

EEO PUBLIC FILE REPORT

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

1) **Employment Unit:** Elkhart, IN - Mishawaka, IN - Niles, MI

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

WLEG - Ligonier
 WTRC-AM - Elkhart
 WBYT - Mishawaka
 WTRC-FM - Niles, MI
 WNIL - Niles, MI

3) **EEO Contact Information for Unit Members:**

Mailing Address: 421 South Second Street Elkhart, IN 46516	Telephone Number: (574) 296-5941
	Contact Person: Nancy Boehm
	E-mail Address: nboehm@federatedmedia.com

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

Job Title	Recruitment Sources Used	Recruitment Source Referring Hiree
1. Account Manager	1-29, 32	Career Builder
2. Reporter	1-28, 32, 33, 38	Internal Candidate
3. News Anchor	1-28, 32, 33, 38	Michigan Assoc of Broadcasters
4. Program Director	1-27, 32, 33, 38	Employee Referral
5. GSM	32,33,40	Employee Referral
6. Account Manager	1-28, 32, 34, 37	Career Builder
7. Account Manager	1-28, 32, 37	Employee Referral
8. Account Manager	1-29, 32	Station on air commercial
9. Account Manager	1-28, 32	Station Website
10. Morning Show Host	1-27, 33, 38	All Access
11. Account Manager	1-29, 32	Employee Referral

12. Account Manager	1-28, 32	Employee Referral
13. Account Manager	1-28, 32	Station Website
14. Account Manager	1-29, 32	Station Website
15. Production Manager	40	Former Employee

5) See Accompanying Table

6) Total # of Interviewees Referred: For the period from 3/23/2010 to 3/22/2011, this Employment Unit interviewed 174 interviewees for full-time job vacancies.

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

(a) Initiative: JOB FAIR ATTENDANCE

April 9, 2010 Indiana Careers Consortium Career and Internship Fair located at Indiana University South Bend campus. The event hours were from 9:00 a.m.- 3:00 p.m.

The following colleges and universities were present: Ancilla College, Bethel College, Goshen College, Holy Cross College, IUSB, Ivy Tech, Purdue University, Saint Mary's College, Tri State University, University of Notre Dame and Valparaiso University. Greg DeRue, GSM WAOR and Kevin Musselman, GSM, WLEG/WTRC, spoke with 44 interested people regarding a career at Federated Media.

August 24, 2010 Congressman Joe Donnelly's Job Fair located at Indiana University South Bend campus. The event hours were from 9:00 a.m. - 1:00 p.m. Stephanie Michel, GSM for WBYT, attended the fair and spoke with 100 interested people regarding a career at Federated Media. Eighty-five candidates left their resume for further consideration. Applicants were interested in IT, copywriting, sales, journalism, engineering and internships.

Ball State University hosted a Career and Internship Fair on September 29, 2010. This event was sponsored by the College Career Center and took place in the Ball State Arena located in Muncie, IN. Jill Ferraro, GSM, WTRC-FM attended the fair and spoke with 30 interested people regarding careers or internships with Federated Media. Twenty-Two candidates left their resume for further consideration. Applicants were interested in sales, IT, copywriting, journalism and internships.

October 15, 2010 IUSB Elkhart hosted a Career and Internship Fair at their Elkhart, IN campus. The event hours were from 10:00 a.m. - 4:00 p.m..Kevin Musselman, GSM for WLEG, attended this fair and spoke with 14 interested people regarding a career or internship with Federate Media. Seven people left their resume for further consideration. Applicants were interested in sales, programming, internships and production.

(b) Initiative: INTERNSHIP PROGRAM

The Employment Unit's internship program is an unpaid opportunity for young people interested in a radio career to experience many facets of the industry. The station works with local colleges and universities to place students into the program. In general, the Employment Unit works with the college coordinators to seek availability of spots in the program for a one semester time period. The student is then invited in for an interview. The radio station looks for students willing to work in all areas of the company and the student looks at the station to see if they can benefit themselves based on the program they are offered.

Typically, the students receive college credit for the internship, and are required to work at the station a minimum number of hours. The Employment Unit has created a station check list that encompasses all "jobs" at the stations and assures broad experience for the student. The Promotions Department works as the coordinator of the internship program, and organizes the student's schedule. The check list includes the following job opportunities: Promotions: remotes, events, calendars, prizes; Programming: on-air studio seat time, imaging, promos; Sales: client visits, sales proposals; Production: writing commercial copy, voicing commercials; Traffic/Administrative: entering contracts, invoicing receptionist duties, and Engineering: transmitter tour, set-up of remote equipment. Most area college internship programs include a mid-semester and end-of-semester evaluation. The Employment Unit gathers input from various departments to complete the student evaluations. The Employment Unit had eight interns with 527 hours of total training from the following institutions; Holy Cross College, Bethel College, Saint Mary's College Grand Valley State and Ball State University.

(c) Initiative: Management Training: The Employment Unit's Managers participated in day long training titled "Situational Leadership", June 17, 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.

(d) Initiative: Management Training: The Employment Unit sent 11 employees to a one day seminar presented by accredited Wilson Learning Center trainers called Building Relationship Versatility June 23, 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.

(e) Initiative: Management Training: The Employment Unit's Human Resource Director, Nancy Boehm, conducted a training session for all Managers to prepare and motivate them to lead a respectful workplace, free of harassment and discrimination on February 15, 2011. Participants watched and then discussed two videos on leading and promoting a respectful workplace. They also reviewed their internal policies regarding same. Each participant left with a copy of the related workbook for reference moving forward.

(f) Initiative: Management Training: The Employment Unit had 10 employees participate and successfully complete the Radio Advertising Bureau's Certified Digital Marketing Consultant Class. The goal of the class is to better prepare all levels on how to market new media. Participants attended a live orientating webinar in the first week then complete eight online classes. Participants had to pass the CDMC final exam for certification. One employee has been promoted to a higher level position since completing this course.

(g) Initiative: Indiana Internship Expo: The Employment Unit's Promotion Director, individual who has substantial responsibility in making hiring decisions, attended the Internship Exp at Saint Mary's College, March 8, 2011. Specifically she interviewed potential candidates on-site and discussed possible internship positions within the company. The event hours were from 5:00 PM through 7:30 PM.

(h) Initiative: Management Training: The Employment Unit's Director of Human Resources attended the MAB's "Navigating the FCC's Equal Employment Opportunity Rules" on May 11, 2010. 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.

5) Job Title: Account Manager #1

Referral Source(s) of Hiree: Career Builder

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Monster	Chris Hannon	1964 Westwood Blvd, Los Angeles, CA 90025	317-615-5413	3	No
Career Builder		200 N LaSalle, Chicago, IL 60601	866-438-1485	12	No
Referral				1	No

5) Job Title: Reporter

Referral Source(s) of Hiree: Internal Candidate

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder		200 N LaSalle, Chicago, IL 60601	866-438-1485	1	No
IBA	Gwen Piening	3003 98th St, Indianapolis, IN 46280	317-573-0119	5	No
Referral				2	No
Internal Candidate				2	No
Michigan Assoc Broadcasters	Karol White	819 N Washington, Lansing, MI, 48906	800-968-7662	1	No
All Access	N/A			4	No

5) Job Title: News Anchor

Referral Source(s) of Hiree: Michigan Association of Broadcasters

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder		200 N LaSalle, Chicago, IL 60601	866-438-1485	1	No
IBA	Gwen Piening	3003 98th St, Indianapolis, IN 46280	317-573-0119	5	No
Referral				2	No
Internal Candidate				2	No
Michigan Assoc Broadcasters	Karol White	819 N Washington, Lansing, MI, 48906	800-968-7662	1	No
All Access	N/A			4	No

5) Job Title: Program Director Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral				1	No
All Access	N/A			8	No
Internal Candidate	N/A			1	No

5) Job Title: GSM Referral Source(s) of Hiree: Employment 1

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

5) Job Title: Account Manager #2 Referral Source(s) of Hiree: Career Builder

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder		200 N LaSalle, Chicago, IL 60601	866-438-1485	17	No
Walk IN				1	No
Employee Referral				5	No
IUSB Job Fair				4	No
Station Website				1	No

5) Job Title: Account Manager #3 Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder	N/A	200 N LaSalle St Suite 1100, Chicago, IL 60601	866-438-1485	9	No
Employee Referral				4	No
IUSB Job Fair				4	No
Station Website				1	No

5) Job Title: Account Manager #4 Referral Source(s) of Hiree: Station on air commercial

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder		200 N LaSalle, Chicago, IL 60601	866-438-1485	7	No
Station on air commercial				1	No
Employee Referral				5	No
Monster	Chris Hannon	1964 Westwood Blvd, Los Angeles, CA 90025	317-615-5413	3	No

5) Job Title: Account Manager #5 Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website				2	No
Employee Referral				2	No

5) Job Title: Morning Show 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)
IBA	Gwen Piening	3003 98th St, Indianapolis, IN 46280	317-573-0119	1	No
Internal Candidate				1	No
All Access	N/A			2	No

5) Job Title: Account Manager #6 Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Career Builder	N/A	200 N. LaSalle St. Suite 1100, Chicago, IL 60601	866-438-1485	5	No
Employee Referral				2	No
Station Website				1	No
Monster	Chris Hannon	1964 Westwood Blvd, Los Angeles, CA 90025	317-615-5413	2	No

5) Job Title: Account Manager #7 Referral Source(s) of Hiree: Employee Referral

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral				2	No
Station Website				6	No

5) Job Title: Account Manager #8 Referral Source(s) of Hiree: Station Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website	N/A			8	No
Employee Referral				2	No
					No

5) Job Title: Account Manager #9 Referral Source(s) of Hiree: Station Website

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Station Website				4	No
Career Builder	N/A	200 N. LaSalle St. Suite 1100, Chicago, IL 60601	866-438-1485	5	No
Monster	Chris Hannon	1964 Westwood Blvd, Los Angeles, CA 90025	317-615-5413	6	No
Employee Referral				1	No

5) Job Title: Production Manger Referral Source(s) of Hiree: Former Employee

Name of Organization Referring Interviewees	Contact Person	Address	Phone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Former Employee	N/A			1	No

Agency Name	Contact name	Address	City	State	Zip	Phone	# of Interviewees	Source Requested Notification
1 Ancilla College	Jim Cathon	P O Box 1	Donaldson	IN	46513	574-936-8898		NO
2 Andrews University	Carletta Witzel	NH204	Berrien Spring	MI	49104	269-471-3227		NO
3 Ball State	Nancy Carlson	200 University Ave	Muncie	IN	47306	765-285-2436		NO
4 Bethel College	Michelle Yager	1001 W. McKinley Ave	Mishawaka	IN	46545	574-257-2661		NO
5 Brown Mackie College		3454 Douglas Rd	South Bend	IN	46635	574-257-2661		NO
6 Elkhart Area Career Center	Warren Seegers	2424 California Road	Elkhart	IN	46514	574-262-5650		NO
7 Federated Media.com	Paul Altman	421 S Second	Elkhart	IN	46516	574-296-5982		NO
8 Harrison College	Sherri Renz		Ft Wayne	IN				
9 Indiana Broadcasters	Gwen Piening	3003 E 98th St	Indianapolis	IN	46280	317-573-0119	11	NO
10 Indiana Business College	Jonathan Kratzer	6413 N Clinton St	Ft Wayne	IN	46825	260-471-7667		NO
11 IUSB	Jeff Jackson	P O Box 7111	South Bend	IN	46634	574-520-4425		NO
12 Indiana University	David Boeyink	625 N Jordan	Bloomington	IN	47405	812-855-5234		NO
13 Ivy Tech	Gafe Vaughn	220 Dean Johnson Blvd	South Bend	IN	46601	574-289-7001		NO
14 Kalamazoo College	Lori Young	1200 Academy St	Kalamazoo	MI	49007	888-232-5966		NO
15 LaCasa of Goshen	Larry Gautsche	202 North Cottage	Goshen	IN	46526	574-533-4450		NO
16 Malcom X College	Zerrie Campbell	1900 W Van Buren	Chicago	IL	60612	312-850-7000		NO
17 Michigan Assoc of Broadcasters	Karole White	819 N Washington	Lansing	MI	48906	800-968-7622	2	NO
18 NAACP	Trina Robinson	914 Lincoln Way W	South Bend	IN	46616	574-289-2123		NO
19 Radio & Records	Melissa Garn	770 Broadway, 6th Floor	New York	NY	10003	800-562-2706		NO
20 SB Human Rights Comm	Lonnie Douglas	301 South St Louis Blvd	South Bend	IN	46617	574-235-9355		NO
21 So West Mich College	Amy Anderson	58900 Cherry Grove	Dowagiac	MI	49047	269-687-5644		NO
22 Spec's Howard School of Broadcasting		19900 W 9 Mile Road	Southfield	MI	48075	248-358-9000		NO
23 St Mary's College	Michael Sanders	162 Lemans Hall	Notre Dame	IN	46556	574-284-4775		NO
24 Univ of Notre Dame	Kathy Beaton	248 Flanner Hall	Notre Dame	IN	46556	574-631-5200		NO
25 Work One Elkhart	Business Svc Rep	430 Waterfall Drive	Elkhart	In	46516	574-295-0105		NO
26 Work One St Joseph Co	Business Svc Rep	851 So Marietta St	South Bend	IN	46618	574-237-9675		NO
27 Radio Website/station on air commercial							24	NO
28 Careerbuilder	N/A	200 N LaSalle	Chicago	IL	60601	866-438-1485		57 NO
29 Monster.com	Chris Hannon	1964 Westwood Blvd 3rd	Los Angeles	CA	90025	317-615-5413	14	NO
30 So Bend Tribune	Marilyn Pozgay	225 W. Colfax Ave	South Bend	IN	46626	574-235-6544		NO
31 The Truth	Mark Wolf	421 S Second St	Elkhart	IN	46516	574-296-5982		NO
32 Employee Referral							30	NO
33 Internal Candidate							7	NO
34 Walk-In							1	NO
35 ND Career Fair								NO
36 Employment 1								NO
37 IUSB Career Fair							8	NO
38 AllAccess.com							18	NO
39 Inside Radio Online								NO
40 Former Employee							2	NO
41 Client Referral								NO