



FCC Equal Employment Opportunity Public Inspection File

***For Dates
April 1, 2006 – March 31, 2007***

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1. **Hiring Activity Report** – Information included in this report:
 - a. A list of each and every full-time vacancy
 - b. Recruitment sources used to fill each vacancy
 - c. The total number of people interviewed for each vacancy
 - d. How each hire heard about the vacancy
2. **Recruitment Source List** – Information included in this report:
 - a. A list of all organizations and outlets we send/post job openings to
 - b. The total number of interviewees each organization/outlet provided
3. **EEO Prong 3, Recruitment Initiatives Report** – Information included in this report:
 - a. The efforts taken by this station to comply with the FCC's Prong 3 initiatives including information on the following subjects:
 - i. Internship/Job Shadowing Program
 - ii. Training/Mentoring Program
 - iii. Recruitment Source List Program
 - iv. Anti-Discrimination Management Training
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Record of placement in the public inspection file:
Placed in file by: Karen Brickel
Date placed in file: April 1, 2007



1. Hiring Activity Report

1. Master Control Operator
 - a. Vacancy filled in July of 2006
 - b. Recruitment commenced in June of 2006
 - c. Total number of candidates interviewed: 7
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. www.nexstar.tv (corporate website)
 - iii. Fort Wayne Newspapers
 - iv. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - v. How the person who filled this vacancy heard about the opening: Station Employee Referral

2. Local Sales Manager
 - a. Vacancy filled on October 23, 2006
 - b. Recruitment commenced on September 1, 2006
 - c. Total number of candidates interviewed: 4
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. www.nexstar.tv (corporate website)
 - iii. Fort Wayne Newspapers
 - iv. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - v. How the person who filled this vacancy heard about the opening: Station Employee Referral

3. Account Executive
 - a. Vacancy filled in April 2006
 - b. Recruitment commenced in March 2006
 - c. Total number of candidates interviewed: 7
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. www.nexstar.tv (corporate website)
 - iii. Spots N' Dots (trade publication)
 - iv. Fort Wayne Newspapers
 - v. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - vi. How the person who filled this vacancy heard about the opening: Newspaper

4. Account Executive
 - a. Vacancy filled June 2006
 - b. Recruitment commenced in May 2006
 - c. Total number of candidates interviewed: 6
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. www.nexstar.tv (corporate website)
 - iii. Spots N' Dots (trade publication)
 - iv. Fort Wayne Newspapers
 - v. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - vi. How the person who filled this vacancy heard about the opening:
Market Contact

5. Master Control Operator
 - a. Vacancy filled March 12, 2007
 - b. Recruitment commenced in February 2007
 - c. Total number of candidates interviewed: 5
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. On-air announcement
 - iii. Fort Wayne Newspapers
 - iv. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - v. How the person who filled this vacancy heard about the opening:
Television Announcement

6. Master Control Operator
 - a. Vacancy filled March 12, 2007
 - b. Recruitment began in March 2007
 - c. Total number of candidates interviewed to date: 4
 - d. Recruitment sources utilized:
 - i. www.wfft.com (station website)
 - ii. On-air announcement
 - iii. Fort Wayne Newspapers
 - iv. Recruitment Source List (See section 2 of this document for a complete list of organizations we alert about job openings)
 - v. How the person who filled this vacancy heard about the opening:
WFFT Website



2. Recruitment Source List

- Ball State University: Attn: B Ballard, West Campus Muncie, IN 46709 – Phone: 765-289-1241 Fax: 465-653-0102 – bballard@bsu.edu
- DePauw University: Attn: Placement Officer, Greencastle, IN 46135 – Phone: 765-653-0102
- Assoc. for Retarded Citizens/Arc Employment Services: Attn: Bob Zollinger, 4919 Projects Dr. Ft. Wayne, IN 46805 – Phone: 260-745-2000 Fax: 260-745-7757
- Indiana Purdue at Ft. Wayne: Attn: Placement Officer, 2101 Coliseum Blvd. Ft. Wayne, IN 46805 – Phone: 260-481-4739 Fax: 260-481-5402
- Calvary Chapel Church: Attn: Rev. Melvin Bolden, 4900 Maysville Rd. Ft. Wayne, IN 46815 – Phone: 260-749-5483
- Urban League: Attn: Joe Jordan, 227 East Washington St. Ft. Wayne, IN 46802 – Phone: 260-745-3100 Fax: 260-745-0405
- Anthony Wayne Services: Attn: Employment Service Div Director, 2826 South Calhoun St. Ft. Wayne, IN 46804
- United Hispanic Americans Inc: Attn: Director, 1210 Broadway Ft. Wayne, IN 46802 – Phone: 260-422-2651 Fax: 260-420-2272
- Eastern Illinois University: Attn: Career Placement Center, Charleston, IL 61920 – Phone: 217-581-2412 Fax: 217-581-2222 csamd@eiu.edu
- Metro Human Relations: Attn: Gerald Fodoy, City County Building Rm 680 Ft. Wayne, IN 46802 – Phone: 260-422-1146 Fax: 260-427-1126
- St. Francis College: Attn: Bill Brune, 2701 Spring St. Ft. Wayne, IN 46804 – Phone: 260-434-3230
- Vincennes University: Attn: Placement Adm, 1002 North First St. Vincennes, IN 47591 – Fax: 812-888-2087 careercenter@vinu.edu
- Fort Wayne Women's Bureau: Attn: L Stuckey, 303 East Washington Blvd. Ft. Wayne, IN 46802 – Phone: 260-424-7977 Fax: 260-426-7576 l.stuckey@womensbureau.com
- ITT Technical Institute: Attn: Placement Director, 4919 Coldwater Rd. Ft. Wayne, IN 46825 – Phone: 260-467-1060 Fax: 260-467-1186
- Ft. Wayne Community Schools: Attn: Director of Anthis Career Center, 1200 Barr St. Ft. Wayne, IN 46802 – Phone: 260-467-1010
- Taylor University: Asst. Dir. Of Corp. Relations, 1025 West Rudisill Ft. Wayne, IN 46807 – Phone: 260-744-8600
- Ft. Wayne Hispanic Chamber of Commerce: Attn: Director, 826 Ewing St. Ft. Wayne, IN 46802 – Phone: 260-422-6697
- Goodwill Industries of Michiana: Attn: Director, 3127 Brooklyn Ave. Ft. Wayne, IN 46809 – Phone: 260-747-0537
- NAB Employment Clearinghouse: Attn: Placement Director, 1771 N. Street N.W. Washington, D.C. 20036 – Phone: 202-426-1522
- National Association for Advancement of Colored People: Attn: Charlotte DuBose, 1307 East Lewis St. Ft. Wayne, IN 46803 – Phone: 260-426-1255
- St. Joseph's College: Attn: Director of Dept. of Communications, P.O. Box 651 Rensselaer, IN 47978 – Phone: 260-480-4245 Fax: 260-480-4252
- Latin American Education Center: Attn: Director, 2513 South Calhoun St. Ft. Wayne, IN 46807 – Phone: 260-744-1363
- Division of Family & Children Allen Co. Office: Attn: Director of Allen Co Office, 201 East Rudisill Blvd. Suite 100 Ft. Wayne, IN 46806 – Phone: 260-458-6200
- Nexstar Corporate Website (www.nexstar.tv): Attn: Phil Reyna, 909 Lake Carolyn Parkway Suite 1450 Irving, TX 75039 – Phone: 972-191-8800
- Ft. Wayne Newspapers: Attn: Wendy Cartwright, 600 W. Main St. Ft. Wayne, IN 46802 – Phone: 260-471-8402
- Spots N' Dots: Attn: Avails, 167 Oakdale Rd. Johnson City, NY 13790 – Phone: 888-884-2630
- On-Air Announcement broadcast on WFFT-TV

*** Note about our recruitment list as it relates to the FCC's EEO Rules, Prong 2: We submit our job vacancies to these organizations voluntarily. To date, we haven't received requests from any organizations to be informed about job openings.

From April 1, 2006 – March 31, 2007 we had a total of 33 interviews. This is the breakdown of how each interviewee heard about the opening, any organization or outlet not mentioned below yielded 0 interviewees:

Ft. Wayne Newspapers: 3 On-Air Announcement: 3 Station Website (www.wfft.com): 13 Station Employee Referrals: 2 Internal Candidate: 2 Word of Mouth: 3 HPN Marketing: 1 Walk In: 2 Job Board: 1 Career Builder.com: 1 2 Applicants left this part blank.



3. EEO Prong 3 Recruitment Initiatives Report

Prong 3 Recruitment Initiative Information for FOX55 – WFFT

In order to maintain compliance with the FCC Equal Employment Opportunity Rules, and ensure a diversified workplace FOX 55 has chosen to partake in the following initiatives as outlined in the Prong 3 section of the FCC EEO rules and requirements:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

During the period of May through July 2006, WFFT provided an internship to an individual from St. Mary's College of Notre Dame. The intern came in 4 hours a day, 5 days a week. Her time was spent learning the production/promotion facet of our business, including editing, studio camera, on-site shooting, and press releases.

Throughout this time frame FOX55 also continued the practice of allowing High School students to participate in one-day job shadowing programs. Generally speaking the schools contact us to let us know they have a student interested in learning more about this field and we make every accommodation possible to have them in for a day to see how a television station operates.

Establishment of training and/or mentoring programs designed to enable station personnel to acquire skills that could qualify them for a higher-level position.

Throughout this time frame FOX55 continued our efforts in cross training employees so they will be qualified for higher level positions in the broadcasting industry. In total there were 3 employees in entry-level positions who were trained for upper-level positions.



3. EEO Prong 3 Recruitment Initiatives Report (cont'd)

Listing all upper-level openings in a job bank or newsletter of a media trade group with a membership that includes participation of women and minorities.

- Association for Retarded Citizens/ARC Employment Services
- Calvary Chapel Church
- Urban League
- Fort Wayne Women's Bureau
- United Hispanic Americans Inc.
- Metro Human Relations
- St. Francis University
- National Association for Advancement of Colored People
- St. Joseph's College
- Fort Wayne Hispanic Chamber of Commerce
- Latin American Education Center

Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Throughout this time frame the upper-management of FOX55 made it a point to discuss hiring practices at least once per quarter in our Department Head Meetings. Departmental Managers were also briefed and advised on fair and impartial hiring practices each time there was an opening in their department.

Participation in at least four job fairs by station personnel with substantial responsibility for hiring decisions.

From 4/1/05 – 3/31/06 FOX55 station representatives participated in 1 job fair. From 4/1/06 – 3/31/07, FOX55 station representatives participated in 3 job fairs.



3. EEO Prong 3 Recruitment Initiatives Report (cont'd)

- 9th Annual Sixth Congressional District Job Fair
 - Muncie, IN
 - August 5, 2005
 - FOX55 had 2 representatives at the Job Fair
 - Bill Ritchhart – General Sales Manager
 - Jeff Heiniger – Local Sales Manager

- ITT Job Fair
 - Fort Wayne, IN
 - July 19, 2006
 - FOX55 had 1 representative at the Job Fair
 - John Parker – Creative Services Director

- 10th Annual Sixth Congressional District Job Fair
 - Muncie, IN
 - August 4, 2006
 - FOX55 had 2 representatives at the Job Fair
 - Bill Ritchhart – General Sales Manager
 - Jeff Heiniger – Local Sales Manager

- Evan Bayh Job Fair, Job Training and Small Business Summit
 - Fort Wayne, IN
 - August 9, 2006
 - FOX55 had 1 representative at the Job Fair
 - John Parker – Creative Services Director