

## ANNUAL EEO PUBLIC FILE REPORT

**WIIH-TV, WISH-TV, WNDY-TV**

**4/1/2022 through 3/31/2023**

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WIIH-TV, WISH-TV, WNDY-TV

The information contained in this Report covers the time period beginning 4/1/2022 to and including 3/31/2023 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit ("SEU") during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

# Appendix 1 to Annual EEO Public File Report

Covering the Period from 4/1/2022 through 3/31/2023

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

## Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Meteorologist	04/04/2022	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
2	Photographer	04/04/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
3	Web/Assignment Desk	04/14/2022	A	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
4	Production Newscast Director	04/20/2022	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,Q
5	News Producer	05/18/2022	A	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
6	Photographer	05/30/2022	F	3	A,B,C,F,G,H,I,J,K,L,M,N,O,Q
7	Account Executive	06/15/2022	A	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
8	Production Assistant	06/21/2022	J	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
9	Account Executive	07/05/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
10	Photographer	07/05/2022	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
11	News Producer	07/11/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
12	Reporter	07/18/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
13	Sports Reporter	07/18/2022	Q	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
14	Production Assistant	07/21/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
15	Master Control Operator	07/27/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
16	Multi-Media Journalist	08/15/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
17	Production Assistant	08/15/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
18	Web/Assignment Desk	08/16/2022	J	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
19	Account Executive	08/30/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
20	Multi-Media Journalist	09/06/2022	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P,Q
21	Promo Producer	09/16/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q

22	Commercial Shooter Editor	09/19/2022	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,Q
23	Promo Producer	09/19/2022	A	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
24	News Producer	09/26/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
25	Production Assistant	09/26/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
26	Anchor	10/03/2022	Q	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
27	Production Assistant	10/03/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
28	Photographer	10/17/2022	G	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
29	Photographer	10/24/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
30	Multi-Media Journalist	11/07/2022	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
31	Podcast Account Director	11/14/2022	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
32	Web Manager	11/14/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
33	Graphic Integrator and Designer	11/16/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
34	Master Control Operator	11/22/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
35	Digital Coordinator	12/05/2022	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
36	News Producer	12/19/2022	F	3	A,B,C,F,G,H,I,J,K,L,M,N,O,Q
37	Newscast Director	01/23/2023	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
38	Production Assistant	01/23/2023	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
39	Account Executive	01/24/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
40	Receptionist	01/30/2023	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,Q
41	Graphic Artist	02/06/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
42	Sports Anchor	02/06/2023	E	4	A,B,C,E,G,H,I,J,K,L,M,N,O,Q
43	Digital and Assignments Manager	02/13/2023	Q	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
44	Digital Journalist	02/13/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
45	Account Executive	02/14/2023	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,Q
46	Booking Producer	02/20/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
47	Digital Media Editor	02/20/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
48	Account Executive	02/21/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
49	Newsroom Assistant	02/22/2023	G	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
50	News Producer	02/27/2023	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
51	Photographer	02/27/2023	Q	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
52	Multi-Media Journalist	03/06/2023	N	4	A,B,C,G,H,I,J,K,L,M,N,O,Q
53	Traffic Manager	03/06/2023	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,Q

Total Number of Persons Interviewed During Applicable Period: \_\_175\_\_

Appendix 2 to Annual EEO Public File Report  
Covering the Period from 4/1/2022 through 3/31/2023

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Ball State University	Career Center	2000W Univ. Ave Muncie, IN 47306	765-285-2436	N	17
B	Butler University	Career Services	4600 Sunset Ave, Indianapolis, IN 46208		N	7
C	Civil Rights Commission	Paula Barnett	IN Govt Center N, Indianapolis, IN 46202	317-232-2600	N	0
D	Current Employee	N/A	N/A		N	4
E	Employee Referral	N/A	N/A		N	7
F	Former Intern	N/A	N/A		N	4
G	Indeed	N/A	<a href="http://www.indeed.com">www.indeed.com</a>			26
H	Indiana Career Connect	N/A	10 N Senate Ave, Indianapolis, IN 46202		N	2
I	Indiana Broadcasters Association	Sam Klemet	<a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a>		N	6
J	Indiana State University	Career Center	231 N 6 <sup>th</sup> St., Terre Haute, IN 47809		N	7
K	Indiana University	Career Center	107 S Indiana Ave., Bloomington, IN 47405		N	6
L	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	6

M	IUPUI Career Center	Mary Dickerson	801 W Michigan St., Indianapolis, IN 46202	317-274-2554	N	4
N	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	47
O	TVJobs	Mark Holloway	PO Box 4116, Oceanside, CA 92052	760-754-8177	N	0
P	TV Newscheck	Paul Greeley	238 Crosshill Rd., Wynnewood, PA 19096	817-578-6324	N	3
P	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	29

Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2022 through 3/31/2023

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WIIH-TV, WISH-TV, WNDY-TV

	Date	Recruitment Initiative	Description
1	4/1/2022	Listing of each upper level category opening in a job bank or newsletter	The SEU regularly disseminates 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.
2	5/16/2022	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of operations, including news, production, sports and weather. During the Spring semester, the SEU hosted eight interns from Ball State University, Butler University and Indiana University. During the Summer semester, the SEU hosted nine interns from Ball State University, Butler University, Syracuse University and Indiana University. During the Fall semester, the SEU hosted six interns from Ball State University, U Indy and Butler University.
3	7/11/2022	Establishment of training programs for station personnel	The SEU sent five reporters to attend the Indiana Broadcaster's Association training webinar. Topics covered during the webinar were "What Every Journalist Should Know".
4	10/3/2022	Participation in job fairs	The SEU attended the 2022 Fall Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities.

5	10/21/2022	Participation in events or programs sponsored by educational institutions	The SEU's News Director was a panelist for Ball State University's annual Fall News Conference. The purpose of the panel was to offer career advice and insights on how to prepare for the first media job. Attendees were over 75 current Junior and Senior media students
6	1/25/2023	Participation in job fairs	The SEU attended the 2023 Ball State University Sales & Marketing Career Fair held at the Ball State University campus. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities.
7	3/1/2023	Participation in events or programs sponsored by educational institutions	The SEU participated in a discussion at Ball State University regarding future employment in the sales and marketing area of the television industry. Attendees were junior and senior level students wanting to learn more about broadcast and digital advertising sales.
7	3/25/2023	Participation in job fairs	The SEU attended the 2023 Spring Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities available to college students.