

# EEO PUBLIC FILE REPORT

FOR

STATION WFFT-TV

Fort Wayne, Indiana

Allen Media Broadcasting

This EEO Public File Report  
Covers the Period  
April 1, 2025, through March 31, 2026

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WFFT's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2026, the station filled the following full-time vacancies:

Master Control Operator  
Weekend Anchor/Multi-Media Journalist  
Reporter  
Technical Director

The station interviewed a total of 13 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Station Website <a href="http://www.wfft.com">www.wfft.com</a>	8
Station Bulletin Board (internal)	2
Indeed	3
Ball State University	0
DePauw University	0
Arc Employment Services	0
Indiana Purdue at Fort Wayne	0

Urban League	0
University of St. Francis	0
YWCA Women's Bureau	0
Allen Media Broadcasting	0
Fort Wayne Community Schools	0
Fort Wayne Hispanic Chamber of Commerce	0
NAACP	0
Referral from Acquaintance/Employee	0
Networking	
Handshake.com	0
Indiana Career Connect	0

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Master Control Operator

**Recruitment Source That Referred the Hiree:** Indeed

**Date Vacancy Opened:** 7/30/25

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 8/27/25

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website: wfft.com	3707 Hillegas Road Fort Wayne, IN 46808	Fred Brunell	260-407-5219	0	No
Internal Job Posting	3707 Hillegas Road Fort Wayne, IN 46808	Fred Brunell	260-407-5219	0	No
Allen Media Broadcasting	https://allenmediabroadcasting.com		470-355-1944	0	
Indeed	Indeed.com	Website		3	No
Ball State University	Career Ct – Lucina Hall Muncie, IN 467306	B. Ballard	765-285-1522	0	No
DePauw University	313 S. Locust Street Greencastle, IN 46135	Placement Officer	765-658-4800	0	No
ARC Employment Services	4724 Glenmary Drive Ft. Wayne, IN 46806	Bob Zollinger	260-387-6602	0	No
Indiana Purdue at Fort Wayne	2101 Coliseum Blvd Ft. Wayne, IN 46805	Placement Officer	260-481-6100	0	No
Urban League	2135 S. Hanna St Ft. Wayne, IN 46803	Rufus Hamilton	260-745-3100	0	No
University of St. Francis	2701 Spring St Ft. Wayne, IN 46808	Academic & Career Development	260-399-7999	0	No
YWCA Women’s Bureau	1313 W. Washington Ctr Rd Ft. Wayne, IN 46825		800-441-4073	0	No
Fort Wayne Community Schools	1200 Barr Street Ft. Wayne, IN 46802	Director Anthis Career Center	260-456-7890	0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director	260-555-1234	0	No
NAACP	1521 Pontiac Street	Career Services	260-557-7485	0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Weekend Anchor

**Recruitment Source That Referred the Hire:** Internal

**Date Vacancy Opened:** 10-17-25

**Total Number of Persons Interviewed for the Vacancy:** 4

**Date Vacancy Filled:** 2/9/26

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website: wfft.com	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5219	3	No
Internal Job Posting	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5219	1	No
Ball State University	Lucina Hall Muncie, IN 47306	B. Ballard	765-285-1522	0	No
DePauw University	313 S. Locus Street Greencastle, IN 46135	Placement Officer	765-658-4800	0	No
Arc Employment Services	4724 Glenmary Drive Ft. Wayne, IN 46806	Bob Zolliniger	260-387-6602	0	No
Indiana Purdue FW	2101 Coliseum Blvd Ft. Wayne, IN 46805	Placement Officer	260-481-6100	0	No
Urban League	2135 S. Hanna St Ft. Wayne, IN 46803	Rufus Hamilton	260-745-3100	0	No
University of St. Francis	2701 Spring St Ft. Wayne, IN 46808	Academic & Career Development	260-399-7999	0	No
YWCA Women's Bureau	1313 W. Washington Ctr Rd Ft. Wayne, IN 46825		800-441-4073	0	No
Fort Wayne Community Schools	1200 Barr Street Ft. Wayne, IN 46802	Director Anthis Career Center	260-456-7890	0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director	260-555-1234	0	No
NAACP	1521 Pontiac Street	Career Services	260-557-7485	0	No
Allen Media Broadcasting	<a href="https://allenmediabroadcasting.com">https://allenmediabroadcasting.com</a>		470-355-1944	0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Multi-Media Journalist

**Recruitment Source That Referred the Hire:** Station Website

**Date Vacancy Opened:** 11/7/25

**Total Number of Persons Interviewed for the Vacancy:** 3

**Date Vacancy Filled:** 12/31/25

**Recruitment Sources Used to Fill the Vacancy**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Station Website: wfft.com	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5218	3	No
Internal Job Posting	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5218	0	No
Ball State University	Lucina Hall Muncie, IN 47306	B. Ballard	765-285-1522	0	No
DePauw University	313 S. Locus Street Greencastle, IN 46135	Placement Officer	765-658-4800	0	No
Arc Employment Services	4724 Glenmary Drive Ft. Wayne, IN 46806	Bob Zolliniger	260-387-6602	0	No
Indiana Purdue FW	2101 Coliseum Blvd Ft. Wayne, IN 46805	Placement Officer	260-481-6100	0	No
Urban League	2135 S. Hanna St Ft. Wayne, IN 46803	Rufus Hamilton	260-745-3100	0	No
University of St. Francis	2701 Spring St Ft. Wayne, IN 46808	Academic & Career Development	260-399-7999	0	No
YWCA Women's Bureau	1313 W. Washington Ctr Rd FW 46825		800-441-4073	0	No
Fort Wayne Community Schools	1200 Barr Street Ft. Wayne, IN 46802	Director Anthis Career Center	260-456-7890	0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director	260-555-1234	0	No
NAACP	1521 E. Pontiac Street FW	Career Services	260-557-7485	0	No
Allen Media Broadcasting	<a href="https://allenmediabroadcasting.com">https://allenmediabroadcasting.com</a>		470-355-1944	0	No

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:**      **Technical Director**

**Recruitment Source That Referred the Hire:** Website: wfft.com

**Date Vacancy Opened:**      **2/12/26**

**Total Number of Persons Interviewed for the Vacancy** 3

**Date Vacancy Filled:**      **3/03/26**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Station Website: wfft.com	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5218	2	No
Internal Job Posting	3707 Hillegas Road Fort Wayne, IN 46808	David Speakman	260-407-5218	1	No
Indeed.com	Indeed.com	Website		0	No
Indiana Broadcasters Assoc.	Indianabroadcasters.org	Website	317-701-0084	0	No
Ball State University	Lucina Hall Muncie, IN 47306	B. Ballard	765-285-1522	0	No
DePauw University	313 S. Locus Street Greencastle, IN 46135	Placement Officer	765-658-4800	0	No
Arc Employment Services	4724 Glenmary Drive Ft. Wayne, IN 46806	Bob Zolliniger	260-387-6602	0	No
Indiana Purdue FW	2101 Coliseum Blvd Ft. Wayne, IN 46805	Placement Officer	260-481-6100	0	No
Urban League	2135 S. Hanna St Ft. Wayne, IN 46803	Rufus Hamilton	260-745-3100	0	No
University of St. Francis	2701 Spring St Ft. Wayne, IN 46808	Academic & Career Development	260-399-7999	0	No
Allen Media Broadcasting	https://allenmediabroadcasting.com		470-355-1944		

YWCA Women's Bureau	1313 W. Washington Ctr Rd Ft. Wayne, IN 46825		800-441-4073	0	No
Fort Wayne Community Schools	1200 Barr Street Ft. Wayne, IN 46802	Director Anthis Career Center	260-456-7890	0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director	260-555-1234	0	No
NAACP	1521 E. Pontiac Street Ft. Wayne, IN 46803	Career Services	260-557-7485	0	No
Handshake.com	Handshake.com	Website		0	No
Indiana Career Connect	https://www.indianacareerconnect.com				

**MENU OPTION ACTIVITIES**

Station WFFT-TV Fort Wayne, Indiana has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
[*]1	Fall 2025 Indiana Broadcasters Association Career Fair	Rob Hennessey, Local Sales Manager attended Job Fair. Station provided on-air promotion related to event on WFFT & AFFT. (10/28/25)
3	Indiana Broadcasters Foundation Pioneers Roster	Brian Miller, News Anchor, was a judge for IBA Scholarship applicants. (2/13/26)
1	Ball State University Job Fair	Rob Hennessey, Local Sales Manager & David Speakman, News Manager attended Job Fair. (2/18/26)
1	Purdue University Job Fair	Tascha Heiman, Regional Director of Sales, attended Purdue Job Fair. (3/4/26)
	2 High School Students from Homestead High School	Rob Hennessey, Local Sales Manager, hosted two high school students at the Station. The students interviewed Rob for their business class regarding advertising. (2/24/26)
16	Foellinger-Freimann Botanical Garden Trick or Treat event	WFFT co-sponsored trick or treat event and kids learned about plants and agriculture. (10/25/25) Staff members from the News Department participated.

10	Blackhawk Middle School	Meteorologist, David Tilmans, talked to 8 <sup>th</sup> grade science students about meteorology. (2/12/26)
10	Woodlan Elementary School	La'Quan Richardson, WFFT's Weekend Anchor was "Principal of the Day". (11/6/25)
10	Oak Harbor High School	Gary Yoder, the station's General Manager, spoke to 7 high school aged students at Oak Harbor High School's Career Day. He spoke about all aspects of local TV stations and the various roles and skills needed to excel at tv station positions. (3/13/26)

\* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.