

WFWA (TV)
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017

Interim Report
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The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the FCC's 2002 Equal Employment Opportunity Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: **Fort Wayne Public Television, Inc. - WFWA PBS39** and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this report covers the time period beginning **April 1, 2016** to and including **March 31, 2017**.

The attached form has been designed to provide the information required by FCC's 2002 EEO Ruling. The applicable section for each area is noted as well as the originating form, which contains this information in detailed:

1. A list of all full-time vacancies filled by WFWA-PBS 39 during the applicable period – **Section 1**
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person (if applicable) telephone number and e-mail address (if applicable) (“Recruitment Sources” form) – **Section 2**
3. The recruitment source that referred the hiree for each full-time vacancy (“New Job Vacancy” form) – **Section 2**
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source (“New Job Vacancy” form) – **Section 1**
5. A list and brief description of the initiatives undertaken – **Section 3**

For purposes of this report, a vacancy is deemed “filled” not when the offer was extended, but by when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

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The information contained in this Public File Report for the period of April 1, 2016 to March 31, 2017 is truthful and accurate to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Thomas Theard". The signature is fluid and cursive, with a large loop at the end.

Thomas Theard, Human Resources Director

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JOB TITLE	TOTAL # OF INTERVIEWED	RECRUITMENT SOURCES/ INTERVIEWEES*	HIRED SOURCE
Membership Coordinator	6	#16 (1) #18 (3) #22 (2)	#21

TOTAL NUMBER OF PERSONS INTERVIEWED: 6 (during applicable period)

*All sources were sent job opening information

II. RECRUITMENT SOURCE INFORMATION - Sources referring interviewed

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	RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)	TOTAL # OF INTERVIEWS	POSITION/TITLE (FULL-TIME ONLY)
	RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)	TOTAL # OF INTERVIEWS	POSITION/TITLE (FULL-TIME ONLY)
1	BROADCAST COMPLIANCE www.bcs-ok.com	0	
2	Fort Wayne NAACP P.O. Box 10956, Fort Wayne, IN 46854 Contact: Rev. Dr. Saharra Bledsoe, President	0	
3.	Fort Wayne Urban League 2135 S. Hanna St. Fort Wayne, IN 46803 Rufus Hamilton Employment Specialist rhamilton@fwurbanleague.org	0	
4.	Fort Wayne Women’s Bureau carchbold@womensbureau.com	0	

SECTION II
Recruitment Source Information – continued

	RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)	TOTAL # OF INTERVIEWS	POSITION/TITLE (FULL-TIME ONLY)
5.	TV & RADIO JOBS www.tvandradijobs.com	0	
6.	Indiana Univ. – Purdue Univ. at Fort Wayne Career Services Posting site: www.ipfw.edu/jobzone Contact: Marla Brenneke	0	
7.	Fund Raising Contacts http://afpnein.afpnet.org/Career/JobList.cfm	0	
8.	Indiana Broadcasters Association Posting site: www.indianabroadcasters.org	0	
9.	Fort Wayne Chamber of Commerce	0	
10.	Ivy Tech Community College posting site: www.ivytech.edu/fortwayne/jobzone Contact: Sheila Wiggins-Biggs	0	
11.	League for the Blind & Disabled 5821 S. Anthony Blvd. Fort Wayne, IN 46816 the-league@the-league.org Contact: Nancy Gasparini	0	
12.	Manchester College Career Services Hannah Stork, Associate Director of Career Services hestork@manchester.edu	0	

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SECTION II
Recruitment Source Information – continued

	RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)	TOTAL # OF INTERVIEWS	POSITION/TITLE (FULL-TIME ONLY)
13.	Greater Public http://greaterpublic.org/job-line	0	
14.	University of Saint Francis wbrune@sf.edu wbrune@sf.edu Contact: Bill Brune	0	
15.	Paul Clarke Nonprofit Resource Center http://pcnrc.org/	0	
16.	WFWA(TV) Internal Posting	1	
17.	The WBCL Radio Network http://www.wbcl.org/our-community/jobs	0	
18.	WFWA(TV) Website www.wfwa.org	3	
19.	WFWA(TV) Word-of-Mouth Referral	0	
20.	Work One Northeast Posting site: www.indianacareerconnect.com Contact: Kelli Pursley	0	

SECTION II

Recruitment Source Information – continued

	RECRUITMENT SOURCE – Name, address, contact information, phone number (if applicable)	TOTAL # OF INTERVIEWS	POSITION/TITLE (FULL- TIME ONLY)
21.	Indeed http://www.indeed.com/	2	
22.	Corporation for Public Broadcasting www.cpb.org/jobline	0	
23.	Indiana Broadcasters Association Posting site: www.indianabroadcasters.org	0	

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program: Development Department	<p>During this reporting period, WFWA(TV) hosted three</p> <ul style="list-style-type: none"> • Associate Producer this summer – from Arts IN focus. A junior, majoring in Communications at the University of St. Francis. Starting Monday May 24, 2016 with us until May 2017. Paid through the Nonprofit Arts Internship Initiative (NAII) 2016-2017
2	Participated in activity sponsored by an educational institution to further the goal of disseminating information regarding opportunities in broadcasting.	Throughout this reporting period, WFWA (TV) provided classroom space for audio editing classes of Indiana Univ. – Purdue Univ. at Fort Wayne, a public university serving Northeast Indiana. The professor and students met periodically in the station’s conference room and utilized the station’s audio-editing lab to learn production techniques.
3	Career Fair Participation	HR Director Tom Theard participated in the IBA Career Fair at Ball State University on Thursday, March 23.

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	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Host events for participants from educational and community organizations relating to career opportunities in broadcasting.	<p>Throughout the reporting period, WFWA (TV) hosted the following educational and community organizations for a tour of the station led by our Creative Services Manager as well as a question-and-answer session regarding the day-to-day operations, both technical and non-technical. In addition, our host advised participants on a variety of career fields available in broadcasting and how they could prepare now for career in TV or telecommunications of any kind as well as what classes to seek at the middle-high school level, as appropriate. Also advised students of summer programs and resources for college choices.</p> <p>Tours conducted through PBS39 (By date, group, organization, numbers and type of people)</p> <p>April 6, 2016 Teens (age 14-19) from Park Center 22 teens, three adult caregivers</p> <p>April 13, 2016 Res-Care-Adult Daycare Group Tour #1 18 Senior Adults plus four caregivers</p> <p>May 16, 2016 High School Students-New Haven High School 12 students (Sophomore, Junior level) plus three teachers</p> <p>June 10, 2016 IVY Tech Faculty & Staff 36 Adult faculty, staff from IVY Tech Community College campuses in Fort Wayne</p> <p>June 23, 2016 Res-Care-Adult Daycare Group Tour #2 18 Senior Adults plus four caregivers</p> <p>September 16, 2017 Home School Educators Group 18 parent educators from three different home school groups</p>

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Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	<p>October 13, 2016 ARC/Anthony Wayne Services Client Tour 22 Special Needs adults, five caregivers</p> <p>November 17, 2016 Girl Scout Troop, Limberlost Council Fort Wayne, Brentwood Elementary School 24 Girl Scouts, 5 adult leaders, 6 Brownies</p> <p>February 21, 2017 Northeast Indiana Homeschool Coalition groups 1 & 2 2 tours this date: One at 10:00am, the second at 2:00pm 25 homeschool students from grades 1-12 in AM; 27 students, PM, plus five adults in AM and PM.</p> <p>March 8, 2017 Northeast Indiana Homeschool Coalition groups 3 & 4 2 tours this date: One at 10:00am, the second at 2:00pm 27 homeschool students from grades 1-12 in AM; 24 students, PM, plus four adults in AM and six for PM tour.</p> <p>Outreach Events</p> <p>June 4, 2016 Explorer Day 10:00am-3:00pm Community wide free education outreach fair held on the grounds of PBS39 Estimated attendance (adults and children combined): 600-750</p> <p>PBS39 at 3 Rivers Festival Children's Festival July 15 & 16, 2016 Two days attendance and education outreach activities at children's festival held at IPFW. Estimated attendance: 3,000 Seven PBS39 staff participated</p>

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	<p>Saturday, August 27 Taste Of The Arts 10:00am-8:00pm PBS Anywhere Demonstration Demonstrate use of Anywhere app plus educational tech tools available for download free by viewers, citizens.</p> <p>PBS39 Open House Sunday, November 6, 2017 12 Noon-4:00pm TV Station Open House encompassing self-guided tours and technology demonstrations, education outreach activities Estimated 325 people attended; 18 full time staff worked event.</p>

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5	Participation in general (not vacancy-specific) outreach efforts by such means as job banks or Internet programs.	<ul style="list-style-type: none"> • Participated in the University of Saint Francis Career Outreach Center Tuesday, October 18. With over 60+ undergraduate majors and 93% of those majors requiring experiential learning, students from a variety of disciplines will be in attendance and eager for opportunities. • Staff member attended these events. <ul style="list-style-type: none"> ○ April 21, 2016 – Adult Health Fair in Auburn 9A-11A ○ April 24, 2016 – Antiques & Collectables 12p-4p ○ May 14, 2016 – Home School Expo @ Coliseum ○ June 4, 2016 – Explorer Day ○ June 10, 2016 – Tour PBS39 with Ivy Tech Group ○ July 9, 2016 – Three Rivers Parade ○ July 24, 2016 – Barnes & Noble Explorer Club Event ○ August 23, 24, 25, 2016 – CSPI Training in Detroit ○ September 27, 28, 29, 2016 – CSPI Training in Detroit ○ October 27, 2016 – DeKalb Healthy Halloween Fair November 6, 2016 – PBS39 Open House ○ November 21, 2016 – Festival of Tree decorating ○ February 2, 2017 – Mad Ants School Day Out ○ February 9, 2017- PBS Development Conference ○ February 28, 2017 – The Big Easy Rotary Luncheon