

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 18, 2024 - March 16th, 2025

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, COO and General Manager	E-mail Address: woody@kensington.media

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

Production Director / Afternoon Drive Announcer	Nash Christiansen
Account Manager	Mike Rees

**8) Job Title: Production Director/Afternoon Drive Host / Referral Source of Hiree:
Hiree Start Date: 04/15/2024**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes/No)
Ivy Tech	Recruitment Director	3800 N.Anthony Blvd Ft. Wayne, IN 46805	N/A		N
Manchester University	Recruitment Director	604 E.College Avenue No. Manchester, IN 46962	N/A		N
Ivy Tech	Recruitment Director	2545 Silveus Crossing Warsaw, IN 46582	N/A		N
Indiana Wesleyan University	Recruitment Director	420 S.Washington St. Marion, IN 46953	N/A		N
Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N

Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Recruitment Director	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
Trine 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	3	Y
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Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.co m	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A	31	Y
Indeed.com	Post to web-site	www.indeed.com	N/A		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	N/A		N

**10) Job Title: Account Manager Referral Source of Hiree:
Hiree Start Date: 07/08/2024**

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

Huntington University	Recruitment Director	2303 College Avenue Huntington, IN 46750	N/A		N
Grace College And Seminary	Recruitment Director	200 Seminary Drive Winona Lake, IN 46590	N/A		N
Goshen College	Recruitment Director	1700 S.Main Street Goshen, IN 46526	N/A		N
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Facebook	Post to web-site	www.facebook.com	N/A		N
Radio-Info.co m	Not Available	65 East Wacker Place	N/A		N
Radio Ink	Ed Ryan	1901 S. Congress Ave., Suite 118	N/A		N
All Access.com	Not Available	www.allaccess.com	N/A		N
Indeed.com	Post to web-site	www.indeed.com	N/A		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	N/A	1	Y

12) Total # of Interviewees Referred: For the period from March 2023 through March 2024, this Employment Unit interviewed. **36** 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: Student Job Shadow

Kassie Taksey, General Sales Manager, for Kensington Digital Media of Indiana, was requested to lead one student job shadowers who have interest in Sports Marketing. Kassie who has been involved in Sports and Marketing for 25 years accepted the request and spent April 9, 2024 working with these students by showing them what a day looks like in a career in Marketing.

(c) Initiative: Mock Job Interviews

WRSW AM & FM and WAWC Kensington Digital Media of Indiana employees took part in Mock Job Interview Forum for High School Seniors at Churubasco High School to gain experience in the interview process and increase confidence to help stand out in the real world. General Sales Manager for Kensington Digital Media conducted Mock Interviews for high school seniors on April 17, 2024 from 12-3pm and May 16, 2024 from 12-3pm. Feedback from the day was very positive from our perspective as well as the high school students and administration. Business Interviews were also conducted at Warsaw High School on September 17, 2024 from 12-3pm and May 1, 2024 from 12-3pm.

(d) Initiative: Guest Speaker to Business Broadcast Class

Kassie Taksey, General Sales Manager, for Kensington Digital Media of Indiana, was requested to lead a Business-Broadcasting Class for Manchester University on December 17, 2024 from 10-2pm. There they discussed the current state of media, building a resume and acquiring an internship.