

WTTV-TV, WXIN-TV EEO PUBLIC FILE REPORT

April 1, 2019 - March 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer, Digital Content	2-20, 25, 27-28, 30-31, 34-37, 39, 41, 43-52, 55-58	13
Reporter/MMJ	2-12, 14-20, 25-28, 30-31, 34-37, 39, 41, 43-52, 55-58	26
Executive Producer	2-10, 12, 14-20, 25-28, 30-31, 34-37, 39, 41, 43-52, 55-58	26
Associate Producer	2-10, 12-20, 25, 27-28, 30-31, 34-37, 39, 41, 43-52, 55-58	13
Production Technician	2-10, 12, 14-20, 25-28, 30-31, 34-37, 39, 41, 43-52, 55-58	26
Reporter	1, 3-20, 25, 27-28, 30-31, 34-39, 41, 43 -50, 52, 55-58	13
Editor, Non- Linear	2-12, 14-20, 25, 27-28, 30-31, 34-37, 39, 41, 43-50, 52, 55-58	18
Reporter/MMJ	2-12, 14-20, 25, 27-28, 30-31, 33-37, 39, 43-50, 52, 55-58	18
Producer, News	2-20, 25, 27-28, 30-31, 34-37, 39, 43- 50, 52, 55-58	13
Sales Assistant	2-20, 25, 27-31, 34-37, 39, 43-50, 52, 55-58	18
Anchor, Sports	2-20, 25, 27-28, 30-31, 34-37, 43-50, 52, 55-58	13
Associate Producer	2-12, 14-25, 27-28, 30-31, 34-37, 39- 40, 42-44, 46-50, 52-56, 58	44
Account Executive	2-20, 25, 27-28, 30-31, 34-37, 39, 43- 50, 52-53, 55-56, 58	13
Digital Content Producer	2-12, 14-20, 25, 27-31, 34-37, 39, 43- 50, 52-53, 55-56, 58	29
Graphic Artist	2-11, 14-20, 25, 27-28, 30-31, 34-37, 39, 43-50, 52-53, 55-56, 58	44
Vice President/General Manager, WXIN/WTTV	2-11, 14-20, 25, 27-28, 30-32, 34-37, 39, 43-53, 55-56, 58	32
Director, Sales	2-3, 5-10, 12, 14-20, 25-28, 30-32, 35- 37, 39, 43-53, 55-56, 58	26
Director, News	2-3, 5-11, 14-20, 25, 27-28, 30-32, 35- 37, 39, 43-53, 55-56, 58	32

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Ball State University- Cardinal Career Link 2000 West University Ave Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-1522 Fax : 1-765-285-3757 Career Center	N	0
3	Black Cultural Center at Purdue University 1100 3rd Street West Lafayette, Indiana 47907 Phone : 765-494-3091 Url : http://www.purdue.edu/bcc/ Email : rathomas@purdue.edu Renee A. Thomas	N	0
4	Central Nine Career Center 1999 US 31 South Greenwood, Indiana 46143 Phone : 317-888-4401 Fax : 1-317-885-8670 Donna Rund	N	0
5	Circle Seven Training Council, Incorporated 435 East Main Street Suite C-2 Greenwood, Indiana 46143 Phone : 765-932-5917 Fax : 1-765-932-2938 Paula Barada	N	0
6	College-Franklin College-WFCI Radio 101 Branigin Boulevard Franklin, Indiana 46131 Phone : 317-738-8197 Fax : 1-317-738-8738 Joel Cramer	N	0
7	College-Hanover College 517 Ball Drive Hanover, Indiana 47243 Phone : 812-866-7126 Url : http://careercenter.hanover.edu Fax : 1-812-866-7125 Margaret Krantz	N	0

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8	College-International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	N	0
9	College-Ivy Tech Community College-Anderson 104 West 53rd Street Anderson, Indiana 46013 Phone : 765-643-7133 Email : pwerling@ivytech.edu Paul Werling	N	0
10	Community Schools of Frankfort-Adult Basic Education One South Maish Road Frankfort, Indiana 46041 Phone : 317-654-8545 Fax : 1-765-659-6220 Antonelli Kay	N	0
11	Damien Center , The 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Fax : 1-317-632-4362 Edward Alexander	N	0
12	Emmis Communications 40 Monument Circle Suite 700 indianapolis, Indiana 46204 Phone : 317-266-0100 Fax : 1-317-684-6557 Jeff Smulyan	N	0
13	Employee Referral	N	10
14	Equal Employment Office of Indianapolis 101 West Ohio Street Suite 1900 Indianapolis, Indiana 46204 Phone : 317-226-7469 Fax : 1-317-226-7953 Phyllis Tucker-Wells	N	0
15	FOX59.com 6910 Network Place Indianapolis, Indiana 46278 Phone : 317-632-5900 Fax : 1-317-715-2677 Amanda McClenny	N	0

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16	Goodwill Industries in Indianapolis 8050 Pendleton Pike Indianapolis, Indiana 46226 Phone : 317-524-4297 Email : kdeckard@goodwillindy.org Kris Deckard	N	0
17	Hopewell Center 5325 South Main Street Anderson, Indiana 46013 Phone : 765-642-0201 Fax : 1-765-642-1440 Renia Shelton	N	0
18	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting	N	5
19	Indiana Broadcasters Association 14074 Trade Center Drive Suite 141 Fishers, Indiana 46038 Phone : 317-770-0970 Email : iba@indianabroadcasters.org Fax : 1-317-770-0972 Sam Klemet	N	0
20	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Jennifer Schuler	N	0
21	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
22	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
24	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
25	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46244 Phone : 317- 444-2814 Fax : 1-317-444-8558 Michael Dabnet	N	0
26	Internal Hire	N	4
27	J. Everett Light - WJEL 89.3 FM 1901 East 86th Street Indianapolis, Indiana 46240 Phone : 317-259-5278 Fax : 1-317-259-5298 Rob Hendrix	N	0
28	La Plaza Hispanic Center 8902 East 38th Street Indianapolis, Indiana 46226 Phone : 317-890-3292 Fax : 1-317-898-4397 Miriam Acevedo Davis	N	0
29	Linked In	N	2
30	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0

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31	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
32	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	13
33	Other Source	N	1
34	Region 5 Workforce Investment Board-Interlocal Association 836 South State Street PO Box 69 Greenfield, Indiana 46140 Phone : 317-462-7711 Fax : 1-317-462-6340 Lance Ratliff	N	0
35	Rick Gevers 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Email : rick@rickgevers.com Fax : 1-317-635-7919 Rick Gevers	N	0
36	Salvation Army-Anderson Indiana Community Center 1615 Meridian Street Anderson, Indiana 46016 Phone : 765-644-2538 Email : indweb@usc.salvationarmy.org Shelly DeLong	N	0
37	Salvation Army-Indiana-Tipton County Service Extension 215 East Adams Tipton, Indiana 46072 Phone : 765-675-6217 Fax : 1-765-675-4175 Joshua Nichols	N	0
38	Self Referral	N	1

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39	Shelbyville Workforce Development Center 425 E. Washington Street Shelbyville, Indiana 46176 Phone : 317-392-3251 Fax : 1-317-392-3419 Career Services	N	0
40	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	N	0
41	Society of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Fax : 1-317-846-9120 Jim Bernier	N	0
42	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0
43	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting	N	2
44	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting	N	3

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45	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Postings Manual Posting	N	1
46	University of Indianapolis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, Indiana 46227 Phone : 317-788-3296 Fax : 1-317-788-3383 Libby Davis	N	0
47	University of Indianapolis- 88.7 WICR-FM 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 317-788-3280 Fax : 1-317-788-3490 Raberta Thompson	N	0
48	University of Southern Indiana-Career Services and Internships 8600 University Blvd. Orr Center, Room 074 Evansville, Indiana 47712 Phone : 812-464-1865 Email : career@usi.edu Pamela Doerter	N	0
49	University-Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-8802 Email : career@butler.edu Julie Schrader	N	0
50	University-DePauw University 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4800 Fax : 1-765-658-4177 Career Services	N	0
51	University-Indiana University 625 North Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-1556 Fax : 1-812-855-5678 Jeremy Harmon	N	0

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52	University-Purdue University 128 Memorial Mall Stewart Center Room 194 West Lafayette, Indiana 47907 Phone : 765-494-3981 Fax : 1-765-494-6959 Linden Petrin	N	0
53	Urban League of Indianapolis 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Fax : 1-317-693-7613 Pambana Uisha	N	0
54	Valparaiso University - Career Center 1509 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5005 ext 7101 Url : www.valpo.edu/career-center/ Email : tom.cath@valpo.edu Tom Cath	N	0
55	Vocational Rehabilitation 402 West Washington St. P. O. Box 7083 Indianapolis, Indiana 46207 Phone : 317-232-1319 Fax : 1-317-232-6478 Career Services	N	0
56	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-899-2000 Fax : 1-317-532-6199 Brenda Estep	N	0
57	WISH-TV Web Site 1950 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-956-8592 Fax : 1-317-931-2242 Jackie Green	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			43

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/27/2019	Participation in Job Fairs	WXIN-TV/WTTV-TV participated in NABJ Region II Job Fair (Cleveland, OH). Hiring managers participated in job fair to recruit for various broadcast media roles. We were able to meet with potential job applicants to discuss vacancies.	2	Director, News and Content HR Manager
2	5/12/2019	Establishment of an intern program designed to assist members of the community	<p>WXIN-TV/WTTV-TV has an established internship program that allows students to gain practical experience in areas of our operations to include news, production, sports, and sales.</p> <p>WXIN-TV/WTTV-TV hosted 4 interns one each from Syracuse University, Indiana University, Ball State University, and Butler University during the 2019 Summer Semester.</p>	3	Sales Director News Director Asst News Director
3	3/19/2020	Participation in scholarship programs	WXIN-TV/WTTV-TV participates in the Indiana Broadcasters Association established scholarship program that assists students interested in pursuing a career in broadcasting.	2	GM Asst News Director
4	3/31/2020	Participation in job banks, internet programs and other programs designed to promote outreach	WXIN-TV/WTTV-TV regularly disseminates job vacancy notices, including upper-level positions, to the Indiana Broadcasters Association, a media trade organization with a broad-based membership, including the participation of women and minorities	1	Heather TenBarge