

EEO PUBLIC FILE REPORT

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

March 21, 2022 - March 19, 2023

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: Kensington Digital Media of Indiana 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 & Content Director	
2. Office Manager	

5) Job Title: News & Content Director

Referral Source of Hire: Referral

Hiree Start Date: 12/05/22

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Recruitm	3800 N.Anthony	N/A		N

	ent Director Mosier	Bldv. Ft.Wayne, IN 46805			
Manchester University	Recruitm ent Director	604 E.College Avenue No.Manchester, IN 46962	N/A		N
Ivy Tech	Recruitm ent Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitm ent Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitm ent Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitm ent Director	200 Seminary Drive Winona Lake,IN 46590	N/A		N
Goshen College	Recruitm ent Director	1700 S.Main Street Goshen, IN 46526	N/A		N
Indiana University	Recruitm ent Director	107 S.Indiana Avenue Bloomington,IN 47405	N/A		N
University of Notre Dame	Recruitm ent Director	248 Flanner Hall Notre Dame, IN 46556	N/A		N
Butler University	Recruitm ent Director	4600 Sunset Avenue Indianapolis, IN 46208	N/A		N
Work One	Recruitm ent	430 Waterfall Drive Elkhart, IN 46515	N/A		N

	Director				
Tri-State University	Recruitment Director	One University Avenue Angola, IN 46703	N/A		N
Bethel College	Recruitment Director	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		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	4	N
handshake.com	Post to Website	www.handshake.com	N/A		
linkedin	Post to website	www.linkedin.com	N/A		
Outside Referral (Word of Mouth)	Not Available	Not Available	Not Available	1	N

6. Job Title: Office Manager

Referral Source of Hiree: Referral Hiree Start Date: 03/21/22

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviews 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		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	2	N

Outside Referral (Word of Mouth)	Not Available	Not Available	Not Available	1	N
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7) Total # of Interviewees Referred: For the period from March 2022 through December 2022, this Employment Unit interviewed 8 interviewees for full-time and part-time job vacancies.

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

(a) Initiative: Internship

Gabe Kermode from Goshen joined us for an internship as a part of Goshen College. He worked with us from Sept 21 2022 to October 28 2022. 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, Gabe assisted in basic tasks that aided in promotional events and appearances, shadowed the on-air talent for full shifts. 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. Usually we take part in in-person local Job Fairs and host on ourselves, but most of them went away do 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.