

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2018 – March 22, 2019.

- 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:**

Job Title	Recruitment Source Referring Hiree
1. Account Executive	On Air
2. Account Executive	Indeed.com
3. Account Executive	Indeed.com

Station WRBR-FM is an Equal Opportunity Employer

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	
Harrison College	Sherri Renz	500 N Meridian St, IN, 46204	888-544-4422	No
Indiana Broadcasters Association	Gwen Piening	3003 E 98 th 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
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
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 th 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/Company Website		237 Edison Road, Mishawaka, IN 46545	574-258-5483	
LinkedIn.com		LinkedIn.com		No
Indeed.com		indeed.com		No
Employee Referral				No

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5) Job Title: Account Executive

Referral Source(s) of Hiree: On-Air

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

5) Job Title: Account Executive

Referral Source(s) of Hiree: 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		12	No
Company Website				7	No
LinkedIn.com		LinkedIn.com		2	No
Employee Referral				1	No

5) Job Title: Account Executive

Referral Source(s) of Hiree: 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		4	No
LinkedIn.com		LinkedIn.com		5	No
Company Website		Federatedmedia.com		2	No
Employee Referral				1	No
On Air				2	No

6) Total # of Interviewees Referred: For the period from March 23, 2018, through March 22, 2019, this Employment Unit interviewed 40 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Job Fair Attendance

On April 4, 2018, 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 General Sales Manager spoke to 20 candidates regarding careers at Talking Stick Communications. Fifteen people left their resumes for further consideration. Applicants were interested in sales, marketing, IT, copywriting, engineering, web and graphic design, administrative positions, HR and internships.

(b) Initiative: Job Fair Attendance

On October 3, 2018, Indiana University South Bend hosted a Business 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 General Sales Manager spoke to candidates regarding careers at Talking Stick Communications. Candidates left their resumes for further consideration. Candidates were interested in sales, marketing, social media, IT, copy writing, engineering, graphic design and internships.

(c) Initiative: Job Fair Attendance

On September 12, 2018, Saint Mary's College hosted a Career Fair on their South Bend campus. The General Sales Manager attended. Event hours were from 4:30 pm through 7 pm. During that time, the General Sales Manager spoke to 26 candidates regarding careers at Talking Stick Communications. Thirteen people left their resumes for further consideration. Applicants were interested in sales, marketing, promotions, videography, graphic design and internships.

(d) Initiative: Job Fair Host

On May 9, 2018, Talking Stick Communications hosted a Career Open House at Concord Mall in Elkhart, Indiana. Hours were from 2 pm to 7 pm. There were twenty-two Talking Stick clients in attendance to meet with candidates. In addition, Talking Stick Communications had a booth managed by the General Sales Manager. This event was open to the public and was attended by approximately 250 people.

(e) Initiative: Job Fair Attendance

On January 28, 2019, the General Sales Manager was registered to attend a career/internship fair hosted by Ball State University's Marketing Department. The event took place from 4 pm to 7 pm on campus where 92 businesses were represented. Due to inclement weather, the General Sales Manager was unable to attend, but Ball State University sent Talking Stick Communications 50 resumes from the event for further consideration.

(f) Initiative: Job Fair Host

On August 6, 2018, Talking Stick Communications hosted a Career Open House at the Goshen Chamber of Commerce. The event was staffed by the General Sales Manager. The event took place from 11 am until 6 pm and was open to the general public. During the event, Talking Stick Communications spoke to 2 candidates who left their resumes for consideration. Both candidates were interested in an Account Executive position.

(g) Initiative: Job Fair Attendance

On March 13, 2019, the General Sales Manager attended a career fair at Bethel College in Mishawaka, Indiana. The event took place from 10 am to 1 pm. The general public and students were invited to this event. During that time, the General Sales Manager spoke with 18 people interested in a career at Talking Stick. Thirteen candidates left their resume with us for further consideration. Nine candidates were interested in an internship position and four were interested in sales. We are planning to further interview these candidates for possible employment.