

**ANNUAL EEO PUBLIC FILE REPORT**  
**WFFT-TV**  
**April 1, 2022 through March 31, 2023<sup>1</sup>**

Section I: Vacancy Information

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Commercial Producer Manager	A-K, Q, R	Q
Traffic Manager	A-K, P-R, AL	Q
Creative Services Director	A-K, Q, R	Q
Master Control Operator	A-K, N, R	R
Maintenance Engineer	A-K, N, Q, R	Q
Master Control Operator	A-K, N, R	N
Master Control Operator	A-K, N, R	R
Reporter/Multi-Media Journalist	A-K, W, AE, AI	AI
Master Control Operator	A-K, N, R	N
Reporter/Multi-Media Journalist	A-K, N, W, AE, AH	AH
Technical Director	A-K, N, R, AE	R
News Anchor	A-K, N, Q, W, AM	Q
Video Editor/Photographer	A-K, N, R, AE	R
Local Sales Manager	A-K, N, R, W, AI	W
Account Executive	A-K, N, R, W, AH-AJ	R
Account Executive	A-K, N, R, AI, AJ	R
Traffic Assistant/Receptionist	A-K, N, Q, R	Q

<sup>1</sup> This report was revised in December 2023 to address reporting issues.

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## Section II: 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	0
B	DePauw University	Placement Office	Greencastle, IN 46135	N	0
C	Assoc. for Retarded Persons (Arc)	Bob Zollinger	4724 Glenmary Drive, Fort Wayne, IN 46806	N	0
D	Fort Wayne Community Schools	Dir. of Anthis Career Center	1200 Barr St., Fort Wayne, IN 46802	N	0
E	Purdue Fort Wayne	Placement Officer	2101 Coliseum Blvd. Fort Wayne, IN 46805	N	0
E1	Urban League	Rufus Hamilton	2135 S. Hanna St., Fort Wayne, IN 46803	N	0
F	Fort Wayne Hispanic Chamber of Commerce	Director	200 E. Main St., Fort Wayne, IN 46802	N	0
G	NAB Employment Clearinghouse	Placement Director	1771 N. Street N.W. Washington, DC 20036	N	0
H	University of St. Francis	Bill Brune	2701 Spring St., Ft. Wayne, IN 46804	N	0
I	Vincennes Univ.	Placement Admin	1002 North First St., Vincennes, IN 47591	N	0
J	Ft. Wayne Women's Bureau	L Stuckey	303 East Washington Blvd., Ft. Wayne, 46802	N	0
K	NAACP	Career Services	P.O. Box 10956, Fort Wayne, IN 46854	N	0
L	St. Joseph's College	Director	P.O. Box 651	N	0

			Rensselaer, IN 47978		
M	WFFT-TV On-Air Announcement		3707 Hillegas Road, Fort Wayne, IN 46808	N	0
N	WFFT.com		3707 Hillegas Road, Fort Wayne, IN 46808	N	10
O	TVJobs	www.tvjobs.com		N	0
P	Indiana Broadcasters Association		P.O. Box 902 Carmel, IN 46082	N	0
Q	Employee Referral			N	10
R	Indeed.com		177 Broad St. Stanford, CT 06901	N	54
S	Cardinal Career Link		Ball State University Lucina Hall Room 220 Muncie, IN 47306	N	0
T	Job Fair <i>(as described in Section III)</i>			N	0
U	Rick Gevers & Associates		355 E. Ohio St. #303, Indianapolis, IN 46204	N	0
V	JournalismJobs.com	http://www.journalismjobs.com/post-new-job	info@journalismjobs.com	N	0
W	LinkedIn	Linkedin.com		N	5
X	Indiana Broadcasters Association Fall Career Fair	Dave Arland	P.O. Box 902 Carmel, IN 46082	N	0
Y	Intentionally Omitted				
Z	Intentionally Omitted				
AA	Glassdoor	Glassdoor.com		N	0
AB	iHire	iHire.com		N	0
AC	Ziprecruiter	Ziprecruiter.com		N	0
AD	Facebook	Facebook.com		N	0
AE	Digital Career Opportunities World Wide Group on Facebook			N	2
AF	Magid		1700 Broadway Suite 2001	N	0

			New York, NY 10019		
AG	Media Staffing Network, Inc	mediastaffingnetwork.com		N	0
AH	Non-Employee Referral			N	1
AI	Allen Media TV Website		3282 Northside Pkwy Suite 275 Atlanta, GA 30327	N	5
AJ	Handshake College Job Boards	Handshake.com		N	0
AK	Purdue Fort Wayne Job Fair			N	0
AL	National Association of Black Journalists	NABJ.com		N	0
AM	YouTube ( <i>active candidate sourcing</i> )	YouTube.com		N	4
AN	St Francis University	Keith Busse School of Business	2701 Spring Street Fort Wayne, IN 46808	N	0

Total Number of Persons Interviewed During Applicable Period: 91

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## Section II: 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 3/1/2023. Attended by our General Sales Manager, Local Sales Manager and Digital Sales Manager</li><li>• St Francis University Keith Busse School of Business Career Fair on 10/5/2022. Attended by our General Sales Manager and Digital Sales Manager</li></ul>
2	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>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 Asst. Traffic Manager to become our Traffic Manager. The training included weekly one-on-one sessions that provided instruction on the duties and responsibilities of a Traffic Manager.</p>
3	Participate in an event/program for or on behalf of an educational institution	<p>On January 20, 2023, video production students from Huntington University visited the station to tour our news production facility and get a better understanding of our news operations.</p>
4	Participation in scholarship fund	<p>During the reporting period, WFFT contributed financially to the Indiana Broadcasters Foundation scholarship fund which announced ten scholarships to deserving college students on March 25, 2023.</p>