

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: March 17, 2025 - March 22nd, 2026

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:

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

| | |
|-----------------------|-------------|
| General Sales Manager | Dan Daggett |
| Account Manager | Lucas Vargo |

**8) Job Title: General Sales Manager / Referral Source of Hiree:
Hiree Start Date: 10/07/2025**

| 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 |

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|----------------------------------|----------------------|---|-----|--|---|
| 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 |

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| Our Station Websites | Kris Lake | 216 W. Market Street Warsaw, IN 46580 | 574-372-3064 | | 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 |
| Indeed.com | Post to web-site | www.indeed.com | N/A | | N |
| handshake.com | Post to Website | www.handshake.com | N/A | | N |
| linkedin | Post to website | www.linkedin.com | N/A | | N |
| Outside Referral (Word of Mouth) | Not Available | Not Available | N/A | 3 | Y |

**10) Job Title: Account Manager Referral Source of Hiree:
Hiree Start Date: 03/16/2026**

| 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 |

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|----------------------------------|----------------------|--|-----|--|---|
| 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 |

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| Our Station Websites | Kris Lake | 216 W. Market Street Warsaw, IN 46580 | 574-372-3064 | | 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 | 2 | Y |
| handshake.com | Post to Website | www.handshake.com | N/A | | N |
| linkedin | Post to website | www.linkedin.com | N/A | 1 | Y |
| Outside Referral (Word of Mouth) | Not Available | Not Available | N/A | 3 | Y |

12) Total # of Interviewees Referred: For the period from March 2023 through March 2024, this Employment Unit interviewed. **9** 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

Lucas Vargo completed a summer internship at Kensington Digital Media from June - August 2025, where he participated in a range of radio industry operations. His responsibilities included assisting with production, coordinating logistics for live events, and contributing to on-air programming. He demonstrated the ability to work effectively in a fast-paced professional environment, reliably completing assigned tasks and independently identifying additional ways to contribute. Over the course of the internship, he was entrusted with solo on-air shifts across multiple station brands, where he demonstrated competency in delivery, timing, and audience engagement. His performance met professional standards, and he adapted quickly to industry expectations. Due to his demonstrated skills and reliability, the organization has expressed interest in potential future employment following the completion of his academic program. He's been hired for fulltime employment in sales and sports broadcasting and started working with us on 3/16/2026

(c) Initiative: Mock Job Interviews

General Manager, Woody Zimmerman, and Senior Account Manager, Tim Keffaber, represented WRSW AM & FM and WAWC Kensington Digital Media of Indiana by taking part in a Mock Interview Forum for High School Seniors at Tippecanoe Valley High School. The purpose is for the students to gain experience in the interview process and increase confidence to help stand out in the real world. The Mock Interviews were conducted on December 12th, 2025 between 9:00am and 2:30 pm. Feedback from the day was very positive from our perspective as well as the high school students and administration.

(d) Initiative: Career Fair

Senior Account Manager, Tim Keffaber, represented WRSW AM & FM, WAWC Kensington Digital Media of Indiana at the annual University of Indianapolis Career Fair on February 24th from 11:30am to 2:30pm. Tim talked to approximately 30 different college seniors who will soon graduate about career opportunities in Programming, Sales, and Engineering at Kensington. Tim collected several resumes from candidates interested in talking more about these opportunities upon graduation.