

WXIN(TV) and WTTV(TV), Indianapolis, Indiana  
ANNUAL EEO PUBLIC FILE REPORT  
Date: April 1, 2014

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.206(a)(8) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations WXIN(TV) and WTTV(TV), Indianapolis, Indiana.

WXIN/WTTV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Coordinator at 317.632.5900.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**Full-Time Vacancies Filled During Reporting Period**

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed
1	Graphic Designer/Animator	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-58	Tribjobs	6
2	Non Linear Editor	1-4, 6-36, 38-42, 44-51, 53-54, 56-57, 59-51, 93-97	Indeed.com	6
3	Master Control	1, 3-6, 9-11, 14, 18-21, 28-43, 45-51, 53-54, 56-51, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97	(3) IBA Job Fair, Fox59.com, WXIN/WTTV Internal Promotion	5
4	Associate Producer	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Referral	2
5	Executive Producer	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	WXIN/WTTV Internal Promotion	1
6	National Sales Coordinator	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Referral	6
7	News Director	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Tribune Internal Transfer	8
8	Production Assistant	1, 3-4, 6, 9-11, 14, 18-21, 28-42, 45-51, 53-54, 56-51, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97	WXIN/WTTV Internal Promotion	1
9	Assignment Editor	1, 3-4, 6, 9-11, 14, 18-21, 28-42, 45-51, 53-54, 56-51, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97	FOX59.COM	3
10	Programming Coordinator	1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	WXIN/WTTV Internal Promotion	4
11	Photographer	1, 3-4, 6, 9-11, 14, 18-21, 28-42, 44-51, 53-54, 56-51, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97	(2) Referral, Fox59.com	5
12	Account Executive	1-36, 38-43, 45-51, 53-54, 56-57, 59-51, 93-97	(2) Referral	7
13	Producer - Lottery Drawings	1, 3-4, 6, 9-11, 14, 18-21, 28-38, 38-42, 45-51, 53-54, 56-51, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 94-97	FOX59.COM	1
14	WPE	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Tribjobs	8
15	Reporter	1-16, 18-36, 38-42, 44-51, 53-54, 56-57, 59-51, 93-97	(2) TVJobs.com, Referral	8
16	Producer	1-4, 6-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	TVJobs.com	7
17	On Air Promo Coordinator	1-36, 38-43, 45-51, 53-54, 56-57, 59-58	careerbuilder.com	3
18	Assignment Editor	1-4, 6-36, 38-43, 45-51, 53-54, 56-57, 59-58	WXIN/WTTV Internal Promotion	2
19	Executive Producer	1-36, 38-43, 45-51, 53-54, 56-57, 59-51, 93-97	Tribune Internal Transfer	10
20	Producer	1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Referral	5
21	Content Producer	1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-57, 59-51, 93-97	Referral	5
22	Photographer	1-36, 38-43, 45-51, 53-57, 59-51, 93-97	(2) FOX59.COM & Referral	2
23	Associate Producer	1-4, 6-42, 45-51, 53-54, 56-57, 59-52, 93-97	Referral	4
24	Main Engineer	1-36, 38-43, 45-51, 53-54, 56-57, 59-51, 93-97	Fox59.com	2
25	AM CoHost	1-16, 18-36, 38-42, 44-51, 53-54, 56-57, 59-51, 93-97	Referral	7
26	Weekend Sports A/R	1-16, 18-36, 38-42, 44-54, 56-57, 59-51, 93-97	Referral	12
27	Weekend A/R	1-16, 18-36, 38-42, 44-51, 53-54, 56-57, 59-51, 93-97	TVJobs.com	5
28	MultiMedia Journalist	1-16, 18-36, 38-43, 44-51, 53-54, 56-57, 59-51, 93-97	Talent Agent	6

29	Production Assistant	1-38, 38-43, 45-51, 53-57, 59-61, 93-97	WXIN/WTTV Internal Promotion	1
30	Design Manager	1-4, 6-38, 38-43, 45-51, 53-54, 56-57, 89-98	Careerbuilder.com	6
31	Traffic Coordinator	1-38, 38-43, 45-51, 56-57, 89-91, 93-97	WXIN/WTTV Internal Promotion	5
Total number of persons interviewed during applicable period:				153

**Supplemental Recruitment Measures 4/1/13 - 3/31/14**

Activity/Description	Staff Participant
<b>Ball State University:</b> News Director, Korn Deaneault, visited Ball State for the Fall News Round Up. Shared current activities in television operations and recruitment.	10/3/2013 News Director - Korn Deaneault
<b>Indiana University:</b> News Director, Ryan Hennigh, visited the Career Fair, discussed broadcast career opportunities and internship positions with attendees. Also advertised openings and met informally with potential candidates.	10/19/2013 Recruitment/HR Coordinator - Lisha Hernandez
<b>University of Illinois:</b> News Director, Ryan Hennigh, accepted an invitation to the University by one of its members, Graham Holey. Ryan along with his assigned manager, Kristen Handen spoke with the Holey's about their ideas.	10/29/2013 Assistant News Director - Ryan Hennigh
<b>San State University:</b> Sales Career Fair, WXIN/WTTV attended Ball State University and H. Hogue Center for Professional Selling 2014 Sales Career Fair. Discussed broadcast sales and career opportunities with attendees. Also, advertised openings and met informally with potential candidates.	10/31/2013 Sales - Marcus Sales Managers
<b>Indiana Department of Education:</b> Foundation Scholarship Program, WXIN/WTTV donated \$1,000 scholarship fund, completed an online community outreach, and participated in the evaluation process.	11/7/2013 Recruitment/HR Coordinator - Lisha Hernandez
<b>Internship Program:</b> College students spend a semester in a position that gives them hands on experience in their career field. This position is part-time, usually 20 hours per week. 2013 interns per year:	10/1/2013 HR Coordinator Various Dept. Heads - Chris Seale, Graham Serrano, & Production

## 2014 Recruitment Resources

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
1 Alliance for Strategic Growth Inc. 122 E. Main Street Muncie, Indiana 47305 765.282.6400 x112 Cathy J. Cross <a href="mailto:ccross@asgcorp.org">ccross@asgcorp.org</a>	0	1-31
2 American Broadcasting School 712 North Watson Road Suite 200 Arlington, TX 76011 817-695-2474 Michelle McCommell	0	1,2,4-7,10,12,14-18,20-31
3 Artistic Media Partners 5520 East 75th St. Indianapolis IN 46250 (317) 594-0600 ATTN: Arthur Agnotti	0	1-31
4 Black Cultural Center at Purdue University 1100 3rd Street West Lafayette, IN 47907 765-494-3091	0	1-31
5 Careerpage.org - SOLITICATION*	0	3, 12,15, 17, 19, 22, 24, 29, 31
6 CareerBuilder.com	2	1-31
7 Carolina School of Broadcasting 3435 Performance Road Charlotte, NC 28214 704-395-9272 Alyson Young	0	1,2,4-7,10,12,14-18,20-31
8 Center For Asian American Media 145 9th Street Suite 350 San Francisco, CA 94103 415-863-0814 Rina Mehta	0	1,2,4-7,10,12,14-18,20-31
9 Christian Theological Seminary-Career Services 1000 West 42nd Street Indianapolis, IN 46208 317-924-5205 Beth Lafferty	0	1-31
10 College - Brown 1440 Northland Drive Mendota Heights MN 55120 ATTN: Amber Luckie, Career Services Representative (651) 905-3465	0	1-31
11 College - Calvin College-Communications and Media Studies DeBoss Communication Center 250A 1810 East Bellline Avenue, Southeast Grand Rapids, MI 49546 616-526-6322	0	1-31
12 College - Chaffey College-Broadcast and Films School of Visual and Performing Arts 5885 Haven Avenue Rancho Cucamonga, CA 91737 909-652-6057 Michael Dinielli	0	1,2,4-7,10,12,14-18,20-31
13 College - City University of New York - Hunter College Dept of Film and Media Studies Room 433 Hunter North, 695 Park Avenue New York, NY 10021 212.772.4008 Kelly Anderson	0	1,2,4-7,10,12,14-18,20-31
14 College - Columbia College - ColumbiaWorks Columbia College Chicago 312.369.6844	0	1-31

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
Katherine Lelek		
15 College - Columbia College - Portfolio Center - Media Production 8401 Center Parkway Sacramento, CA 95823 916-691-7170 Gary Martin	0	1,2,4-7,10,12,14-18,20-31
16 College - Contra Costa College - Media Communications 2600 Mission Bell Drive Office AA-117 San Pablo, CA 94806 510-235-7800 Ellen Seidler	0	1,2,4-7,10,12,14-18,20-31
17 College - Elmhurst College-Communications 190 Prospect Street Elmhurst, IL 60126 630-617-3198	0	1-31
18 College - Franklin College-Career Services 501 East Monroe Street Franklin, IN 46131 317-738-8801	0	1-31
19 College - Franklin College - WFCI Radio 101 Branigin Boulevard Franklin, IN 46131 317-738-8197 Joel Cramer	0	1-31
20 College - Hanover College (YES BUT UPDATE INFO) PO Box 108 Hanover, IN 47243 812-866-7126 Margaret Krantz - SEND TO CAREERCENTER@HANOVER.EDU	0	1-31
21 College - Ivy Tech Community College - Indianapolis North Illinois Center (NIC) 101 West 28th Street Indianapolis, IN 46208 Rebecca Patten-Lemons 317-921-4994	0	1-31
22 College - Missouri Valley College-Communications 500 East College Marshall, MO 65340 660-831-4216	0	1,2,4-7,10,12,14-18,20-31
23 College - Oxnard College-Communications Department 4000 South Rose Avenue Oxnard, CA 93033 Kitty Merrill 805-986-5817	0	1,2,4-7,10,12,14-18,20-31
24 College - PIMA Community College 4905 E. Broadway Blvd. Tucson, AZ 85709-1010 520.206.6973 David Wing	0	1,2,4-7,10,12,14-18,20-31
25 Connecticut School of Broadcasting 73 TV Place Needham, MA 02494 781.559.0005 Steve Williams	0	1,2,4-7,10,12,14-18,20-31
26 Easter Seals Crossroads of Indianapolis Community Services 4740 Kingsway Drive Indianapolis, IN 46205 317-479-3240 Jerri Ann McFarland	0	1-31
27 Emmis Communications 101 West Ohio Street Suite 1900 Indianapolis, IN 46204 317-226-7469	0	1-31
28 Equal Employment Office of Indianapolis	0	1-31

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
101 West Ohio St. Ste 1900 Indianapolis IN 46204 ATTN: Phyllis Tucker-Wells (317) 226-7469		
29 Fletcher Place Community Center and Adult Center for Education 1637 Prospect St. Indianapolis IN 46203 ATTN: Jessi Langlie (317) 636-3466	0	1-31
30 Fox59.com 6910 Network Place Indianapolis, IN 46278 Latia McGraw 317.493.2305	6	1-31
31 Goodwill Industries of Wabash Valley in Greencastle 1021 Indianapolis Rd. Greencastle, IN 46135 765.653.6587	0	1-31
32 Hopewell Center 5325 South Main Street Anderson, IN 46013 765-642-0201 Renia Shelton	0	1-31
33 Illinois Center for Broadcasting 55 West 22nd Street, Suite 240 Lombard, IL 60148 630-916-1700 Carl Jackson	0	1-31
34 Indeed.com	1	1-31
35 Indiana Black Expo 3145 North Meridian Street Indianapolis, IN 46208 317-925-2702 Marcia Bennett	0	1-31
36 Indiana Broadcaster's Association 14074 Trade Center Dr. #141 Fishers, IN 46038 1.800.342.6276 317.770.0970	0	1-31
37 Indiana Broadcaster's Association Career Fair 3645 River Crossing Parkway Indianapolis, IN 46240	1	3,8,9,11,23
38 Indiana Tech 3500 DePauw Boulevard Indianapolis, IN 46268 260-422-5561 Andrew Craig	0	1-31
39 ITT Technical Institute, Indianapolis 549 East County Line Rd Greenwood IN 46143 ATTN: Nicole Bieker (317) 875-8640	0	1-31
40 ITT Technical Institute Learning Site-Greenwood, IN 549 East County Line Road Greenwood, IN 46143 317-888-4750 Ron Lorenzoni	0	1-31
41 Job Corps Center, Atterbury 1025A Hospital Road PO Box 187 Edinburgh, IN 46124 812-314-6000	0	1-31
42 La Voz Latina de Indiana 2911 W. Washington St. Indianapolis, IN 46222 317.423.0957	0	1-31

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
Liliana Hamlick		
43 Media Match - SOLICITATION*	0	3,12,17,18,19,22,24,28,29
44 Medialine.com	0	2,11,15,25-28
45 Ohio Center for Broadcasting 1310 Wadsworth Boulevard Suite 100 303-937-7070 Terry Cuff	0	1-31
46 Professional Careers Institute 7302 Woodland Dr. Indianapolis, IN 46278 317.299.6001 Rick Weiss	0	1-31
47 Radio 1 Broadcast School 700 3rd Street North Suite LL7 La Crosse, WI 54601 507-450-4604	0	1-31
48 Referral	12	1-31
49 Rick Gevers Gevers Newsletter PO Box 577 Zionsville, IN 46077 317.769.7900	0	1-31
50 SALVATION ARMY INDIANA 3100 N. MERIDIAN STREET INDIANAPOLIS, IN 46208 317-937-7000x	0	1-31
51 Simplyhired.com	0	1-31
52 Society of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, IN 46260 317-846-9000	1	26
53 Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208 317-927-8000 Joel Skeel	0	1-31
54 Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, MI 48075 248-358-9000	0	1-31
55 Staff Me Up - SOLICITATION* StaffMeUp.com	0	22, 29
56 Talent Agent	1	1-31
57 Todays Professional Staffing 888 Keystone Crossing Boulevard Suite 750 Indianapolis, IN 46240	0	1-31
58 Tribjobs - Tribune Company Listing	2	1-31
59 Tribune Internal Transfer	2	1-31
60 TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	3	1-31
61 University of Indianapolis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, IN 46227 317-788-3296 Libby Davis	0	1-31
62 University of Kansas - Communications Department	0	1,2,4-7,10,12,14-18,20-31

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045 785-864-3633		
63 University of LaVerne-Communications Department 1950 3RD ST Communications Department La Verne, CA 91750 909-593-3511 Janice Sullivan	0	1,2,4-7,10,12,14-18,20-31
64 University of Southern Indiana 8600 University Boulevard Evansville, IN 47712 812-464-1865 Pam Doerter	0	1-31
65 University - Anderson University 1100 East 5th Street, D206 Anderson, IN 46012 765-641-4196	0	1-31
66 University - Annenberg School for Communications USC Annenberg School for Communication and Journalism 3502 Watt Way Los Angeles, CA 90086 213-740-6045 Suzanne O'Connor	0	1,2,4-7,10,12,14-18,20-31
67 University - Arizona State University - Career Services Walter Cronkite School of Journalism and Mass Communication 555 N. Central Ave. Suite 302 Phoenix, AZ 85004 Michael Wong 602.527.0820 (cell)	0	1,2,4-7,10,12,14-18,20-31
68 University - Brigham Young University BYU - Idaho 525 South Center St. Rigby Hall Rm 356 Rexburg, Idaho 83460 208-496-7260 (Office) Peter Stilling	0	1,2,4-7,10,12,14-18,20-31
69 University - Butler University 4600 Sunset Avenue Indianapolis, IN 46208 Timothy Harding 317-940-9686	0	1-31
70 University - Central Michigan University School of Broadcast and Cinematic Arts 340 Moore Hall Mount Pleasant, MI 48859 989-774-3851	0	1-31
71 University - Chicago State University Communications - Media Arts 9501 South King Drive Douglas Library, #116 Chicago, IL 60628 773-995-2280 Arthur M. Reese	0	1-31
72 University - DePauw University Career Services Academic Resource Center, 306 Harrison Hall Greencastle, IN 46135 765-658-4280 Janet L. Whitman	0	1-31
73 University - East Tennessee State University-Department of Communication P.O. Box 70667 Johnson City, TN 37614 423-439-4491	0	1,2,4-7,10,12,14-18,20-31
74 University - Eastern Illinois University - Communications 600 Lincoln Avenue Charleston, IL 61920 217-581-2016	0	1-31

Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
75 University - Eastern Michigan University-Department of Communication 129 Quirk Building Ypsilanti, MI 48197 734-487-0064	0	1-31
76 University - Fayetteville State University <a href="mailto:hcamero4@uncfsu.edu">hcamero4@uncfsu.edu</a> Cameron, Helene 910-672-1098	0	1,2,4-7,10,12,14-18,20-31
77 University - Franciscan University 1235 University Blvd. Steubenville, OH 43952 740-283-3771	0	1-31
78 University - Grambling State University-Mass communications 100 Main Street Grambling, LA 71245 318-274-2189 Martin Edu	0	1,2,4-7,10,12,14-18,20-31
79 University - Howard University - School of Communications 2400 6th Street NW Washington, DC 20059 202-806-7690	0	1,2,4-7,10,12,14-18,20-31
80 University - Idaho State University - Mass Communications Department Campus Box 8242-638 East Dunn 921 South 8th Avenue Pocatello, ID 83209 208-282-6453 Tom Hallaq, M.Ed.	0	1,2,4-7,10,12,14-18,20-31
81 University - Indiana University 625 North Jordan Avenue Bloomington, IN 47405 812-855-1556 Jeremy Harmon	0	1-31
82 University - Indiana University/Purdue University Indy 815 West Michigan Street 3rd Floor Indianapolis, IN 46202 317-278-9170 Sarah Zikesd	0	1-31
83 University - Marian University - Career Services 3200 Cold Spring Road Clare Hall-Room 119 Indianapolis, IN 46222 317-955-6341 Barbara Benson	0	1-31
84 University - Martin University 2171 Avondale Place PO Box 18567 Indianapolis, IN 46218 317-543-3627 Michelle Tillman	0	1-31
85 University - Purdue University Center for Career Opportunities Young Hall Room 132 West Lafayette, IN 47907 Marcinda Oneal <a href="mailto:cindyoneal@purdue.edu">cindyoneal@purdue.edu</a>	0	1-31
86 University - Western Kentucky University - Journalism and Broadcasting 340 Mass Media and Technology Hall Bowling Green, KY 42101 270-745-4143	0	1-31
87 University - Wichita State University/ Elliott School of Comm. 1845 Fairmount Wichita, KS 67260 316-978-3185 Susan Shultz Huxman	0	1,2,4-7,10,12,14-18,20-31
88 Unsolicited inquiries; walk in applicants; unknown sources	0	na
89 Urban League of Indianapolis 777 Indiana Ave.	0	1-31



Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
Indianapolis, IN 46202 317.693.7603		
90 Veterans Upward Bound at Vincennes University 3833 N. Meridian St. Ste. 300 Indianapolis, IN 46208	0	1-31
91 Walker Career Center 9651 East 21st Street Indianapolis IN 46207 ATTN: Dan Henn (317) 532-6199	0	1-31
92 Well Dunne Blog Post	0	1,17,30
93 WHPK/ University of Chicago 5706 South University Avenue Chicago, IL 60637 773-702-8289	0	1-31
94 WICB/ Ithaca College Radio Station 953 Danby Road Ithaca, NY 14850 3300 South Federal Chicago, IL 60616 312-567-6087	0	1-31
95 WISH-TV Web Site 1850 N. Meridian St. Indianapolis, Indiana 46202 317-403-0438	0	1-31
96 WRTV 1330 North Meridian Street Indianapolis, IN 46202 317-269-1409	0	1-31
97 WXIN/WTTV Internal Promotion	7	1-31
98 602 Communications Sandy Lizik <a href="mailto:slizik@602communications.com">slizik@602communications.com</a>	0	1,17,30