

ANNUAL EEO PUBLIC FILE REPORT

WFFT-TV

April 1, 2019 through March 31, 2020

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, 2019 to and including March 31, 2020 (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, 2019 through March 31, 2020

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	News Director	4/19/19	R	10	A-L, N, O, R, AA, AI, AJ
2	Digital Producer	7/22/19	R	5	A-L, N, R, AI, AK
3	News Producer	8/12/19	AE	5	A-L, N, O, R, U, AE, AI
4	Local Sales Manager	8/12/19	AH	10	N, AG, AH, AI
5	Meteorologist	9/5/19	N	4	A-L, N, AI
6	Technical Director	9/10/19	Q	3	A-L, N, Q, AI
7	Master Control Operator	9/16/19	N	3	A-L, N, AI
8	Weekend News Anchor	10/15/19	N	4	A-L, N, AE, AI
9	Multi-Media Journalist	11/4/19	N	22	A-L, N, O, R, V, W, AF, AI
10	Digital Sales Manager	12/2/19	R	12	N, R, AG, AI
11	Multi-Media Journalist	1/6/20	N	8	A-L, N, O, R, V, W, AF, AI
12	News Anchor	1/6/20	N	7	A-L, N, O, R, V, AI
13	Account Executive	3/16/20	R	51	A-N, Y-AD, AG, AI

Total Number of Persons Interviewed During Applicable Period: 144

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2019 through March 31, 2020

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	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	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	www.tvjobs.com	None	None	<u>None</u>	N	0

P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Q	Personal Reference	Fred Brunell	3707 Hillegas Road, Fort Wayne, Ind. 46808	260-471-5555	N	1
R	Indeed.com	None	177 Broad St. Stanford, CT 06901	800-475-4361	N	62
S	Personal Reference	John Parker	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	Personal Reference	Andy Paras	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	1
V	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	info@journalismjobs.com	510-508-7386	N	0
W	LinkedIn.com	N/A	N/A	N/A	N	0
X	Indiana Broadcasters Association Fall Career Fair	Dave Arland	P.O. Box 902 Carmel, IN 46082	800-342-6276	N	0
Y	Personal Reference	Tascha Heiman	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	1
Z	Personal Reference	David Carr	3707 Hillegas Road, Fort Wayne, IN 46808	260-471-5555	N	1
AA	Glassdoor.com	N/A	N/A	N/A	N	2

AB	iHire.com	N/A	N/A	N/A	N	1
AC	Ziprecruiter.com	N/A	N/A	N/A	N	0
AD	Facebook.com	N/A	N/A	N/A	N	0
AE	Digital Career Opportunities World Wide Group on Facebook	N/A	N/A	N/A	N	16
AF	Magid	N/A	1700 Broadway Suite 2001 New York, NY 10019	212-515-4520	N	2
AG	Media Staffing Network, Inc	N/A	N/A	N/A	N	17
AH	Personal Reference	Frank Hawkins	N/A	N/A	N	1
AI	Heartland TV Website	N/A	3282 Northside Pkwy Suite 275 Atlanta, GA 30327	470-355-1944	N	1
AJ	Rick Gevers & Associates	N/A	355 E. Ohio St. #303, Indianapolis, IN 46204	317-635-7912	N	0
AK	Cardinal Career Link	N/A	Ball State University Lucina Hall Room 220 Muncie, IN 47306	765-285-1522	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2019 through March 31, 2020

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>Indiana Broadcasters Association Fall Career Fair, Wednesday, October 23, 2019. Attended by Creative Services Director.</p> <p>Ball State University 2020 Sales Career Fair, January 27, 2020. Attended by General Sales Manager, Local Sales Manager, and Digital 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"> - Association for Retarded Citizens/ARC Employment - Urban League - Fort Wayne Women’s Bureau - Fort Wayne Hispanic Chamber of Commerce - St. Francis University <p>Specific Openings: Account Executive, Broadcast IT Engineer, Master Control Operator, Meteorologist,</p>

4	Participation with educational institutions relating to career opportunities in broadcasting	<p>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 the students about the various careers available in Television Broadcasting, and showed them websites to look for open positions.</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 were also informed about other careers in Television Broadcasting.</p>
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