

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: March 23, 2015 – March 22, 2016.

- 1) **Employment Unit: Talking Stick-Warsaw,IN SEU**
- 2) **Unit Members (Stations and Communities of License): WRSW(AM)Warsaw,IN  
WRSW(FM), Warsaw,IN  
WAWC(FM),Syracuse,IN**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: WRSW Radio 216 West Market Street Warsaw, IN 46580	Telephone Number 574-372-3064
	Contact Person/Title: William Zimmerman, General Manager
	E-mail Address: woody@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>
(a) Account Manager	Referral
(b) Account Manager	Referral
(c) Account Manager	Indeed.com
(d) Account Manager	Referral
(e) On-Air Talent	All Access.com
(f) Program Director	Referral

Stations WRSW-AM,WRSW-FM & WAWC are Equal Opportunity Employers.

5a) Job Title: Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N. Pointe Dr. Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S. Main St. Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E. College St. No. Manchester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave. Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave. Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N. Anthony Blvd. Ft. Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	21901 Coliseum Blvd. Ft. Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E. Washington Blvd. Ft. Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Flanner Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy. Malibu, CA 90205	310-457-6616		NO
Referral	Woody Zimmerman	General Manager Lake City Radio	574-372-3064	2	NO
IBA.org	Recruitment	14074 Trade Center Dr. Fishers, IN 46038	317-770-0970		NO
TV & Radio Jobs.com	Recruitment	WEB			NO

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5b) Job Title: Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N. Pointe Dr. Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S. Main St. Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E. College St. No. Manolester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave. Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave. Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N. Anthony Blvd. Ft. Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	21901 Coliseum Blvd. Ft. Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E. Washington Blvd. Ft. Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Flaumer Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-PM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy. Malibu, CA 90205	310-457-6616		NO
Referral	Woody Zimmerman	General Manager Lake City Radio	574-372-3064	1	NO
IBA.org	Recruitment	14074 Trade Center Dr. Fishers, IN 46038	317-770-0970		NO
Indeed.com	Recruitment	WEB		2	NO

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5c) Job Title: Account Manager

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)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N.Pointe Dr.Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S.Main St.Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E.College St.No.Manchester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave.Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave.Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N.Anthony Blvd.Ft.Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	2190I Coliseum Blvd.Ft.Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E.Washington Blvd.Ft.Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Flanner Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy.Malibu, CA 90205	310-457-6616		NO
Referral	Woody Zimmerman	General Manager Lake City Radio	574-372-3064	1	NO
IBA.org	Recruitment	14074 Trade Center Dr.Fishers, In 46038	317-770-0970		NO
Indeed.com	Recruitment	WBB		1	NO

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5d) Job Title: Account Manager

Referral Source(s) of Hire: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N. Pointe Dr. Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S. Main St. Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E. College St. No. Manchester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave. Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave. Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N. Anthony Blvd. Ft. Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	21901 Coliseum Blvd. Ft. Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E. Washington Blvd. Ft. Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Planner Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy, Malibu, CA 90205	310-457-6616		NO
Referral	Woody Zimmerman	General Manager Lake City Radio	574-372-3064	2	NO
IBA.org	Recruitment	14074 Trade Center Dr. Fishers, IN 46038	317-770-0970		NO
Indeed.com	Recruitment	WEB		2	NO

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5e) Job Title: On-Air Talent

Referral Source(s) of Hiree: All Access.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N. Pointe Dr. Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S. Main St. Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E. College St. No. Manchester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave. Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave. Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N. Anthony Blvd. Ft. Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	21901 Coliseum Blvd. Ft. Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E. Washington Blvd. Ft. Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Flanner Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy. Malibu, CA 90205	310-457-6616	4	NO
Referral	Woody Zimmerman	General Manager Lako City Radio	574-372-3064		NO
IBA.org	Recruitment	14074 Trade Center Dr. Fishers, IN 46038	317-770-0970		NO
Indeed.com	Recruitment	WEB			
TV & Radio Jobs.com	Recruitment	WEB		1	NO

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5f) Job Title: Program Director

Referral Source(s) of Hiree: Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Ivy Tech State College	Recruitment Director	3755 Lake City Highway, Warsaw IN 46580	574-267-5428		NO
Grace College & Seminary	Recruitment Director	200 Seminary Drive, Winona Lake, IN 46590	574-372-5100		NO
I.P.F.W.	Recruitment Director	2808 Frontage Road, Warsaw, IN 46580	574-269-6562		NO
Indiana Tech	Recruitment Director	2180 N. Pointe Dr. Warsaw, IN 46582	574-268-9707		NO
Goshen College	Recruitment Director	1700 S. Main St. Goshen, IN 46526	574-535-7000		NO
Manchester University	Recruitment Director	604 E. College St. No. Manchester IN 46962	574-982-5000		NO
Huntington College	Recruitment Director	2302 College Avenue, Huntington, IN 46750	260-356-6000		NO
Indiana University	Recruitment Director	107 S Indiana Ave. Bloomington, IN 47405	812-855-5234		NO
Butler University	Recruitment Director	4600 Sunset Ave. Indianapolis, IN 46208	800-368-6852		NO
Ivy Tech State College	Recruitment Director	3800 N. Anthony Blvd. Ft. Wayne, IN 46805	260-482-8171		NO
I.P.F.W.	Recruitment Director	21901 Coliseum Blvd. Ft. Wayne, IN 46805	260-481-6100		NO
Indiana Tech	Recruitment Director	1600 E. Washington Blvd. Ft. Wayne, IN 46803	800-937-2448		NO
Ball State University	Recruitment Director	2000 University Avenue, Muncie, IN 47306	765-289-1241		NO
Times Union Newspaper	Editor	P.O. Box 1447, Warsaw, IN 46580	574-267-3111		NO
Work One	Recruitment Director	430 Waterfall Drive, Elkhart, IN 46515	574-295-0105		NO
University of Notre Dame	Recruitment Director	248 Flanner Hall, Notre Dame, IN 46556	574-631-9193		NO
WRSW-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WAWC-FM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
WRSW-AM On Air Recruitment Ads	Woody Zimmerman	216 West Market Street, Warsaw, IN 46580	574-372-3064		NO
All Access.Com	Recruitment Director	28955 Pacific Coast Hwy. Malibu, CA 90205	310-457-6616	3	NO
Referral	Woody Zimmerman	General Manager, Lake City Radio	574-372-3064	3	NO
IBA.org	Recruitment	14074 Trade Center Dr. Fishers, IN 46038	317-770-0970		NO
Indeed.com	Recruitment	WEB			
TV & Radio Jobs.com	Recruitment	WEB			NO

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6) **Total # of Interviewees Referred:** For the period from March 23, 2015, through March 22, 2016 this Employment Unit interviewed 22 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

(a) **Initiative: Career Fair**

The SEU's General Manager took part in a Job Fair that was held on June 2, 2015 at the Shrine Building on the Kosciusko County Fairgrounds in Warsaw Indiana. The Job Fair was sponsored by one of our radio stations, 1480 News Now. We had 20 employers looking to hire applicants. Approximately 200 people came to the Job Fair.

(b) **Initiative: Career Fair**

On September 16, 2015 Dan Daggett, General Sales Manager for Lake City Media (Talking Stick Communications) attended a Job Fair on the campus of Ball State University looking for potential employees for Lake City Media. Dan made contact with dozens of potential candidates.

(c) **Initiative: Internships**

From May through August 2015 Michael Kuhn, a Communications Major at Ball State University worked for Talking Stick Communications as a paid intern assisting the News Department on WRSW-AM. Michael gained experience in writing news copy, voicing daily newscasts, website updates, on-site reporting, and story creation, development and execution. At the end of the internship, Michael said he enjoyed his time at WRSW-AM.