

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

March 23, 2019-March 22, 2020

1) Employment Unit: Kensington Digital Media of Indiana

2) Unit Members (Stations and Communities of License):

WRSW(AM), Warsaw, Indiana

WRSW(FM), Warsaw, Indiana

WAWC(FM),Syracuse, Indiana

3) EEO Contact Information for Employment Unit:

Mailing Address: WRSW Radio 216 West Market Street Warsaw, Indiana 46580	Telephone Number: 574-372-3064
Contact Person/Title: Woody Zimmerman, General Manager	E-mail Address: woody@kensington.media

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

1. News Director	Allaccess.com Blind Box Stealth Search
2. Account Manager	Referral

1) Job Title: News Director-
Hiree Start Date: 7/10/19

Referral Source of Hiree: Stealth Search

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes.No)
Ivy Tech	Jerrilee Mosier	3800 North Anthony Blvd. Ft.Wayne,IN 46805.	N/A		N
Manchester University	David McFadden	604 East College Ave. No.Manchester,IN 46962	N/A		N
Ivy Tech	Allyn Decker	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	David Wright	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Sherilyn Emberton	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Bill Katip	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Rebecca Stolfus	1700 South Main St. Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 South Indiana Ave. Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N

Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Manager	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Tri-State University	Recruitment Director	One University Ave. Angola, IN 46703	N/A		N
Bethel College	Career Services	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana Univer. Of So.Bend	Recruitment Director	1700 Mishawaka Ave. South Bend,IN 46634	N/A		N
All Access		www.allaccess.com	N/A	1	N

5) Job Title: Account Manager

Referral Source of Hire: Referral

Hiree Start Date: 4/22/19

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Jerrilee Mosier	3800 N.Anthony Blvd. Ft.Wayne, IN 46805	N/A		N
Manchester University	David McFaddeen	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Allyn Decker	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	David Wright	420 S.Washington St. Marion, IN 46953	N/A		N

Huntington University	Sherilyn Emberton	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Bill Katip	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Rebecca Stolfus	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitment Director	107 S.Indiana Avenue Bloomington, IN 47405	N/A		N
University of Notre Dame	Recruitment Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitment Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitment Director	430 Waterfall Drive Elkhart, IN 46515	N/A		N
Tri-State University	Recruitment Director	One University Avenue Angola, IN 46703	N/A		N
Bethel College	Career Services	1001 W.McKinley Ave. Mishawaka, IN 46545	N/A		N
Indiana University of South Bend	Recruitment Director	1700 Mishawaka Ave. South Bend, IN 46634	N/A		N
Outside Referral (Word of Mouth)	N/A	N/A	N/A	6	
Facebook Ad	N/A	Facebook.com	N/A	2	
Craigslist	Post to web site	www.craigslist.com	Not Available	-	N
Radio-Info.com	Not Available	65 East Wacker Place	Not Available	-	N

Radio-Ink	Ed-Ryan	1901 S. Congress Ave., Suite 118	Not Available	-	N
Inside-Radio	Paul Heine	PO-Box 567925	Not Available	-	N
Monster.com	Post to web-site	www.monster.com	800-248-4242	-	N
Outside-Referral (Word-of-Mouth)	Not Available	Not Available	Not Available	1	N
Craigs-List	Post to web-site	www.craigslist.com	Not Available	-	N
Radio-Info.com	Not Available	65 East Wacker Place	Not Available	-	N
Radio-Ink	Ed-Ryan	1901 S. Congress Ave., Suite 118	Not Available	-	N
Inside-Radio	Paul Heine	PO-Box 567925	Not Available	-	N
Monster.com	Post to web-site	www.monster.com	800-248-4242	-	N
Outside-Referral (Word-of-Mouth)	Not Available	Not Available	Not Available	3	N
Craigs-List	Post to web-site	www.craigslist.com	Not Available	-	N
Radio-Info.com	Not Available	65 East Wacker Place	Not Available	-	N
Radio-Ink	Ed-Ryan	1901 S. Congress Ave., Suite 118	Not Available	-	N
Inside-Radio	Paul Heine	PO-Box 567925	Not Available	-	N
Monster.com	Post to web-site	www.monster.com	800-248-4242	-	N
Outside-Referral (Word-of-Mouth)	Not Available	Not Available	Not Available	2	N

6) Total # of Interviewees Referred: For the period from March 23,2019 through March 22, 2020, this Employment Unit interviewed **9** interviewees for full-time and part-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: 2019 Indiana Broadcasters Association Fall Career Fair

Kensington Digital Media of Indiana, representing WRSW-FM,WAWC and WRSW-AM attended the 2019 Indiana Broadcasters Association Fall Career Fair. There were at least 150 Broadcasting Students and Graduates in attendance. Being at the Career Fair resulted in the hiring of Emma Hall, a part-time board operator, who we are looking at promoting to a full-time marketing position in our Sales Department upon graduating this Spring.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

General Manager, Woody Zimmerman, attended the Career Fair and discussed with at least 50 candidates how they can pursue their dream of entering Broadcasting as their profession.

Name(s) of Station Personnel involved in Initiative:

Woody Zimmerman, General Manager

(b) Initiative: Indiana Broadcasters Association Scholarship Program

The Indiana Broadcasters Foundation awards college scholarships to worthy students who are pursuing a degree in the field of Broadcasting. The IBA works cooperatively with Indiana institutions that offer broadcasting programs annually funding several scholarships that help students with the education expenses. Since 2011, the IBA has awarded nearly \$300,000 in scholarships.

Describe scope of Broadcasters' participation:

WRSW-AM aired 144 ads between January 21st thru February 7th promoting the application process and details how to apply. The value of the campaign was \$1440. Secondly, WRSW-AM gave \$300 to the Scholarship Fund and Dave Michaels took part in the Scholarship Committee by reviewing the applicants and awarding scholarships to deserving students.

Name(s) of Station Personnel involved in Initiative:

Woody Zimmerman for setting up the campaign. LaDonna Thompson for scheduling the order and Dave Michaels for taking part as a scholarship committee member.

Submitted by: Woody Zimmerman, General Manager-Kensington Digital Media of Indiana L.L.C.

