 2019

Station(s) Comprising the Station Employment Unit: WFFT-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WFFT-TV

	Recruitment Initiative	Description
1	Participation in job fairs	<p>During the reporting period, WFFT Station Representatives participated in 2 job fairs.</p> <p>Ball State University 2019 Sales Career Fair, January 28, 2019. Attended by General Sales Manager and Digital Sales Manager.</p> <p>Mastodon Job &amp; Internship Fair, March 14, 2019. Attended by General Sales Manager.</p>
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Throughout this time frame WFFT continued our efforts in cross-training employees so they will be qualified for higher level positions in the broadcasting industry. In total during this reporting period, there were two (2) employees who were trained for upper-level positions. Graphics/Audio Operators were trained how to direct a newscast.</p>
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	<ul style="list-style-type: none"> <li>- Association for Retarded Citizens/ARC Employment</li> <li>- Urban League</li> <li>- Fort Wayne Women’s Bureau</li> <li>- Fort Wayne Hispanic Chamber of Commerce</li> <li>- St. Francis University</li> </ul> <p>Specific Openings: Account Executive, Assistant Creative Services Director, Broadcast IT Engineer, Master Control Operator, Meteorologist, Promotion Producer.</p>

4	EEO Training – The Nuts & Bolts	EEO Training conducted by Elizabeth E. Goldin of Wiley Rein LLP on March 14, 2019. Station participants were the Vice President/General Manager, Administrative Assistant, Creative Services Director
5	Participation with educational institutions relating to career opportunities in broadcasting	<p>On June 8, 2018, WFFT hosted a student from Snider High School who is interested in Meteorology. The student spent an afternoon with WFFT's Meteorologists learning about TV Weather Forecasting, and classes the student should focus on in school.</p> <p>On March 26, 2019, WFFT gave a tour of the station to home-schooled students. The students learned about different jobs at the TV station, including News positions, Master Control, Sales, Promotions, and Engineering.</p>