

## WFWA (TV) EEO PUBLIC FILE REPORT April 1, 2013 – March 31, 2014

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the FCC's 2002 Equal Employment Opportunity Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: **Fort Wayne Public Television, Inc. - WFWA PBS39** and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this report covers the time period beginning April 1, 2013 to and including March 31, 2014.

The attached form has been designed to provide the information required by FCC's 2002 EEO Ruling. The applicable section for each area is noted as well as the originating form, which contains this information in detailed:

1. A list of all full-time vacancies filled by WFWA-PBS 39 during the applicable period – **Section 1**
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person (if applicable) telephone number and e-mail address (if applicable) (“Recruitment Sources” form) – **Section 2**
3. The recruitment source that referred the hiree for each full-time vacancy (“New Job Vacancy” form) – **Section 2**
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source (“New Job Vacancy” form) – **Section 1**
5. A list and brief description of the initiatives undertaken – **Section 3**

For purposes of this report, a vacancy is deemed “filled” not when the offer was extended, but by when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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The information contained in this Public File Report for the period of April 1, 2012 to March 31, 2013 is truthful and accurate to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Thomas Theard". The signature is fluid and cursive, with a large, stylized initial "T".

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Thomas Theard, Human Resources Director

**I. VACANCY LIST**

<b>JOB TITLE</b>	<b>TOTAL # OF INTERVIEWED</b>	<b>RECRUITMENT SOURCE *</b>	<b>HIRED SOURCE</b>
Education Outreach Specialist	1	1	#22
Entry Level Corp Development Account Executive	7	25	#23
Development Coordinator	3	23	#24
Finance / Accounting Manager	3	25	#23

TOTAL NUMBER OF PERSONS INTERVIEWED: **14** (during applicable period)

**\*All sources were sent job opening information**

**II. RECRUITMENT SOURCE INFORMATION - Sources referring interviewed**

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	<b>RECRUITMENT SOURCE – Name, address, contact &amp; phone number (f applicable)</b>	<b>TOTAL # OF INTERVIEWEES</b>	<b>POSITION TITLE (FULL-TIME ONLY)</b>
1	<b>BROADCAST COMPLIANCE</b> <a href="http://www.bcs-ok.com">www.bcs-ok.com</a>		
2	<b>Corporation for Public Broadcasting</b> <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	<b>0</b>	
3	Greater Fort Wayne Chamber of Commerce <a href="http://www.fwchamber.org/home">http://www.fwchamber.org/home</a>	<b>0</b>	

**SECTION II**  
**Recruitment Source Information – con't**

	<b>RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)</b>	<b>TOTAL # OF INTERVIEWS</b>	<b>POSITION/TITLE (FULL-TIME ONLY)</b>
4	<b>Craigslist</b> <a href="http://fortwayne.craigslist.org/">http://fortwayne.craigslist.org/</a>	<b>0</b>	
5	<b>Fort Wayne NAACP</b> P.O. Box 10956, Fort Wayne, IN 46854 Contact: Rev. Dr. Saharra Bledsoe, President	<b>0</b>	
6	<b>Fort Wayne Urban League</b> 2135 S. Hanna St. Fort Wayne, IN 46803  Rufus Hamilton Employment Specialist <a href="mailto:rhamilton@fwurbanleague.org">rhamilton@fwurbanleague.org</a>	<b>0</b>	
7.	<b>Fort Wayne Women's Bureau</b> <a href="mailto:carchbold@womensbureau.com">carchbold@womensbureau.com</a>	<b>0</b>	
8.	<b>Huntington University</b> <a href="mailto:kschwob@huntington.edu">kschwob@huntington.edu</a> Contact: Kay Schwob	<b>0</b>	
9.	<b>Harrison College</b> <a href="http://www.harrisoncareerlink.com">www.harrisoncareerlink.com</a> <a href="mailto:shawn.hoffman@harrison.edu">shawn.hoffman@harrison.edu</a>  260-471-7667 Contact: Sherri Renz	<b>0</b>	

**SECTION II**  
**Recruitment Source Information – con't**

	<b>RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)</b>	<b>TOTAL # OF INTERVIEWS</b>	<b>POSITION/TITLE (FULL-TIME ONLY)</b>
10.	<b>Indiana Univ. – Purdue Univ. at Fort Wayne Career Services</b> Posting site: <a href="http://www.ipfw.edu/jobzone">www.ipfw.edu/jobzone</a> Contact: Marla Brenneke	1	
11.	<b>Indiana Wesleyan University Student Services</b> <a href="mailto:amanda.goff@indwes.edu">amanda.goff@indwes.edu</a> Contact: Amanda Goff	1	
13.	<b>Indiana Tech Career Services</b> <a href="mailto:cpverduce@indianatech.edu">cpverduce@indianatech.edu</a>  Contact: Cindy Verduce	1	
14.	<b>Indiana Broadcasters Association</b> Posting site: <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a>	1	
15.	<b>ITT Technical Institute Career Services</b> <a href="mailto:jmcmichael@itt-tech.edu">jmcmichael@itt-tech.edu</a> Contact: Joe McMichael	0	
16	<b>Ivy Tech Community College</b> posting site: <a href="http://www.ivytech.edu/fortwayne/jobzone">www.ivytech.edu/fortwayne/jobzone</a> Contact: Sheila Wiggins-Biggs	0	
17.	<b>League for the Blind &amp; Disabled</b> 5821 S. Anthony Blvd. Fort Wayne, IN 46816 <a href="mailto:the-league@the-league.org">the-league@the-league.org</a> Contact: Nancy Gasparini	0	
18.	<b>Manchester College Career Services</b> <a href="mailto:bjbutterbaugh@manchester.edu">bjbutterbaugh@manchester.edu</a> Contact: Betty Butterbaugh	2	

**SECTION II**

**Recruitment Source Information – con't**

	<b>RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)</b>	<b>TOTAL # OF INTERVIEWS</b>	<b>POSITION/TITLE (FULL- TIME ONLY)</b>
19.	<b>Men of Action</b> P.O. Box 12884 Fort Wayne, IN 46866 260-745-5494 Contact: Tim Russell	<b>0</b>	
20.	<b>United Hispanic Americans</b> 260-456-5000, ext. 324 mdimas@uha-bjc.org Contact: Marie Dimas	<b>0</b>	
21.	<b>University of Saint Francis</b> wbrune@sf.edu wbrune@sf.edu Contact: Bill Brune	<b>0</b>	
22.	<b>WFWA(TV) Internal Posting</b>	<b>1</b>	<b>1</b>
23.	<b>WFWA(TV) Website</b> www.wfwa.org	<b>2</b>	<b>2</b>
24.	<b>WFWA(TV) Word-of-Mouth Referral</b>	<b>5</b>	<b>1</b>
25.	<b>Work One Northeast</b> Posting site: www.indianacareerconnect.com Contact: Kelli Pursley	<b>1</b>	
26.	<b>TV &amp; RADIO JOBS</b> www.tvandradiojobs.com	<b>0</b>	

### III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program: Development Department	During this reporting period, WFWA(TV) hosted
2	Participated in activity sponsored by an educational institution to further the goal of disseminating information regarding opportunities in broadcasting.	Throughout this reporting period, WFWA (TV) provided classroom space for audio editing classes of Indiana Univ. – Purdue Univ. at Fort Wayne, a public university serving Northeast Indiana. The professor and students met periodically in the station's conference room and utilized the station's audio-editing lab to learn production techniques.
3	Career Fair Participation	3-19-14 HR Director Tom Theard participated in the IPFW REVERSE Career Fair Flier

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4	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	<p>Throughout the reporting period, WFWA (TV) hosted the following educational and community organizations for a tour of the station led by our Creative Services Manager as well as a question-and-answer session regarding the day-to-day operations, both technical and non-technical. In addition, our host advised participants on a variety of career fields available in broadcasting and how they could prepare now for career in TV or telecommunications of any kind as well as what classes to seek at the middle-high school level, as appropriate. Also advised students of summer programs and resources for college choices.</p> <p>Wednesday, February 6  6:00pm  Tiger Cubs/Northwest Allen County</p> <p>Thursday, February 21  6:15pm  Tiger Cub Scouts, Troop 3419 (Could be from anywhere, but they have a troop number.)</p> <p>Tuesday, February 19  10:00am  Pathfinder Services-Huntington County</p> <p>Saturday, February 30  12:00 Noon  The Flying Monkey Actors From The Wizard Of Oz Movie-Reunion Group</p> <p>Wednesday, May 15  5:30pm  Cub Scouts/Tiger Cub Scouts, Huntington</p> <p>Wednesday, May 22  5:30pm  Cub Scouts/Tiger Cub Scouts, Second den from Huntington</p> <p>Wednesday, May 29  5:30pm  Cub Scouts/Tiger Cub Scouts, Second den from Huntington</p> <p>Thursday, June 20, 2013  12 Noon  The Literacy Alliance</p> <p>Wednesday, July 17, 2013  10:00am  Early Childhood Alliance-Kid's Tour</p>



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	<p>Thursday, July 18, 2013  10:00am  Early Childhood Alliance-Kid's Tour</p> <p>Thursday, June 20, 2013  12 Noon  The Literacy Alliance  (Lunch meeting in Founders' Room for them at 11:30am,  tour after they finish lunch)</p> <p>Wednesday, July 17, 2013  10:00am  Early Childhood Alliance-Kid's Tour</p> <p>Thursday, July 18, 2013  10:00am  Early Childhood Alliance-Kid's Tour</p> <p>Tuesday, November 12  11:30am  Senior Adult Group  The Chapel, Fort Wayne  Expecting up to 35 adults.</p> <p>Thursday, November 14, 2013  10:00am &amp; 1:00pm  Northeast Indiana Home School Group Tour</p> <p>Thursday, November 14, 2013  6:15pm-6:30pm start time  IVY Tech Video production Students</p> <p>Thursday, November 21, 2013  10:00am  University of Saint Francis/School of Creative Arts Video  Production Students</p> <p>Thursday, December 12  6:30pm  St. Charles' School/Tiger Cub Scouts, Cub Scouts</p> <p>Friday, March 21  1:30pm  Bethlehem Lutheran Church Seniors Group</p> <p>Wednesday, March 26  11:00am  ResCare Adult Day Care</p>

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<b>5</b>	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	10/13 – speaking engagement at New Tech High School. Educating students on who PBS39 is, career opportunities available at PBS39, in-depth explanation of workflow for creating documentaries, translating & incorporating documentary creation workflow into their current class project.
<b>6</b>	Participation in general (not vacancy-specific) outreach efforts by such means as job banks or Internet programs.	WFWA (TV) is developing a working relationship with AmeriCorps Program and the Indiana Intern Net to seek internship candidates.
<b>7</b>	Placed an ad for the special edition of Frost Illustrate Black History Month	2/11/14 ad was placed on for the special edition of Frost Illustrated