

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 23, 2021 – March 22, 2022.

- 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
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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 October 26, 2021, the Indiana Broadcasters Association hosted a Career Fair. The General Sales Manager for WRBR attended this event. Our contact person for the event was Alex Rusciano from the Indiana Broadcasters Association. The event took place from 3:00 PM through 6:00 PM. Students as well as the general public were invited to attend. During this time period, the General Sales Manager spoke to 31 people interested in a career at Talking Stick Communications. There were 18 candidates who left their resumes for further consideration, many of whom were juniors or seniors graduating in 2021 or 2022. The General Sales Manager is planning to further interview 7 of those candidates for future openings at Talking Stick Communications.

Station WRBR-FM is an Equal Opportunity Employer

(b) Initiative: Job Fair Attendance

Beginning May 17, 2021, Pathfinder Communications hosted an online job fair through MichianaJobFinder.com. This job fair was hosted on this website and promoted across all of our radio stations. The job fair promoted open positions within Talking Stick Communications as well as other business in the area that were hiring. In all, 17 businesses participated in the online job fair. Students, businesses, and the general public were invited to this event. During this time, the General Manager from WRBR spoke with over 150 people in regards to careers within Talking Stick Communications. They are planning to further interview 15 candidates for future open position. The online career fair officially ended on December 21, 2021.

(c) Initiative: General Outreach

Beginning in September of 2021, Talking Stick Communications began an email outreach campaign to promote open positions within the company. Emails were sent out to those listed in each stations database who had opted in to learn more about careers within Talking Stick Communications. This outreach will continue through all of 2022. From September 2021 through March 22, 2022, there have been a total of 147,242 emails sent across all of our stations. These emails directly identify the station name and contain links to begin the recruitment process.