

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2020 – March 22, 2021.

- 1) **Employment Unit: Talking Stick Communications – South Bend, IN**
- 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:**

(Numbers refer to accompanying table for Recruitment Sources.)

Job Title	Recruitment Sources	Recruitment Source Referring Hiree
No Job Vacancies		

- 5) **Full-Time Job Vacancy Details**

No job vacancies.

- 6) **Total # of Interviewees Referred:** For the period from March 23, 2020 through March 22, 2021, the Employment Unit interviewed 0 interviewees for full-time job vacancies.

- 7) **Supplemental Recruitment Initiatives.**

**(a) Initiative: Job Fair Attendance**

On March 4, 2020, Indiana University South Bend hosted a career or job fair that Talking Stick Communications attended. The General Sales Manager attended the event that took place at the Student Activities Center in South Bend, Indiana. The event took place from noon through 3:00 pm on campus. One hundred thirty-one businesses were represented at the event. Students and the general public were invited to attend. During that time, the General Sales Manager spoke to thirty-three interested candidates regarding a career at Talking Stick Communications. Twenty-two candidates left their resume with the General Sales Manager for further consideration. Eight applicants were interested in sales and marketing, five were interested in graphic design and nine were interested in an internship. Most candidates were finishing their degrees at Indiana University South Bend. The General Sales Manager sent requests for more information to eight of the candidates for the Account Manager position.

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

**(b) Initiative: Job Fair Attendance**

On Wednesday, September 23, 2020, Indiana University South Bend hosted a virtual career fair. The General Sales Manager for Talking Stick Communications attended this event by logging into the virtual platform, Handshake. She conducted one on one virtual meetings with interested candidates. The event took place from 1:00 PM until 4:00 PM online. Multiple businesses were represented at this event. Students and graduates from Indiana University South Bend, as well as other area universities, were invited to this event. During that time, the sales manager spoke to six interested people regarding a career at Talking Stick Communications. Four candidates were interested in sales positions and two in production or writing. Those interested in sales positions were sent online talent profiles to complete for further consideration. Information from the other candidates was shared with managers in their area of interest.

**(c) Initiative: Job Fair Attendance**

On February 25, 2021, the Indiana Broadcasters Association hosted a Virtual Career Fair online using Zoom to connect us to interested candidates. The General Sales Manager attended the event and was provided with pre-scheduled interview times for two candidates. Our contact person for the event was Sam Klemet, Director of Member Services. The event took place from 12:00 pm until 2:00 pm. The general public and students were invited to the event. During that time, the Sales Manager spoke to 1 interested person regarding a career at Talking Stick Communications and the other candidate did not attend at their scheduled time. Talking Stick Communications was also provided all the resumes for every person who attended the Career Fair and received forty-nine resumes. Further interviews will be held with those who may be interested in future openings for the station. Applicants were interested in on air positions as well as sales.