

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
MMJ/Reporter	1, 3-4, 6-8, 10, 13-16, 26, 30-31, 33-54	10
Sports/News MMJ/Anchor	1, 3-4, 6-10, 13-16, 26, 30-31, 33-49, 51, 53-54	9
News Producer	1, 3-4, 6-8, 10, 13-16, 26, 30-31, 33-49, 51-54	13
Digital Media Marketing Consultant	1, 3-4, 6-8, 10, 13-16, 23, 26-27, 29-31, 33-49, 51-54	29
Digital Media Marketing Consultant	1, 3-4, 6-8, 10, 13-16, 23, 26-27, 29-31, 33-49, 51-54	13
MMJ/Reporter	1, 3-4, 6-8, 10, 13-16, 26-27, 30-40, 42- 49, 51-54	32
MMJ/Reporter	1, 3-4, 6-10, 13-16, 26, 30-31, 33-49, 51-54	9
DIGITAL SALES MANAGER - WFIE	1, 3-4, 6-8, 10, 13-16, 23, 26-28, 30-31, 33-49, 51-55	28
DIGITAL NEWS CONTENT PRODUCER - WFIE	1, 3-10, 13-16, 23, 26-27, 30-31, 33-49, 51-55	9
NEWS PRODUCER (PRIMARY) - WFIE	1, 3-4, 6-8, 10, 13-16, 23, 26-27, 30-31, 33-49, 51-55	13
MEDIA SALES CONSULTANT - WFIE	1, 3-4, 6-10, 13-16, 23, 26-28, 30-31, 33-49, 51-55	9
NEWS DIRECTOR - WFIE	1, 3-10, 13-16, 23, 26-28, 30-31, 33-49, 51, 53-55	10
NEWS PHOTOGRAPHER - WFIE	3-4, 6-8, 10, 13-16, 23, 25-27, 30-31, 33-35, 37-39, 41-49, 51-55	13
MEDIA SALES CONSULTANT - WFIE	1-4, 6-8, 10-24, 26-27, 29-31, 33-49, 51 -55	29
MEDIA SALES SUPPORT SPECIALIST - WFIE	1, 3-4, 6-10, 13-16, 23, 25-27, 30-31, 33-49, 51-55	9
MULTI-PLATFORM MARKETING CONSULTANT - WFIE	1, 3, 6-8, 10, 13-16, 23, 26-27, 29-31, 33-49, 51-55	29

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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	Ball State University 2000 W. University Ave. Muncie, Indiana 47306 Phone : 765-285-1522 Url : https://bsu-csm.symplicity.com/employers Brandi Swift Manual Posting	N	0
2	Brescia University 717 Frederica Street Owensboro, Kentucky 42301 Phone : 270-686-4268 Url : https://app.joinhandshake.com/login Elizabeth Gramelspacher Manual Posting	N	0
3	Butler University 4600 Sunset Ave. Indianapolis, Indiana 46208 Phone : 317-940-9383 Url : https://app.joinhandshake.com/login Jeremy Walthall Manual Posting	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
5	Current Employee	N	2
6	DePauw University 204 E. Seminary Greencastle, Indiana 46135 Phone : 765-658-4622 Url : https://app.joinhandshake.com/login Hubbard Center Manual Posting	N	0
7	Eastern Illinois University 1301 Human Services Charleston, Illinois 61920 Phone : 217-581-2412 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
8	Elmhurst University 190 Prospect Ave Elmhurst, Illinois 60126 Phone : 630-617-6457 Url : https://app.joinhandshake.com/login Michelle Yacu Manual Posting	N	0
9	Employee Referral	N	10
10	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	8
11	Henderson Community College 2660 S. Green Street Henderson, Kentucky 42420 Phone : 270-827-1867 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
12	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4040 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
13	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	19
14	Indiana Broadcasters Association 580 E. Carmel Dr. Carmel, Indiana 46032 Phone : 317-922-6708 Url : https://indianabroadcasters.org/ Alex Rusciano Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
15	Indiana State University 231 N. 6th Walkway Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : https://app.joinhandshake.com/login ISU Career Center Manual Posting	N	0
16	Indiana University 1320 E. 10th St Bloomington, Indiana 47405 Phone : 812-855-5234 Url : https://app.joinhandshake.com/login Career Center Manual Posting	N	0
17	Indiana University East 2325 Chester Blvd Richmond, Indiana 47374 Phone : 765-973-8584 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
18	Indiana University Fort Wayne 2101E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-4839 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
19	Indiana University Kokomo 2300 S. Washington Street Kokomo, Indiana 46902 Phone : 765-455-9301 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
20	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
21	Indiana University South Bend 1700 Mishawaka Ave Administration Building Room104 South Bend, Indiana 46615 Phone : 574-520-4425 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
22	Indiana University Southeast 4201 Grant Line Road New Albany, Indiana 47150 Phone : 812-941-2275 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
23	Indiana University-Purdue University Indianapolis Taylor Hall 3140E 815 W. Michigan Street Indianapolis, Indiana 46202 Phone : 317-278-7515 Url : https://app.joinhandshake.com Campus Career Advising Services Manual Posting	N	0
24	IUPUC 4601 Central Ave Columbus, Indiana 47203 Phone : 812-375-7527 Url : https://app.joinhandshake.com/login Amy Kleinert Manual Posting	N	0
25	Ivy Tech Community College 3501 N. First Ave. Evansville, Indiana 47710 Phone : 812-429-9810 Url : https://ivytech-csm.symplicity.com/ Career Coach Manual Posting	N	0
26	Kentucky Broadcasters Association 101 Enterprise Drive Frankfort, Kentucky 40601 Phone : 502-848-0426 Url : https://www.kba.org Amber Rhodes Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
27	Kentucky Wesleyan College 3000 Frederica Street Owensboro, Kentucky 42301 Phone : 800-999-0592 Url : https://app.joinhandshake.com Laura Rudolph Manual Posting	N	0
28	Linked In	N	4
29	Linked In - Not Directly Contacted by SEU	N	5
30	Missouri State University 901 S. National Ave Springfield, Missouri 65897 Phone : 417-836-5636 Url : https://app.joinhandshake.com/login Career Center Manual Posting	N	0
31	Murray State University 100 Oakley Applied Science Murray, Kentucky 42071 Phone : 270-809-3735 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
32	Non-Employee Referral	N	3
33	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-3700 Url : https://app.joinhandshake.com/login Val Schoonover Manual Posting	N	0
34	Oral Roberts University 7777 South Lewis Ave Tulsa, Oklahoma 74171 Phone : 918-495-6912 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
35	Purdue Ft. Wayne 2101 E. Coliseum Blvd Fort Wayne, Indiana 46805 Phone : 260-481-6139 Url : https://app.joinhandshake.com/login Tracey Hanton Manual Posting	N	0
36	Purdue University 610 Purdue Mall West Lafayette, Indiana 47907 Phone : 765-494-6173 Url : https://purdue-csm.symplicity.com/ Emily Shaw Manual Posting	N	0
37	Purdue University Northwest Student Union Library Bldg Hammond, Indiana 46323 Phone : 219-989-2418 Url : https://app.joinhandshake.com/login Natalie Connors Manual Posting	N	0
38	Southern Illinois University 1263 Lincoln Drive Suite 0110 Carbondale, Illinois 62901 Phone : 618-453-2391 Url : https://app.joinhandshake.com/login Career Development Manual Posting	N	0
39	St. Cloud State University 720 4th Ave South St. Cloud, Minnesota 56301 Phone : 320-308-3753 Url : https://app.joinhandshake.com/login Jackie Bauer Manual Posting	N	0
40	St. Olaf College 1520 St. Olaf Ave Northfield, Minnesota 55057 Phone : 507-786-3049 Url : https://app.joinhandshake.com/login Bryan Shealer Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

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
41	Syracuse University 820 Comstock Ave Syracuse, New York 13244 Phone : 315-443-3616 Url : https://app.joinhandshake.com/login Dan McSweeney Manual Posting	N	0
42	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-2115 Url : https://tvjobs.com Job Center Manual Posting	N	0
43	Univeristy of Missouri-Columbia 201 Student Success Center Columbia, Missouri 65211 Phone : 573-882-6801 Url : https://app.joinhandshake.com/login MU Career Center Manual Posting	N	0
44	Univeristy of Missouri-St. Louis 1 University Blvd. St. Louis, Missouri 63121 Phone : 314-516-5111 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
45	Univeristy of Southern Indiana 8600 Univeristy Blvd Evansville, Indiana 47712 Phone : 812-464-1865 Url : https://usi-csm.symplicity.com Stephanie Fifer Manual Posting	N	0
46	University of Evansville 1800 Lincoln Ave Evansville, Indiana 47722 Phone : 812-488-1083 Url : https://app.joinhandshake.com/login Career Office Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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
47	University of Indianapolis 1400 E. Hanna Ave Indianapolis, Indiana 46227 Phone : 317-788-3923 Url : https://app.joinhandshake.com/login Career Center Manual Posting	N	0
48	University of Kentucky 408 Rose Street Lexington, Kentucky 40506 Phone : 859-257-2751 Url : https://app.joinhandshake.com/login Rachel Brand Manual Posting	N	0
49	University of Michigan 515 E. Jefferson Street Ann Arbor, Michigan 48109 Phone : 734-764-7460 Url : https://app.joinhandshake.com/login Elizabeth Schaller Manual Posting	N	0
50	Unknown (source not adequately identified upon inquiry by SEU)	N	1
51	Valparaiso University 314 Maxwell Hall P.O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5878 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
52	Vincennes University 1000 N. 4th St. Vincennes, Indiana 47591 Phone : 812-888-4280 Url : https://vinu-csm.symplicity.com Career Center Manual Posting	N	0

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Western Kentucky University 1906 College Heights Blvd Bowling Green, Kentucky 42101 Phone : 270-745-3095 Url : https://app.joinhandshake.com/login Career Help Manual Posting	N	0
54	Winona State University 314 Maxwell Hall P.O. Box 5838 Winona, Minnesota 55987 Phone : 507-457-5878 Url : https://app.joinhandshake.com/login Career Services Manual Posting	N	0
55	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			52

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	WFIE airs the following :30 spot an average of 40 times a month April - December: Finding my dream career... Leave that job that frustrates you and earn what you deserve. Full training provided and no prior media experience is needed. Great benefits! Don't miss out! Drop the job and pick up a career at the best in the tri-state! How do I apply? Find out more at 14NEWS.COM	1	Office Manager
2	Ongoing Event	Participation in other activities designed by the station employment unit	WFIE airs the following :30 spot approximately 8-15 times monthly: WFIE a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, encourage qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to: Sarah Glaser 812-433-3420	1	Office Manager

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFIE offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university and be receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the station, including News, Marketing/On-Air Promotions, Programming, Sales and TMP. All internships are paid, students must be receiving academic credit to work at the station. Hours are flexible, to accommodate class schedules and school requirements; most interns are usually required to work a minimum of 15-20 hours per week.</p> <p>Summer 2023 - 2 News Interns Students from Indiana University</p> <p>Spring 2024 - 1 News Intern Student from University of Southern Indiana</p>	2	Assistant News Director News Director
4	4/12/2023	Participation in events or programs sponsored by educational institutions	On April 12. Niagara's News Crew toured station to learn about the Newscast.	2	General Manager Office Manager
5	4/20/2023	Provision of training to management	Office Manager participated in webinar training on the FCC's EEO rules and regulations provided by Wiley Rein LLP for Gray Television stations.	1	Office Manager
6	6/14/2023	Participation in events or programs sponsored by educational institutions	Oakland City University's High School Summer Camp toured the station to learn about careers in Broadcasting/Journalism.	2	General Manager Office Manager
7	9/19/2023	Participation in Job Fairs	Our Assistant News Director and Operations Manager participated in the University of Southern Indiana internship and career fair.	2	Assistant News Director Operations Manager
8	11/16/2023	Participation in events or programs sponsored by educational institutions	Our Anchor/Reporter participated in Ball State University News conference.	1	Anchor/Reporter

WFIE
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	11/29/2023	Participation in events or programs sponsored by educational institutions	Haven Christian Academy toured the station to learn about broadcasting.	2	General Manager Office Manager
10	2/20/2024	Participation in Job Fairs	Our News Director, Assistant News Director and Operations Manager participated in the University of Southern Indiana Internship and Career Fair.	3	Assistant News Director Operations Manager News Director
11	3/23/2024	Participation in Job Fairs	Our News Director participated in the Indiana Broadcasters Association Job Fair	1	News Director