

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 3/23/2010 to 3/22/2011.

1) Employment Unit: Federated Media/Fort Wayne / Jam Communications

2) Unit Members (Stations and Communities of License):

WKJG Fort Wayne, Indiana

WMEE Fort Wayne, Indiana

WOWO Fort Wayne, Indiana

WFWI Fort Wayne, Indiana

WQHK Decatur, Indiana

WBYS Van Wert, Ohio

3) EEO Contact Information for Unit Members:

Mailing Address:	Telephone Number:
2915 Maples Road Fort Wayne, Indiana 46816	260-447-5511
	Contact Person:
	Sharon Ummel
	E-mail Address:
	summel@federatedmedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

(numbers refer to accompanying table for Recruitment Sources)

Job Title	Recruitment Sources	Recruitment Source Referring Hiree
1. <u>WBYS Account Manager</u>	<u>1-76</u>	<u>Referral</u>
2. <u>WBYS Account Manager</u>	<u>1-76</u>	<u>Referral</u>
3. <u>WBYS Account Manager</u>	<u>1-77, 78</u>	<u>Referral</u>
4. <u>WBYS Account Manager</u>	<u>1-77</u>	<u>Referral</u>
5. <u>WBYS Account Manager</u>	<u>1-77</u>	<u>Company Website</u>
6. <u>WFWI Account Manager</u>	<u>1-76, 78</u>	<u>Company Website</u>
7. <u>WFWI Account Manager</u>	<u>1-77, 78</u>	<u>Referral</u>
8. <u>WOWO On Air Talk Show Host</u>	<u>none</u>	<u>Business Associate</u>
9. <u>WOWO News Reporter/Anchor</u>	<u>1-75, 79</u>	<u>All Access</u>
10. <u>WQHK Morning Show Co-Host</u>	<u>1-75, 79</u>	<u>All Access</u>
11. <u>WOWO/WKJG Account Manager</u>	<u>1-77, 78</u>	<u>Referral</u>
12. <u>WOWO/WKJG Account Manager</u>	<u>1-77, 78</u>	<u>Fort Wayne Newspapers</u>

13	<u>WMEE Account Manager</u>	<u>1-77</u>	<u>fortwaynehelpwanted.com</u>
14	<u>WOWO/WKJG Account Manager</u>	<u>1-77</u>	<u>Fort Wayne Newspapers</u>
15	<u>WMEE Operation Manager</u>	<u>1-75, 79</u>	<u>All Access</u>
16	<u>WMEE On Air Announcer</u>	<u>1-75, 79</u>	<u>All Access</u>
17	<u>WQHK Account Manager</u>	<u>1-76</u>	<u>Referral</u>
18	<u>WMEE General Sales Manager</u>	<u>1-75, 79</u>	<u>Internal Posting</u>
19	<u>WBYR Morning Show Co-Host</u>	<u>1-11,17, 19-75</u>	<u>Internal Posting</u>

5) See Accompanying Table

Station WKJG, WMEE, WOWO, WFWI, WQHK, WBYR is an Equal Opportunity Employer.

6) Total # of Interviewees Referred: For the period from 3/22/2010 to 3/23/2011, this Employment Unit interviewed 390 interviewees for full-time job vacancies.

The same Account Manager interviewee is reflected on several account manager openings. Since we do continuous recruitment for the account manager position and the same pool of interviewees will be consider for more than one opening We only counted the interviewee one time.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

(a) Initiative: Internet Program

The Station Employment Unit (SEU) participates in an internet program designed to promote outreach generally. The SEU is a partner in a regional job web site, fortwaynehelpwanted.com. The SEU uses commercial inventory to drive job seekers to the web site. Job Seekers may utilize the General Career Advice, Online Resume Builder, and also take a career test to help determine careers that best suit them. Job seekers may also surf the site for job opportunities posted by area businesses. This program was kicked off in May 2003 and is still active.

(b) Initiative: Job Fairs

June 22, 2010 Federated Media/Fort Wayne was invited by Ft. Wayne WorkOne to host their own job fair from 2pm-4pm at the WorkOne Office. Attended by GSM Suzee Leavell - 71 inquires, 24 people showed up and 12 resumes were collected.

September 22, 2010 - Indiana University Bloomington 4pm-8pm. Attended by GSM Joel Pyle and GM Mark Deprez. Spoke to approximately 100 students. 25 resumes were collected.

September 23, 2010 - IPFW Career & Internship Fair 10a-2pm the Walb Union Ballroom:

This was attended by GSM Suzee Leavell and Promotions Director for FWN. 20 resumes for Sales and 15 Intern applications were collected.

September 29, 2010 - Ball State University Noon to 4pm - Attended by GSM Joel Pyle and GM Jim Allgeier. Spoke to approximately 100 students. 50 resumes were collected.

January 31, 2011 Ball State University Career Center and H. H. Gregg Center for Professional Selling Attended by GSM Ben Saurer and GSM Suzee Leavell spoke with approximately 50 people and collected 42 resumes.

(c) Initiative: Scholarship Program

Jan 2011 - Mar 2011 aired commercials to inform community of scholarship program IBA offers. Copies of Applications were made available at front desk. Advertisement also include IBA website for scholarship application.

(d) Initiative: Internship Program

Indiana University - March 2010 thru July 2010 - Duties included prize management, maintaining station websites, contacting winners, help create and write promotional proposals, and Bear on the Square. Also assisted with a few events.

Ball State University - March 2010 thru July 2010 - Duties included answering phones, helping set up and tear down events, general office duties and assisting in the sales department. Also helped with Bear on the Square every Wednesday.

IPFW - March 2010 thru July 2010. Duties included prize management, maintaining station websites, contacting winners, help create and write promotional proposals, helped set up and execute station events, organized prize bags, rolled t-shirts. Also assisted with Bear on the Square.

Carroll High School - August 2010 thru November 2010. Duties included putting together prize bags, updating websites, maintaining station vehicles and general office duties. Intern also shadowed both the Bear and Fort on air staff on various days during their internship.

Ivy Tech October 2010 thru February 2011. Duties included prize management, maintaining station websites, maintaining station vehicles, rolling t-shirts, helping set up, work, and tear down events, contacting winners, and other office work. Also helped with on-air promotions and shadowed the TNT Morning Show. He was hired as a Remote Tech after internship was completed.

Ball State University - May 2010 thru August 2010. Duties included readying vehicles for parades, live events. Maintained station websites, contacted winners, and assisted in developing ideas for Country Fest 2010 a major station promotion.

Ball State University - May 2010 thru August 2010. Duties included readying vehicles for parades, live events. Maintained station websites, contacted winners, and assisted in developing ideas for Country Fest 2010 a major station promotion.

Ball State University - May 2010 thru August 2010. Duties included readying vehicles for parades, live events. Maintained station websites, contacted winners, and assisted in developing ideas for Country Fest 2010 a major station promotion. Also worked Lunch on the Square

Purdue University - May 2010 thru August 2010. Duties included readying vehicles for parades, live events and more. Helped maintain station websites, contacted winners, and assisted in developing ideas for Country Fest 2010 a major station promotion.

New Haven High School - September 2010 thru February 2011. Duties included prize management, maintaining station websites, maintaining station vehicles, rolling t-shirts, helping setup, work, and tear down events, contacting winners, and other general office duties.

(e) Initiative: Management Training

Director of Human Resources - Nancy Boehm - Attended a Webinar on May 11, 2010
The Webinar was Titled "Navigating the FCC's Equal Employment Opportunity Rules" facilitated by Brendan Holland a communications attorney with Davis Wright Tremaine LLP. This provided a review of the FCC's EEO rules, including the required outreach for job openings, the non-vacancy related activities required and all recordkeeping requirements.

(f) Initiative: Management Training

The Employment Unit's Managers participated in a day long training titled "Situational Leadership," May 12, 2010. The Situational Leadership method from Kenneth Blanchard and Paul Hersey holds that managers must use different leadership styles depending on the situation. The model allows you to analyze the needs of the situation you are in and then use the most appropriate leadership style. This training is core development for advancement into higher management levels.

(g) Initiative: Management Training

The Employment Unit sent 14 employees to a one day seminar presented by accredited Wilson Learning Center trainers called Building Relationship Versatility: August 4, 2010. The Curriculum included developing results-oriented communicating skills for working effectively with diverse people and improving skills that result in increased productivity and better business results. This course prepares the employee for management roles.

Did Recruitment Source Request Notification? (Yes or No)

of Interviews

Org	Address	City	St	Zip	Phone Number	email_address	Interviews	Did Recruitment Source Request Notification? (Yes or No)
1 Allen County Public Library-Access Ft. Wayne	P. O. Box 2270, 200 East Berry St.	Fort Wayne	IN	46801	260-421-1245		0	No
2 Anthony Wayne Services	8515 Bluffton Rd.	Fort Wayne	IN	46809	2660-444-0006		0	No
3 Ball State University	Lucina Hall 220	Muncie	IN	47306			19	No
4 Ball State University	2000 W. University	Muncie	IN	47306	765-285-1522		0	No
5 Ball State University-Dept. of Telecommunication	BC 210	Muncie	IN	47306	765-285-1480		3	No
6 Bethel College Career & Intern Services	1001 W. McKinley Avenue	Mishwaka	IN	46545	574-257-2661		0	No
7 Butler University	4600 Sunset Ave. Fairbanks Cntr. 118-C	Indianapolis	IN	46208			0	No
8 Central State University, Career Services Dept.	1400 Brush Row Road	Wilberforce	OH	45384			0	No
9 Davenport University-Counseling & Career Devel	6191 Kraft Ave. SE	Grand Rapids	MI	49512	800-277-8447		0	No
10 Division of Family & Children-Job Bank	P. O. Box 1810	Marion	IN	46952	765-348-2902		0	No
11 East Wayne Street Center	801 East Wayne Street	Fort Wayne	IN	46802	260-422-6502		0	No
12 Editor-Frost Illustrated	3121 S. Calhoun	Fort Wayne	IN	46807	260-745-9503		0	No
13 Elkhart Area Career Center	2424 California Rd	Elkhart	IN	46514	574-262-5880		0	No
14 Elkhart WorkOne Center	430 Waterfall Drive	Elkhart	IN	46516	574-295-0105		0	No
15 Employment One	1010 W. Coliseum Blvd/Ste. F	Fort Wayne	IN	46808	260-471-0800		25	Yes
16 F.W. Business & Professional Womens Organiza	7620 Kingsway Drive	Fort Wayne	IN	46819			0	No
17 F.W. Chamber of Commerces/Women, Black & Hi	826 Ewing	Fort Wayne	IN	46802	260-424-1495		0	No
18 Fort Wayne Newspapers	601 W. Main St	Fort Wayne	IN	46804	Fax: 260-461-8230		25	No
19 Fort Wayne Urban League	2135 Hanna St.	Fort Wayne	IN	46803	260-745-3100		0	No
20 fortwaynehelwanted.com	fortwaynehelwanted.com						84	No
21 Ft. Wayne Women's Bureau	3521 Lake Avenue, Suite 1	Fort Wayne	IN	46805-5533	260-424-7576		0	No
22 Goods Entertainment					800-867-9532/801-460-310	adam@goodsentertainment	0	Yes
23 Goodwill Industries	1516 Magnavox Way	Fort Wayne	IN	46804	260-478-7617		0	No
24 Goshen College	AD 14 in Admin Bldg., 1700 Main St	Goshen	IN	46526	574-535-7547		0	No
25 Grace College & Theological Seminary	200 Seminary Drive	Winona Lake	IN	46590	574-372-5100		0	No
26 Howard University	528 Bryant N. W.	Washington	DC	20059	202-806-7513		0	No
27 Huntingdon College	2303 College Avenue	Huntington	IN	46750	260-356-6000		0	No
28 Illinois Center for Broadcasting	55 W. 22nd St.	Lombard	IL	60048	630-916-1700		0	Yes
29 Indiana Black Expo	3145 W. Meridian St.	Indianapolis	IN	46208	317-925-2702		0	No
30 Indiana Broadcasters Website						iba.com	0	No
31 Indiana Institute of Technology	1600 E. Washington Blvd.	Fort Wayne	IN	46803			0	No
32 Indiana Tech	1066 E. Washington Blvd.	Fort Wayne	IN	46803-1297	260-422-5561		0	No
33 Indiana University	107 S. Indiana Ave.	Bloomington	IN	47405	812-855-4848		3	No
34 Indiana University Kokomo	P. O. Box 9003, 2300 S. Washington	Kokomo	IN	46904	765-453-2000		0	No
35 Indiana University South Bend	1700 Mishawaka Ave.	South Bend	IN	46634			0	No
36 Indiana Wesleyan University	4201 Washington St.	Marion	IN	46953-4974	765-677-2061		0	No
37 International Business College	5699 Coventry Lane	Fort Wayne	IN	46804-7145	260-469-4500		0	No
38 IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6595	rmendez@ibcfortwayne.edu	7	No
39 IPFW	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6839		0	No
40 IPFW - Warsaw	2808 Frontage Rd	Warsaw	IN	46580			0	No
41 IPFW/Women and Returning Adults	2101 Coliseum Blvd. East	Fort Wayne	IN	46805-1499	260-481-6029		0	No
42 IIT Technical Institute	2810 Dupont Commerce Ct.	Fort Wayne	IN	46825-2393	260-484-4107		0	No
43 Ivy Tech Elkhart	2521 Industrial Parkway	Elkhart	IN	46516	574-289-7001		0	No
44 Ivy Tech State College	3800 N Anthony Blvd	Fort Wayne	IN	46805	260-480-4245		0	No
45 Ivy Tech State College Kokomo	P. O. Box 1373, 1815 Morgan St.	Kokomo	IN	46903	765-459-0561		0	No
46 Ivy Tech State College Warsaw	3755 Lake City Hwy.	Warsaw	IN	46580	574-267-5428		0	No
47 Kokomo Chapter I. A. A. P.	Ivy Tech State College, P. O. Box 1373	Kokomo	IN	46903	765-454-5111		0	No
48 Manchester College	604 East College Avenue	North Manchester	IN	46962-1276	260-982-5000		0	No
49 Metropolitan Human Relations	One Main Street	Fort Wayne	IN	46802	260-427-1146		0	No
50 NAACP	P.O. Box 10956	Fort Wayne	IN	46854	260-426-1255		0	No
51 NAB Employment Clearinghouse	1771 N Street N.W.	Washington	DC	20036	202-429-5498		0	No
52 National Association of Hispanic Journalists	1000 Nat'l. Press Bldg. 529 14th St. NW	Washington	DC	20045	202-662-7145		0	No
53 Ohio/Illinois Center for Broadcasting	9000 Sweet Valley Drive	Valley View	OH	44125	216-447-9117		0	Yes
54 Pilgrim Baptist Church	1331 Gay Street	Fort Wayne	IN	46803	260-424-5416		0	No
55 R. I. S. E., Inc.	1600 Wohlerf Street	Angola	IN	46703	260-665-9408		0	No
56 Social Service Dept	1040 S. Winter St./Suite 3013	Adrian	MI	49221	517-264-6300		0	No
57 St. Mary's College/Counseling & Career Develop	31 Specs Unica Hall	Norte Dame	IN	46556	574-284-4775		0	No

Did Recruitment Source Request Notification? (Yes or No)

	Org	Address	City	St	Zip	Phone Number	email address	# of Interviews	Did Recruitment Source Request Notification? (Yes or No)
58	Taylor University Upland	236 W. Reade Avenue	Upland	IN	46989	765-998-5382		0	No
59	Trine University	One University Avenue	Angola	IN	46703	260-665-4124		0	No
60	Union Baptist Church	2220 Smith Street	Fort Wayne	IN	46823	260-456-3421		0	No
61	United Hispanic-Americans	2424 Fairfield Ave	Fort Wayne	IN	46807	260-456-5000		0	No
62	United Way of Allen County	334 E. Berry St.	Fort Wayne	IN	46802	260-422-4776		0	No
63	University of Notre Dame/Career Center	248 Flanner Hall	Notre Dame	IN	46556	574-631-7164		6	No
64	University of Saint Francis	2701 Spring St.	Fort Wayne	IN	46808	800-434-7736		0	No
65	Upper Valley Joint Voc. School	8811 Career Dr.	Piqua	OH	45356	937-778-4882		0	No
66	Vincennes University - Vigo Hall	1002 N. First St.	Vincennes	IN	47591	812-888-4280		0	No
67	Vocational Rehabilitation	219 W. Wayne Street	Fort Wayne	IN	46802	260-424-1595		0	No
68	Wayne Township Trustee	320 East Superior Street	Fort Wayne	IN	46802	260-449-7000		0	No
69	Wells County JobWorks	3156 East State Road 124	Bluffton	IN	46714			0	No
70	Workforce Diversity Employment Services	1423 S. Plate St	Kokomo	IN	46902	765-454-5997		0	No
71	WorkForce of Indiana	201 East Rudisill Blvd/Suite #202	Fort Wayne	IN	46806	260-745-3555		17	No
72	Call Ins/Walk Ins							0	No
73	Company Websites							93	No
74	Internal Posting							9	No
75	Referrals							59	No
76	Jobfairs							0	No
77	On Air Advertising/Radio							18	No
78	Walk-in/Call-ins							4	No
79	All Access					www.a11access.com		18	No

IPFW	2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	4	no
On-Air Advertising/Radio			12	no
Referrals			18	no

5) Job Title: 5. WBYR Account Manager Referral Source(s) of Hiree: Company Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University-Dept. of Telecomm	Tim Pollard	BC 210, Muncie, IN 47306	765-285-1480	3	no
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	1	yes
Federated Media Websites		fortwaynehelpwanted.com		17	no
fortwaynehelpwanted.com		107 S. Indiana Ave., Bloomington, IN 47405	812-855-4848	2	no
Indiana University		201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	2	no
WorkForce of Indiana	Teresa Garcia	2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	6	no
IPFW				7	no
On Air Advertising/Radio				8	no
Referrals					

5) Job Title: 6. WFWI Account Manager Referral Source(s) of Hiree: Company Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	6	yes
Federated Media Websites				31	no
Fort Wayne Newspapers	Teresa Moreland	600 W. Main St, Ft. Wayne, IN 46803	Fax: 260-461-8230	2	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		11	no
Indiana University		107 S. Indiana Ave., Bloomington, IN 47405	812-855-4848	2	no
WorkForce of Indiana	Teresa Garcia	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	2	no
IPFW	Joan Bentz	2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	1	no
Referrals				14	no
Walk-in/Call-ins				1	no

5) Job Title: 7. WFWI Account Manager Referral Source(s) of Hiree: Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University-Dept. of Telecomm	Tim Pollard	BC 210, Muncie, IN 47306	765-285-1480	1	no
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	11	yes
Federated Media Websites				28	no
Fort Wayne Newspapers	Teresa Moreland	600 W. Main St, Ft. Wayne, IN 46803	Fax: 260-461-8230	9	no
fortwaynehelpwanted.com		fortwaynehelpwanted.com		37	no
Indiana University		107 S. Indiana Ave., Bloomington, IN 47405	812-855-4848	1	no
WorkForce of Indiana	Teresa Garcia	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	5	no
IPFW	Joan Bentz	2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	4	no
On Air Advertising/Radio				12	no
Referrals				20	no
Walk-in/Call-ins				1	no

5) Job Title: 8. WOWO Afternoon Talk Show Host Referral Source(s) of Hiree: Business Associate

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Referral				1	No

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		2	No

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		1	No

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	7	Yes
Federated Media Websites				7	No
Fort Wayne Newspapers	Teresa Moreland	600 W. Main St, Ft. Wayne, IN 46803	Fax: 260-461-8230	3	No
fortwaynehelpwanted.com		fortwaynehelpwanted.com		19	No
WorkForce of Indiana	Teresa Garcia	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	7	No
On Air Advertising/Radio				6	No
Referrals				14	No
Walk-in/Call-ins				3	No

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	11	Yes
Federated Media Websites				14	No
Fort Wayne Newspapers	Teresa Moreland	600 W. Main St, Ft. Wayne, IN 46803	Fax: 260-461-8230	7	No
fortwaynehelpwanted.com		fortwaynehelpwanted.com		31	No
WorkForce of Indiana	Teresa Garcia	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	11	No
On Air Advertising/Radio				7	No
Referrals				20	No

Referral Source(s) of Hiree: fortwaynehelpwanted.com

5) Job Title: 13. WMEE Account Manager

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	3	YES
Federated Media Websites	Teresa Moreland	600 W. Main St. Ft. Wayne, IN 46803	Fax: 260-461-8230	9	NO
fortwaynehelpwanted.com		fortwaynehelpwanted.com		20	NO
Indiana University	Teresa Garcia	107 S. Indiana Ave., Bloomington, IN 47405	812-855-4848	1	NO
WorkForce of Indiana	Joan Bentz	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	3	NO
IPFW		2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	2	NO
On Air Advertising/Radio				11	NO
Referrals				10	NO

5) Job Title: 14. WOWOWKJG Account Manager **Referral Source(s) of Hiree: Fort Wayne Newspapers**

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ball State University	Cindy Hershman	BC 210, Muncie, IN 47306	765-285-1581	3	NO
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	1	YES
Federated Media Websites	Teresa Moreland	600 W. Main St. Ft. Wayne, IN 46803	Fax: 260-461-8230	19	NO
fortwaynehelpwanted.com		fortwaynehelpwanted.com		5	NO
Indiana University	Teresa Garcia	107 S. Indiana Ave., Bloomington, IN 47405	812-855-4848	2	NO
WorkForce of Indiana	Joan Bentz	201 East Rudisill Blvd/Suite #202, Fort Wayne, IN 46804	260-745-3555	4	NO
IPFW		2101 Coliseum Blvd. East, Ft. Wayne, IN 46805	260-481-6595	6	NO
On Air Advertising/Radio				10	NO
Referrals				11	NO

5) Job Title: 15. WMEE Operations Manager **Referral Source(s) of Hiree: All Access**

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		8	NO
Internal Posting				3	NO

5) Job Title: 16. WMEE Morning Show Co-Host **Referral Source(s) of Hiree: All Access**

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		6	NO

5) Job Title: 17. WQHK Account Manager **Referral Source(s) of Hiree: Referral**

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)

				Interviewees Referred	Source Request Notification? (Yes or No)
Ball State University-Dept. of Telecomm	Tim Pollard	BC 210, Muncie, IN 47306	765-285-1480	7	NO
Employment One	Jill Olbin	1010 W. Coliseum Blvd/Ste. F, Fort Wayne, IN 46808	260-471-0800	4	YES
Federated Media Websites				21	NO
Fort Wayne Newspapers	Teresa Moreland	600 W. Main St. Ft. Wayne, IN 46803	Fax: 260-461-8230	1	NO
forwaynehelpwanted.com		forwaynehelpwanted.com		15	NO
Referrals				7	NO
University of Notre Dame/Career Center		248 Flanner Hall	574-631-7164	4	NO

5) Job Title: 18. WMEE General Sales Manager Referral Source(s) of Hiree: Internal Posting

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access		www.allaccess.com		1	NO
Internal Posting				3	NO
Referrals				1	NO

5) Job Title: 18. WBYS Morning Show Co-Host Referral Source(s) of Hiree: Internal Posting

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Posting				3	NO