

# ANNUAL EEO PUBLIC FILE REPORT

**WFFT-TV**

**April 1, 2023 through March 31, 2024**

## Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Recruitment Sources Utilized
1	Master Control Operator	R	A B C D E E1 F G H J K M N R
2	Master Control Operator	R	A B C D E E1 F G H I J K N R
3	Weekend Sports/MMJ	N	A B C D E E1 F G H J K N R
4	Digital News Producer	R	A B C D E E1 F G H I J K N R Q W
5	Weekend Met/MMJ	AM	A-K N AM
6	Producer	W	A-K N W Q AM
7	MMJ	AM	A-K N W AM
8	MMJ	AM	A-K N Q W AM
9	Anchor	AM	A-K N Q W AM
10	Anchor	W	A-K N W Q
11	AE	R	A-K N R
12	AE	R	A-K N Q R
13	AE	R	A-K N R AH

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## Section 2: Master Recruitment Source List

	Recruitment Source	Contact	Address	Requested Notice (Y/N)	Total Interviewees
A	Ball State University	B Ballard	West Campus, Muncie, IN 46709	N	
				N	
B	DePauw University	Placement Office	Greencastle, IN 46135	N	
C	Assoc. for Retarded Persons	Bob Zollinger	4919 Projects Dr., Fort Wayne, IN 46805	N	
D	Fort Wayne Community Schools	Dir. of Anthis Career Center	1200 Barr St., Fort Wayne, IN 46802	N	
E	Purdue Fort Wayne	Placement Officer	2101 Coliseum Blvd. Fort Wayne, IN 46805	N	
E1	Urban League	Rufus Hamilton	2135 S. Hanna St., Fort Wayne, IN 46803	N	
F	Fort Wayne Hispanic Chamber of Commerce	Director	200 E. Main St., Fort Wayne, IN 46802	N	
G	NAB Employment Clearinghouse	Placement Director	1771 N. Street N.W. Washington, DC 20036	N	
H	University of St. Francis	Bill Brune	2701 Spring St., Ft. Wayne, IN 46804	N	
I	Vincennes Univ.	Placement Admin	1002 North First St., Vincennes, IN 47591	N	
J	Ft. Wayne Women's Bureau	L Stuckey	303 East Washington Blvd., Ft. Wayne, 46802	N	

K	NAACP	Career Services	P.O. Box 10956, Fort Wayne, IN 46854	N	
L	St. Joseph's College	Director	P.O. Box 651 Rensselaer, IN 47978	N	
M	WFFT-TV On-Air Announcement		3707 Hillegas Road, Fort Wayne, IN 46808	N	
N	WFFT.com		3707 Hillegas Road, Fort Wayne, IN 46808	N	4
O	TVJobs	www.tvjobs.com		N	
P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	N	
Q	Employee Referral			N	6
R	Indeed.com	None	177 Broad St. Stanford, CT 06901	N	24
S	Cardinal Career Link	N/A	Ball State University Lucina Hall Room 220 Muncie, IN 47306	N	
T	Ball State Job Fair	Jennifer Randall	Whitinger Business Building Ball State University Muncie, IN 47306	N	
U	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	N	
V	JournalismJobs.com	<a href="http://www.journalismjobs.com/post-new-job">http://www.journalismjobs.com/post-new-job</a>	info@journalismjobs.com	N	
W	LinkedIn	Linkedin.com		N	13
X	Indiana Broadcasters Association Fall Career Fair	Dave Arland	P.O. Box 902 Carmel, IN 46082	N	
Y	Intentionally Omitted			N	
Z	Intentionally Omitted			N	
AA	Glassdoor	Glassdoor.com		N	
AB	iHire	iHire.com		N	
AC	Ziprecruiter	Ziprecruiter.com		N	

AD	Facebook	Facebook.com		N	
AE	Digital Career Opportunities World Wide Group on Facebook			N	0
AF	Magid		1700 Broadway Suite 2001 New York, NY 10019	N	
AG	Media Staffing Network, Inc	mediastaffingnetwork.com		N	
AH	Non-Employee Referral			N	1
AI	Allen Media TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	N	0
AJ	Handshake College Job Boards	Handshake.com		N	
Ak	Purdue Fort Wayne Job Fair			N	
AL	National Association of Black Journalist	NABJ.com		N	
AM	YouTube ( <i>active candidate sourcing</i> )	YouTube.com		N	7
AN	St Francise University	Keith Busse School of Business	2701 Spring Street Fort Wayne, IN 46808	N	

Total Number of Persons Interviewed During Applicable Period: 55

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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"> <li>• Purdue University Fort Wayne Mastodon Spring Career Fair on 02/28/2024. Attended by our General Sales Manager, Local Sales Manager and Digital Sales Manager.</li> <li>• Ball State University CCIM+ Career and Internship Fair on 11/16/2023. Attended by our News Director and Creative Services Director</li> </ul>
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 Newsroom Producer and promoted him to our Exectuvie Producer position.
3	Inform the Public about Job Opportunities in Broadcasting (3)	<p>During the reporting period we participated in 2 sperate workshops about opportunities in broadcasting:</p> <ul style="list-style-type: none"> <li>• Nontraditional Employment for Women Workshop where we shared information with the women that attended the conference about careers in broadcasting.</li> <li>• Ball State University News Conference 11/16/2023 our News Director participated in 2 sessions where he discussed careers in broadcasting.</li> <li>• On 12/15/2023 we had a Ball State Student visit the station to job shadow our reporters and producers to learn more about how they do their jobs.</li> </ul>
4	Listing upper-level openings in a job bank or newsletter of a media trade group with a	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, the

	membership that includes participation of women and minorities	Fort Wayne Hispanic Chamber of Commerce and The National Association of Black Journalist.
5	Internship program designed to assist members of the community to acquire skills needed for broadcast employment (2)	Throughout the reporting period WFFT employed two interns in our newsroom to learn about working in a broadcast TV newsroom.
6	Participation in scholarship fund	During the reporting period, WFFT contributed financially to the Indiana Broadcasters Foundation scholarship fund which announced ten scholarships to deserving college students on March 23, 2024.
7	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Throughout the year we provide training to our General Sales Manager, News Director, Chief Engineer, and our Creative Services Director to ensure equal employment and preventing discrimination