

**EEO PUBLIC FILE REPORT**

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

March 22,2021 - March 20, 2022

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:

<b>Mailing Address:</b> Kensington Digital Media of Indiana 216 West Market Street Warsaw, Indiana 46580	Telephone Number: 574-372-3064
<b>Contact Person/Title:</b> Woody Zimmerman, General Manager	E-mail Address: woody@kensington.media

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

1. Business Manager & Traffic Director	
2.	

5) Job Title: Business Manager and Traffic Director

Referral Source of Hire: Referral  
Hiree Start Date: 8/16/2021

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 McFadden	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
Our Station Websites	Kris Lake	216 W. Market Street Warsaw, IN 46580	574-372-3064		Y

Facebook	Post to web-site	www.facebook.com	Not Available	2	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
All Access.com	Not Available	www.allaccess.com	Not Available		N
Indeed.com	Post to web-site	www.indeed.com	N/A		N
Outside Referral (Word of Mouth)	Not Available	Not Available	Not Available	2	N

**6) Total # of Interviewees Referred:** For the period from March 22,2021 through March 20, 2022, this Employment Unit interviewed 4 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: Internship / JAG Program**

Austin Vetor of Syracuse, Indiana joined us for an internship as a part of JAG through Wawasee High School. JAG is an acronym for Jobs for America's Graduates. The program is designed to give future graduates an inside track on seeing what jobs are available and what it is truly like to be in the workforce. Through this internship, Austin was through the JAG program. He work with us from 6/14/21 to approximately 8/1/2021. During this time, he worked closely with multiple departments in the radio station:production, on-air, operations, sales, news and station management. Throughout his internship, Austin assisted in basic tasks that aided in promotional events and appearances, shadowed the on-air talent for full shifts and worked side-by-side with the News Director to cover several press events and write articles for publication on the radio station website. He also attended various station hosted live broadcasts and learned the day-to-day demands of being a Marketing Representative.

**(b) Initiative: Virtual Job Fair**

WRSW AM & FM and WAWC-FM owned by Kensington Digital Media of Indiana hosted a virtual job fair online at [www.newsnowwarsaw.com](http://www.newsnowwarsaw.com). Usually we take part in inperson local Job Fairs and host on ourselves, but most of them went away due to COVID...so instead we decided to conduct a virtual Job Fair online. Local area employers looking for potential candidates participated in the job fair, which began running March 10, 2021. We opened the online event with 12 employers advertising for future employees. Our plan was to run the Job Fair until May 30th, 2022, but it became so popular, we are still running it today. More employers have added as the online event continues. We are now up to 23 entities advertising for help. 107.3 WRSW, Willie 103.5 and News Now Warsaw 1480 AM and 99.7 FM all promoted the job fair driving listeners to the website to connect with employers. Combined, the radio stations provided over 3,600 recorded mentions and live mentions promoting the event.

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