

EEO PUBLIC FILE REPORT

FOR

STATION WFFT-TV

Fort Wayne, Indiana

Allen Media Broadcasting

This EEO Public File Report
Covers the Period
April 1, 2024, through March 31, 2025

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, 2025, the station filled the following full-time vacancies:

Editor/Photojournalist
Digital News Producer
Multi-Media Journalist
Account Executive (2)
Sports Director

The station interviewed a total of 25 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 www.wfft.com	2
Station Bulletin Board (internal)	2
Linked In	9
Indeed	9
Handshake College Board	0
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
Vincennes University	0
YWCA Women's Bureau	0
Fort Wayne Community Schools	0
Fort Wayne Hispanic Chamber of Commerce	0
NAB Employment Clearinghouse	0
NAACP	0
Referral from Acquaintance/Employee	2
Networking	1

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: **Editor/Photojournalist**

Recruitment Source That
Referred the Hiree: Indeed

Date Vacancy Opened: **3/26/24**

Total Number of Persons
Interviewed for the
Vacancy: 8

Date Vacancy Filled: **5/31/24**

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	Andy Paras	260-407-5230	0	No
Internal Job Posting	3707 Hillegas Road	Andy Paras	260-407-5230	1	No
Linked In	Online	Website		3	No
Indeed	Online	Website		4	No
Ball State University	Career Ct – Lucina Hall Muncie, IN 467-9	B. Ballard		0	No
DePaul University	Greencastle, IN 46135	Placement Officer		0	No
ARC Employment Services	4724 Glenmary Drive FW	Bob Zollinger		0	No
Purdue at Fort Wayne	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna Street FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring Street FW			0	No
Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No

FULL-TIME VACANCY EEO INFORMATION

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

Recruitment Source That
Referred the Hiree: Linked In

Date Vacancy Opened: **6/18/24**

Total Number of Persons
Interviewed for the
Vacancy: 2

Date Vacancy Filled: **7/24/24**

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	Andy Paras	260-407-5230	0	No
Internal Job Posting	3707 Hillegas Road	Andy Paras	260-407-5230	0	No
Linked In	Online	Website		2	No
Indeed	Online	Website		0	No
Ball State University	Lucina Hall Muncie, IN	B. Ballard		0	No
DePauw University	Greencastle, IN	Placement Officer		0	No
Arc Employment Services	4724 Glenmary Drive FW	Bob Zolliniger		0	No
Indiana Purdue FW	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna St FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring St FW			0	No
Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That
Referred the Hiree: Indeed

Date Vacancy Opened: 2/29/24

Total Number of Persons
Interviewed for the
Vacancy: 5

Date Vacancy Filled: 8/5/24

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	Tascha Heiman	260-407-5210	0	No
Internal Job Posting	3707 Hillegas Road	Tascha Heiman	260-407-5210	0	No
Linked In	Online	Website		0	No
Indeed	Online	Website		5	No
Ball State University	Lucina Hall Muncie, IN	B. Ballard		0	No
DePauw University	Greencastle, IN	Placement Officer		0	No
Arc Employment Services	4724 Glenmary Drive FW	Bob Zolliniger		0	No
Indiana Purdue FW	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna St FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring St FW			0	No
Handshake College Board	Website			0	No

Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Digital News Producer**

Recruitment Source That
Referred the Hiree: Website: wfft.com

Date Vacancy Opened: **5/08/24**

Total Number of Persons
Interviewed for the
Vacancy: 4

Date Vacancy Filled: **6/24/24**

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	Andy Paras	260-407-5230	1	No
Internal Job Posting	3707 Hillegas Road	Andy Paras	260-407-5230	0	No
Linked In	Online	Website		3	No
Indeed	Online	Website		0	No
Ball State University	Lucina Hall Muncie, IN	B. Ballard		0	No
DePauw University	Greencastle, IN	Placement Officer		0	No
Arc Employment Services	4724 Glenmary Drive FW	Bob Zolliniger		0	No
Indiana Purdue FW	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna St FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring St FW			0	No

Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sports Director

Date Vacancy Opened: 6/24/24

Date Vacancy Filled: 1/07/25

Recruitment Source That
Referred the Hire: Internal
Total Number of Persons
Interviewed for the
Vacancy: 4

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	Andy Paras	260-407-5230	1	No
Internal Job Posting	3707 Hillegas Road	Andy Paras	260-407-5230	1	No
Linked In	Online	Website		1	No
Indeed	Online	Website		0	No
Referral Acquaintance				1	No
Ball State University	Lucina Hall Muncie, IN	B. Ballard		0	No
DePauw University	Greencastle, IN	Placement Officer		0	No
Arc Employment Services	4724 Glenmary Drive FW	Bob Zolliniger		0	No
Indiana Purdue FW	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna St FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring St FW			0	No

Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive **Recruitment Source That** **Referred the Hiree:** Referral

Date Vacancy Opened: 8/26/24 **Total Number of Persons**

Date Vacancy Filled: 10/01/24 **Interviewed for the**
Vacancy: 2

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	Tascha Heiman	260-407-5210	0	No
Internal Job Posting	3707 Hillegas Road	Tascha Heiman	260-407-5210	0	No
Linked In	Online	Website		0	No
Indeed	Online	Website		0	No
Networking	Online			1	No
Ball State University	Lucina Hall Muncie, IN	B. Ballard		0	No
DePauw University	Greencastle, IN	Placement Officer		0	No
Arc Employment Services	4724 Glenmary Drive FW	Bob Zolliniger		0	No
Indiana Purdue FW	2101 Coliseum Blvd FW	Placement Officer		0	No
Urban League	2135 S. Hanna St FW	Rufus Hamilton		0	No
University of St. Francis	2701 Spring St FW			0	No

Vincennes University	1002 North First Street	Placement Adv.		0	No
YWCA Women's Bureau	5920 Decatur Road FW			0	No
Fort Wayne Community Schools	1200 Barr Street FW			0	No
Fort Wayne Hispanic Chamber of Commerce	200 E. Main Street #800 Fort Wayne, IN 46802	Director		0	No
NAB Employment	1 M Street NW Washington, DC	Placement Director		0	No
NAACP	3329 Heritage Dr FW	Career Services		0	No
Handshake College Board	Online			0	No
Referral	3707 Hillegas Road	Rob Hennessey, LSM - WFFT	574-800-1930	1	No

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	Purdue Fort Wayne Job Fair	Regional Director of Sales (Tascha Heiman)spoke/presented in a Marketing Class & participated in Job Fair (9/13/24)
1	Huntington University Job Fair	Andy Paras, News Director – attended & helped students with resumes & mock interviews (10/22/24)
1	Ball State University	Terra Brantley, News Anchor & Andy Paras, News Director – spoke to students about careers and jobs in journalism (1/24/25)

* 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.