

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: March 23, 2025 – March 22, 2026.

- 1) **Employment Unit: Pathfinder Communications Corp. – Elkhart, IN – Mishawaka, IN –Niles, MI- Ligonier, IN**
- 2) **Unit Members (Stations and Communities of License): WAOR-FM, Ligonier, IN- WBYT-FM, Elkhart, IN, WTRC-AM, Elkhart, IN- WTRC-FM, Niles, MI**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address:  Pathfinder Communications Corp. 237 West Edison Road Mishawaka, IN 46545	Telephone Number:  888-333-6133
	Contact Person/Title:  Anna Trim, Director of Human Resources
	E-mail Address: atrim@federatedmedia.com

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

(Numbers refer to accompanying table for Recruitment Sources.)

<b>Job Title</b>	<b>Recruitment Sources</b>	<b>Recruitment Source Referring Hiree</b>
1. Promotions Coordinator	10, 27, 29, 30, 31	Referral
2. Account Executive - WTRC	8, 26, 27, 29, 30, 33	Indeed

**Station WAOR-FM, WBYT-FM, WTRC-AM and WTRC-FM are Equal Opportunity Employers**

## Recruitment Sources

The Employment Unit periodically contacts the following organizations for full-time job openings, and received referrals as indicated in each job opening on the pages that follow:

	Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	Did Recruitment Source Request Notification? (Yes or No)
1.	All Access		Allaccess.com		No
2.	Ancilla College	Jim Cathon	P O Box, Donaldson, IN 46513	574-936-8898	No
3.	Andrews University	Carletta Witzel	NH204, Berrien Springs, MI 49104	269-471-3227	No
4.	Ball State	Nancy Carlson	200 University Ave, Muncie, IN 47306	765-285-2436	No
5.	Bethel College	Michelle Yager	1001 W McKinley, Mishawaka, IN 46545	574-257-2661	No
6.	Career Builder	N/A	200 N LaSalle, Chicago, Il 60601	866-4538-1485	No
7.	Elkhart Area Career Center	Warren Seegers	2424 California Road, Elkhart, IN 46514	574-262-5650	No
8.	Email/ Text Outreach		Edison Road, Mishawaka, IN 46545	888-333-6133	No
9.	Goodwill Industries of Michiana	Maria Stancati	PO Box 3846, South Bend, IN 46619	574-472-7300	No
10.	Indiana Broadcasters Association	Gwen Piening	3003 E 98 <sup>th</sup> St, Indianapolis, IN 46280 Indianabroadcasters.org	317-573-0119	No
11.	Country Aircheck		Countryaircheck.com		No
12.	IUSB	Jeff Jackson	P O Box 7111, South Bend, IN 46634	574-520-4425	No
13.	Indiana University	David Boeyink	625 N Jordan, Bloomington, IN 47405	812-855-5234	No
14.	Ivy Tech	Gale Vaughn	220 Dean Johnson Blvd, So Bend, IN 46601	574289-7001	No
15.	Holy Cross College	Laura Jackson	54515 SR 933, Notre Dame, IN 46556	574-239-8377	No
16.	LaCasa of Goshen	Larry Gautsche	2020 No Cottage, Goshen, IN 46526	574-533-4450	No
17.	Malcom X College	Zerrie Campbell	1900 W VanBuren, Chicago, IL 60612	312-850-7000	No
18.	Michigan Association of Broadcasters	Karole White	819 N Washington, Lansing, MI 48906	800-968-7622	No
19.	NAACP	Trina Robinson	914 Lincoln Way West, South Bend, IN 46616	574-289-2123	No
20.	South Bend Human Rights	Lonnie Douglas	301 So St Louis Blvd, South Bend, IN 46617	574-235-9355	No
21.	Southwest Michigan College	Amy Anderson	58900 Cherry Grove, Dowagiac, MI 49047	269-687-5644	No
22.	Spec's Howard School of Broadcasting	Nicole LaDouceur	19900 W 9 Mile Road, Southfield, MI 48075	248-358-9000	No
23.	St Mary's College	Michael Sanders	162 Lemans Hall, Notre Dame, IN 46556	574-284-4775	No
24.	University of Notre Dame	Kathy Beaton	248 Flanner Hall, Notre Dame, IN 46556	574-631-5200	No
25.	Work One Elkhart	Business Serv Rep	430 Waterfall Drive, Elkhart, IN 46516	574-295-0105	No
26.	Facebook		Facebook.com		No
27.	Company website/s	Paul Altman	245 Edison Road, Mishawaka, IN 46545	574-258-5483	No
28.	LinkedIn.com		LinkedIn.com		No
29.	Indeed.com		indeed.com		No
30.	Employee/Business Referral				No
31.	Internal Employee/Posting				No
32.	ZipRecruiter		Ziprecruiter.com		No
33.	On-Air Radio Recruitment Ad				No

Station WAOR-FM, WBYT-FM, WTRC-AM and WTRC-FM are Equal Opportunity Employers

**5) Full-Time Job Vacancy Details**

**Only those sources listed in the charts below produced interviewees.**

**Job Title:** 1. Promotions Coordinator **Referral Source(s) of Hire:** Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification ? (Yes or No)
IBA Website	Dave Arland	Indianabroadcasters.org	317-701-0084	0	No
Company website	Paul Altman	245 Edison Road, Mishawaka, IN 46545	574-258-5483	1	No
Indeed		Indeed.com		1	No
Referral				1	No
Internal Employee/Posting				0	No

**Job Title:** 2. Account Executive – WTRC **Referral Source(s) of Hire:** Indeed

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification ? (Yes or No)
Email/Text Outreach	Tim Skibbe	237 Edison Road, Mishwaka, IN 46545	574-258-5483	1	No
Facebook		Facebook.com		0	No
Company Website	Paul Altman	245 Edison Road, Mishawaka, IN 46545	574-258-5483	0	No
Indeed		Indeed.com		10	No
Employee/Business Referral				0	No
On-Air Radio Recruitment	Kathy Uebler	237 Edison Road, Mishawaka, IN 46545	574-258-5483	0	No

**Station WAOR-FM, WBYT-FM, WTRC-AM and WTRC-FM are Equal Opportunity Employers**

**6) Total # of Interviewees Referred:** For the period from March 23, 2025 through March 22, 2026, this Employment Unit interviewed 14 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Job Fair Attendance**

On March 29, 2025, the Indiana Broadcasters Association hosted a Career Fair. The event was located at 502 East Event Center in Carmel, IN. The event was attended by our Promotions Director. Our contact person for the event was Katy Barnhart from the Indiana Broadcasters Association. The event took place from 2:00 PM through 5:00 PM. There were 45 businesses represented at this event. Students and the general public were invited to attend and 115 students pre-registered. The Promotions Director spoke to 34 people interested in careers with Pathfinder Communications Corporation. There were 15 candidates that left their resume for further consideration. Many of these candidates were Juniors and Seniors who were graduating in May of 2025 and 2026. We are planning to interview 2 of the candidates for an internship position in the Promotions Department. Other candidates were interested in pursuing positions in audio and video production, on-air positions, sales and marketing, web/graphic design, and event planning.

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

On January 21, 2026, Ball State University hosted a Career Fair at their main campus in Muncie, IN. The General Sales Manager for WBYT attended this event. Our contact person for the event was Chris Wilkey, the Director of Professional Selling for Ball State University. The event took place from 11:00am – 3:00pm. Current BSU students as well as the general public were invited to attend. During this time, the General Sales Manager spoke to 14 people interested in careers with Pathfinder Communications Corporation. Ten of those candidates were interested in our Account Executive position. Many of these candidates were Juniors and Seniors who will graduate in May 2026 or May 2027. We are planning to reach out to these candidates as they get closer to graduation for interviews.

**(c) Initiative: Job Fair Attendance**

On February 5, 2026, Holy Cross College hosted a Career and Internship Fair on campus located in Notre Dame, IN. The General Sales Manager for WTRC and WAOR attended this event. Our contact person for the event was Wendy Chapman, Director of Student Success and Career Development. The event took place from 2:00pm – 5:00pm. Current Holy Cross students and alumni were invited to attend. During this time, the General Sales Manager spoke to 19 people interested in careers with Pathfinder Communications Corporation. Ten of those candidates were interested in internships, two were interested in sales, three were interested in media, and four were interested in digital/graphic design. We are planning to reach out to these candidates as they get closer to graduation for further discussions on possible career opportunities within our organization.

**(d) Initiative: General Outreach**

On August 21, 2025, our Program Director for WAOR spoke with current students pursuing careers in radio broadcasting at Goshen College in Goshen, IN. The classroom style discussion took place from 9:00am – 11:00am. Our Program Director spoke to the students about what it takes to have a successful career in radio broadcasting. He discussed topics such as knowing your audience, how to do a strong break, and the value of storytelling on a radio show. His presentation also included things that he has learned along the way from working in the industry for many years. After the presentation, there was a question and answer conversation with the students where they had the opportunity to ask the Program Director questions relevant to a career in broadcasting.

**Station WAOR-FM, WBYT-FM, WTRC-AM and WTRC-FM are Equal Opportunity Employers**

**(e) Initiative: General Outreach**

Our General Sales Manager hosted an informative Career Sales discussion with students from Holy Cross College on November 12, 2025. These students were enrolled in the Personal Sales and Negotiating Class at Holy Cross. The event took place at our corporate office located at 245 West Edison Street, Mishawaka, IN 46545. Our contact for this event was Laura Jackson, Professor in the School of Business at Holy Cross. The classroom style discussion took place from 12:30pm – 2:00pm. There were 13 students present, and of that, 10 were graduating in May of 2026. During that time, the General Sales Manager spoke to students about a career in the Sales and Marketing department with Pathfinder Communications Corporation. She also discussed internship opportunities. All students were invited to bring their resumes for consideration. We are planning to further interview one student for a full-time position in Sales and two for internship opportunities. After the discussion, students were given a tour of our radio stations and offices and met several of our on-air radio talent.

**(e) Initiative: General Outreach**

On September 25, 2025, Brittney Baily, our WBYT-FM Morning Show Host hosted an informative career discussion at the Elkhart Area Career Center. This event took place at the Elkhart Area Career Center, 2424 California Rd, Elkhart, IN 46514. Our contact for this event was Brenda Metcalfe, Career Coordinator for the Elkhart Area Career Center. This classroom style discussion took place from 1:00pm – 3:00pm. There were 82 students present for the Employable Skills and Career discussion. All students at this event were given the opportunity to ask questions about career opportunities at Pathfinder Communications Corporation. Many of these students inquired about a various careers in Broadcast Radio. Brittney spoke at length about her radio career, sharing her experiences and insights during her time with the company. Brittney was also asked to mentor a few students who had a strong interest in pursuing broadcasting as a career.

**(f) Initiative: General Outreach**

On October 17, 2025 our General Sales Manager for WTRC and WAOR met with a student from Indiana University-Bloomington via zoom. Our General Sales Manager graduated from IU Bloomington and was asked to provide professional guidance to this particular student who is currently a Sophomore at the Kelley School of Business at IU. Our General Sales Manager shared his educational experiences and his professional journey which included both broadcasting as well as marketing and communications in radio, which has led him to a successful career with Pathfinder Communications Corporation. He gave the student guidance in applying for jobs, interviewing, and the skills he needed to be successful. They also discussed the changing landscape of the job market and making sure skills stay relevant especially in the areas of marketing which is continually evolving in the digital landscape. They discussed the importance of maintaining a passion for the work and pursuing opportunities that drive that passion. Our General Sales Manager plans to continue to mentor this student throughout his studies at IU and as he transitions into the workforce, with the possibility of pursuing a role in our Sales and Marketing department at Pathfinder Communications Corporation.