

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2017 – March 22, 2018.

- 1) **Employment Unit: Talking Stick – South Bend, IN SEU**
- 2) **Unit Members (Stations and Communities of License): WRBR-FM, South Bend, IN**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address:  Talking Stick Communications, LLC 237 West Edison Road Mishawaka, IN 46545	Telephone Number:  574-258-5483
	Contact Person/Title:  Stephanie Michel, General Manager
	E-mail Address:  smichel@federatedmedia.com

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

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Account Executive	Indeed.com
2. General Sales Manager	Employee Referral

**The Employment Unit contacted the following organizations for all full-time job openings, and received referrals as indicated in each job opening on the pages that follow:**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
All Access		Allaccess.com		No
Ancilla College	Jim Cathon	P O Box, Donaldson, IN 46513	574-936-8898	No
Andrews University	Carletta Witzel	NH204, Berrien Springs, MI 49104	269-471-3227	No
Ball State	Nancy Carlson	200 University Ave, Muncie, IN 47306	765-285-2436	No
Bethel College	Michelle Yager	1001 W McKinley, Mishawaka, IN 46545	574-257-2661	No
Brown Mackie College		3454 Douglas Rd, South Bend, IN 46635	574-237-0774	No
Career Builder	N/A	200 N LaSalle, Chicago, IL 60601	866-4538-1485	No
Elkhart Area Career Center	Warren Seegers	2424 California Road, Elkhart, IN 46514	574-262-5650	No
Employment 1		4609 Grape Road, Mishawaka, IN 46545	574-968-5020	No
Federated Media.com	Paul Altman	Edison Road, Mishawaka, IN 46545	888-333-6133	No
Harrison College	Sherri Renz	500 N Meridian St, IN, 46204	888-544-4422	No
Indiana Broadcasters Association	Gwen Piening	3003 E 98 <sup>th</sup> St, Indianapolis, IN 46280	317-573-0119	No
Indiana Business College	Jonathan Kratzer	6413 N Clinton St, Ft Wayne, IN 46825	260-477-7667	No
IUSB	Jeff Jackson	P O Box 7111, South Bend, IN 46634	574-520-4425	No
Indiana University	David Boeyink	625 N Jordan, Bloomington, IN 47405	812-855-5234	No
Inside Radio		InsideRadio.com		No
Ivy Tech	Gale Vaughn	220 Dean Johnson Blvd, So Bend, IN 46601	574289-7001	No
Jacobs Media		29777 Telegraph Rd, Southfield, MI 48034	248-353-9030	No
Kalamazoo College	Lori Young	1200 Academy St, Kalamazoo, MI 49007	888-232-5966	No
LaCasa of Goshen	Larry Gautsche	2020 No Cottage, Goshen, IN 46526	574-533-4450	No
Malcom X College	Zerrie Campbell	1900 W VanBuren, Chicago, IL 60612	312-850-7000	No
Monster.com	Anthony Harden	1964 Westwood Blvd, 3 <sup>rd</sup> Floor, Los Angeles, CA 90025	317-616-5413	No
Michigan Association of Broadcasters	Karole White	819 N Washington, Lansing, MI 48906	800-968-7622	No
NAACP	Trina Robinson	914 Lincoln Way West, South Bend, IN 46616	574-289-2123	No
Radio & Records	Melissa Garn	770 Broadway 6 <sup>th</sup> Floor, New York, NY 10003	800-562-2706	No
South Bend Human Rights	Lonnie Douglas	301 So St Louis Blvd, South Bend, IN 46617	574-235-9355	No
Southwest Michigan College	Amy Anderson	58900 Cherry Grove, Dowagiac, MI 49047	269-687-5644	No
Spec's Howard School of Broadcasting	Nicole LaDouceur	19900 W 9 Mile Road, Southfield, MI 48075	248-358-9000	No
St Mary's College	Michael Sanders	162 Lemans Hall, Notre Dame, IN 46556	574-284-4775	No
University of Notre Dame	Kathy Beaton	248 Flanner Hall, Notre Dame, IN 46556	574-631-5200	No
Work One Elkhart	Business Serv Rep	430 Waterfall Drive, Elkhart, IN 46516	574-295-0105	No
Work One of St Joseph County	Business Serv Rep	851 So Marietta St, South Bend, IN 46618	574-237-9675	No
WRBR Website		237 Edison Road, Mishawaka, IN 46545	574-258-5483	No
WAOR Website		237 Edison Road, Mishawaka IN 46545	574-258-5483	No
Indeed.com		indeed.com		NO

**Station WRBR-FM is an Equal Opportunity Employer**

5) Job Title: Account Executive

Referral Source(s) of Hire: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com		Indeed.com		1	No
Job Fair -IUSB		Muncie, IN		2	No
Employee Referral				1	

5) Job Title: General Sales Manager

Referral Source(s) of Hire: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Internal Candidate				2	
Employee Referral				1	

6) Total # of Interviewees Referred: For the period from March 23, 2017, through March 22, 2018, this Employment Unit interviewed 7 interviewees for full-time job vacancies.

## 7) Supplemental Recruitment Initiatives.

### (a) Initiative: Job Fair Attendance

On April 5, 2017, Indiana University South Bend hosted a Career and Internship Fair on their South Bend campus. The General Sales Manager attended. Event hours were from 12 pm through 3 pm. During that time, the GSM spoke to 23 candidates regarding careers at Talking Stick Communications. Fourteen people left their resumes for further consideration. Applicants were interested in sales, marketing, IT, copywriting, engineering, graphic design and internships.

### (b) Initiative: Job Fair Attendance

On October 4, 2017, Indiana University South Bend hosted a Career and Internship Fair on their South Bend Campus. The General Sales Manager attended. Event hours were from 12 pm through 3 pm. During that time, the GSM spoke to 35 candidates regarding careers at Talking Stick Communications. Twenty-three people left their resumes for further consideration. We are planning to further interview 10 candidates for a Sales Executive Position. Applicants were interested in sales, marketing, social media, IT, copy writing, engineering, graphic design and internships.

### (c) Initiative: Job Fair Attendance

On October 10, 2017, Ball State University's Professional Selling Department hosted a Networking Expo on their Muncie, Indiana campus. The General Sales Manager attended. This event was similar to a career fair that focused on students participating in a sales competition the next day. Students were from Ball State and other institutions across the country. Event hours were from 3 pm through 6 pm. There were 20 businesses represented. During that time, the GSM spoke to 15 candidates regarding careers at the Company. Two people left their resumes for further consideration. Both were given further opportunity to interview for sales positions. Applicants were interested in sales and marketing.

### (d) Initiative: Job Fair Attendance

On September 12, 2017, Saint Mary's College hosted a Career Fair on their South Bend campus. The General Sales Manager attended. Event hours were from 11 am through 2 pm. During that time, the GSM spoke to 19 candidates regarding careers at Talking Stick. Ten people left their resumes for further consideration. Applicants were interested in sales, marketing, promotions, videography, graphic design and internships.

### (e) Initiative: Job Fair Hosting

On October 18, 2017, Talking Stick Communications and Pathfinder Communications hosted a Career Open House at the Elkhart Chamber of Commerce in Elkhart, Indiana. Hours were from 11 am to 1 pm and 4 pm to 6 pm. Talking Stick and Pathfinder Communications were the only companies represented at this event. This event was open to the public. The General Sales Managers attended. During that time, the GSMs spoke to 10 interested people regarding a career at the Company. Seven candidates left their resume for further consideration. We gave 2 candidates further opportunity to interview for sales positions. This event was promoted on company stations and social media.

### (f) Initiative: Job Fair Attendance

On January 29, 2018, the General Sales Manager attended a career/internship fair hosted by Ball State University's Marketing Department. The event took place from 3 pm to 7 pm on campus. Ninety-two businesses were represented at this event. During the event, the GSM spoke to 31 interested people regarding a career at Talking Stick Communications. Seventeen candidates left their resume for further consideration. We offered 8 of those candidates an opportunity to interview for a position in sales/marketing.

**(g) Initiative: FCC's EEO Rule Webinar**

On October 18, 2017, the Business Manager participated in a webinar hosted by Pillsbury Winthrop Shaw Pittman LLP of Nashville, Tennessee. The webinar title was "The Changing Face of the FCC's EEO Rule in 2017". The program gave refreshers on EEO requirements, the formal EEO Program, Outreach updates, and recordkeeping.

**(h) Initiative: Job Fair Hosting**

On Wednesday, May 10, 2017, Talking Stick and Pathfinder Communications hosted a career fair at Concord Mall in Elkhart, Indiana. Talking Stick was 1 of 27 companies who were on site to interview potential candidates. This event was open to the public. There were several hundred individuals who attended. Several companies made hires on the spot.