

# WTTV-TV, WXIN-TV

## EEO PUBLIC FILE REPORT

**April 1, 2018 - March 31, 2019**

### Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WTTV-TV, WXIN-TV, Indianapolis, Indiana.

WTTV-TV, WXIN-TV, 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 Human Resources 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 (if required). 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.

## I. VACANCY LIST

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

| Job Title               | Recruitment Sources ("RS")<br>Used to Fill Vacancy | RS Referring<br>Hiree |
|-------------------------|--|-----------------------|
| Account Executive       | 2-27, 29, 31-35, 38-58, 60-61                      | 19                    |
| Producer                | 2, 4-18, 20-27, 29, 31-32, 34-35, 38-58, 60-61     | 47                    |
| Assignment Editor       | 2, 4-18, 20-27, 29, 31-35, 38-58, 60, 62           | 33                    |
| Master Control Operator | 2, 4-27, 29, 31-32, 34-35, 38-58, 60, 62           | 47                    |
| Master Control Operator | 2, 4-18, 20-27, 29, 31-35, 38-55, 57-58, 62        | 33                    |
| Reporter                | 1-2, 4-27, 29, 31-32, 34-35, 38-58, 60, 62         | 19                    |
| Reporter                | 1-2, 4-27, 29, 31-32, 34-35, 38-58, 60, 62         | 47                    |
| Producer                | 2, 4-18, 20-27, 29, 31-32, 34-35, 39-58, 60, 62    | 47                    |
| Shift Lead/MCO          | 2, 4-27, 29, 31, 33-35, 38-56, 58, 60, 62          | 19                    |
| Shift Lead/MCO          | 2, 4-27, 29, 31, 33-35, 38-56, 58, 60, 62          | 33                    |
| Shift Lead/MCO          | 2, 4-27, 29, 31, 33-35, 38-56, 58, 60, 62          | 47                    |
| Master Control Operator | 2, 4-9, 11-27, 29, 31, 34-35, 38-58, 60, 62        | 19                    |
| Associate Producer      | 2, 4-9, 11-27, 29, 31, 33-35, 38-58, 60, 62        | 19                    |
| Executive Producer      | 2, 4-29, 31, 34-35, 38-58, 60, 62                  | 28                    |

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|---------------------------|--|-----------------------|
| Master Control Operator   | 2, 4-14, 16-18, 20-27, 29, 31, 34-35, 38-58, 60, 62              | 49                    |
| Photographer              | 2, 4-7, 9-22, 24-27, 29, 31, 34-35, 38-58, 60, 62                | 21                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-27, 29, 31, 34-35, 37-55, 57-58, 60, 62         | 37                    |
| Manager, National Sales   | 2, 4-7, 9-15, 17-18, 20-29, 31, 34-35, 38-55, 57-58, 60, 62      | 28                    |
| Producer                  | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 33-35, 38-62                 | 59                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-27, 29, 31, 34-35, 38-58, 60-62                 | 19                    |
| MCO/Operations Technician | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 33-35, 38-58, 60-62          | 47                    |
| Master Control Operator-2 | 2, 4-7, 9-15, 17-27, 29, 31, 34-35, 38-58, 60-62                 | 19                    |
| Assignments Editor        | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-58, 60-62          | 24                    |
| Reporter                  | 2, 4-7, 9-18, 20-27, 29, 31, 34-35, 38-58, 60-62                 | 47                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-27, 29, 31, 33-35, 38-58, 60-62                 | 47                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 33-35, 38-58, 60-62          | 24                    |
| Photographer              | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-58, 60-62          | 47                    |
| Producer                  | 2, 4-7, 9-15, 17-18, 20-27, 29-31, 33-35, 38-40, 42-58, 60-62    | 30                    |
| Manager, Digital Content  | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-58, 60-62   | 47                    |
| Associate Producer        | 2, 4-7, 9-14, 17-27, 29, 31, 34-35, 38-40, 43-58, 60-62          | 47                    |
| Oper, Master Control      | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 33-36, 38-40, 43-58, 60-62   | 47                    |
| Reporter                  | 1-2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-58, 60-62 | 1                     |
| Master Control Operator   | 2, 4-5, 7, 9-15, 17-27, 29, 31, 34-35, 38-41, 43-58, 60-62       | 47                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-27, 29, 31, 33-36, 38-41, 43-58, 60-62          | 33                    |
| Master Control Operator   | 2, 4-7, 9-15, 17-27, 29, 31, 33-36, 38-41, 43-58, 60-62          | 19                    |

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|-----------------------------|---|-----------------------|
| Master Control Operator     | 2, 4-5, 7, 9-15, 17-27, 29, 31, 34-35, 38-41, 43-58, 60-62                | 19                    |
| Producer                    | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-41, 43-58, 60-62            | 47                    |
| Account Executive, Sales    | 2, 4-7, 9-15, 17-27, 29, 31, 33-35, 38-41, 43-58, 60-62                   | 19                    |
| Local Sales Manager         | 2, 4-7, 9-15, 17-25, 27, 29, 31, 34-35, 38-41, 43-58, 60-62               | 19                    |
| Producer                    | 2, 4-7, 9-15, 17-18, 20-25, 27-29, 31, 34-35, 38-41, 43-58, 60-62         | 28                    |
| Master Control Operator     | 2, 4-7, 9-15, 17-18, 20-25, 27, 29, 31, 33-36, 38-41, 43-58, 60-62        | 36                    |
| Photographer                | 2, 4-7, 9-15, 17-18, 20-27, 29-31, 34-35, 38-41, 43-58, 61-62             | 24                    |
| Journalist, Multimedia      | 2, 4-7, 9-15, 17-27, 29, 31, 34-35, 38-41, 43-58, 60-62                   | 19                    |
| Producer                    | 2, 4-7, 9-15, 17-18, 20-22, 24-27, 29, 31, 34-35, 38-41, 43-62            | 59                    |
| Digital Promotions Producer | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-36, 38-41, 43-58, 60-62            | 36                    |
| Master Control Operator     | 2, 4-7, 9-18, 20-27, 29, 31, 34-36, 38-40, 43-58, 60-62                   | 36                    |
| Producer                    | 2, 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-58, 60-62            | 48                    |
| Oper, Master Control        | 2, 4-7, 9-15, 17-18, 20-22, 24-27, 29, 31, 33-35, 38-40, 43-58, 60-62     | 24                    |
| Reporter                    | 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43, 45-58, 60-62           | 24                    |
| Sales Assistant             | 4-7, 9-15, 17-18, 20-27, 29, 31, 33-35, 38-40, 43-58, 60-62               | 33                    |
| Technician, Production      | 4-7, 9-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-55, 58, 60-62           | 24                    |
| News Director               | 4-5, 7, 9-15, 17-29, 31, 34-35, 38-40, 43-56, 58, 60-62                   | 28                    |
| Account Executive, Sales    | 4-5, 7, 9-15, 17-27, 29, 31, 33-35, 38-40, 43-56, 58, 60-62               | 19                    |
| Oper, Master Control        | 4-5, 7, 9-15, 17-18, 20-27, 29, 31, 33-35, 38-40, 43-55, 58, 60-62        | 33                    |
| Producer, News              | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 33-35, 38-40, 43-55, 58, 60-62 | 33                    |
| Anchor/Reporter             | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 33-36, 38-40, 43-55, 58, 61-62 | 36                    |

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| <b>Job Title</b>        | <b>Recruitment Sources ("RS")<br/>Used to Fill Vacancy</b>                       | <b>RS Referring<br/>Hiree</b> |
|-------------------------|--|-------------------------------|
| Master Control Operator | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-56, 58, 60-62        | 24                            |
| Master Control Operator | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 34-36, 38-40, 43-56, 58, 60-62        | 36                            |
| Master Control Operator | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-48, 50-56, 58, 60-62 | 24                            |
| Editor, Assignments     | 4-5, 7, 9-10, 13-15, 17-18, 20-27, 29, 31, 34-35, 38-40, 43-48, 50-56, 58, 60-62 | 47                            |
| Master Control Operator | 4-5, 7, 9, 13-15, 17-18, 20-29, 31, 34-35, 38-40, 43-56, 58, 60-62               | 28                            |
| Editor, Non-Linear/TD   | 4-5, 7, 9-10, 13-15, 17-29, 31, 34-35, 38-40, 43-56, 58, 60-62                   | 28                            |
| MMJ                     | 4-5, 7, 9-10, 13-15, 17-18, 20-29, 31, 34-35, 38-40, 43-56, 58, 60-62            | 28                            |
| Master Control Operator | 4-7, 9-10, 13-15, 17-27, 29, 31, 34-35, 38-40, 43-55, 58, 60-62                  | 19                            |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|---|--|---|
| 1                | Agency Referral   | N  | 2   |
| 2                | Area 30 Career Center<br>1 North Calbert Way Suite A<br>Greencastle, Indiana 46135<br>Phone : 765-653-3515<br>Email : lbusch@area30.k12.in.us<br>Lora Busch   | N  | 0   |
| 3                | Artistic Media Partners (Radio Stations)<br>5520 East 75th Street<br>Indianapolis, Indiana 46250<br>Phone : 317-594-0600<br>Fax : 1-317-594-9567<br>Arthur Agnotti  | N  | 0   |
| 4                | Ball State University- Cardinal Career Link<br>2000 West University Ave Lucina Hall Room 220<br>Muncie, Indiana 47306<br>Phone : 765-285-1522<br>Fax : 1-765-285-3757<br>Career Center  | N  | 0   |
| 5                | Black Cultural Center at Purdue University<br>1100 3rd Street<br>West Lafayette, Indiana 47907<br>Phone : 765-494-3091<br>Url : <a href="http://www.purdue.edu/bcc/">http://www.purdue.edu/bcc/</a><br>Email : rathomas@purdue.edu<br>Renee A. Thomas | N  | 0   |
| 6                | Central Nine Career Center<br>1999 US 31 South<br>Greenwood, Indiana 46143<br>Phone : 317-888-4401<br>Fax : 1-317-885-8670<br>Donna Rund  | N  | 0   |
| 7                | Circle Seven Training Council, Incorporated<br>435 East Main Street Suite C-2<br>Greenwood, Indiana 46143<br>Phone : 765-932-5917<br>Fax : 1-765-932-2938<br>Paula Barada   | N  | 0   |

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|----------------------|---|--|---|
| 8                    | College-Franklin College-Career Services<br>101 Branigin Blvd<br>Franklin, Indiana 46131<br>Phone : 317-738-8801<br>Email : jyarnell@franklincollege.edu<br>Fax : 1-317-738-8810<br>Kirk Bixler                               | N  | 0   |
| 9                    | College-Franklin College-WFCI Radio<br>101 Branigin Boulevard<br>Franklin, Indiana 46131<br>Phone : 317-738-8197<br>Fax : 1-317-738-8738<br>Joel Cramer   | N  | 0   |
| 10                   | College-Hanover College<br>517 Ball Drive<br>Hanover, Indiana 47243<br>Phone : 812-866-7126<br>Url : <a href="http://careercenter.hanover.edu">http://careercenter.hanover.edu</a><br>Fax : 1-812-866-7125<br>Margaret Krantz | N  | 0   |
| 11                   | College-Harrison College<br>6300 Technology Center Drive<br>Indianapolis, Indiana 46278<br>Phone : 317-873-6500<br>Email : katy.towles@harrison.edu<br>Katy Towles  | N  | 0   |
| 12                   | College-Harrison College-Indianapolis-East<br>8150 Brookeville Road<br>Indianapolis, Indiana 46239<br>Phone : 317-375-8000<br>Email : morgan.ronan@harrison.edu<br>Morgan Ronan   | N  | 0   |
| 13                   | College-International Business College<br>7205 Shadeland Station<br>Indianapolis, Indiana 46256<br>Phone : 317-841-6400<br>Fax : 1-317-841-6419<br>Laurie Fisher  | N  | 0   |

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|------------------|---|--|---|
| 14               | College-Ivy Tech Community College-Anderson<br>104 West 53rd Street<br>Anderson, Indiana 46013<br>Phone : 765-643-7133<br>Email : pwerling@ivytech.edu<br>Paul Werling            | N  | 0   |
| 15               | Community Schools of Frankfort-Adult Basic Education<br>One South Maish Road<br>Frankfort, Indiana 46041<br>Phone : 317-654-8545<br>Fax : 1-765-659-6220<br>Antonelli Kay         | N  | 0   |
| 16               | Damien Center , The<br>26 North Arsenal Avenue<br>Indianapolis, Indiana 46201<br>Phone : 317-632-0123<br>Fax : 1-317-632-4362<br>Edward Alexander                                 | N  | 0   |
| 17               | Depauw University<br>324 Asbury Hall Society of Professional Journalists<br>Greencastle, Indiana 46135<br>Phone : 765-658-4677<br>Fax : 1-765-658-4139<br>Lilly Wright            | N  | 0   |
| 18               | Emmis Communications<br>40 Monument Circle Suite 700<br>Indianapolis, Indiana 46204<br>Phone : 317-266-0100<br>Fax : 1-317-684-6557<br>Jeff Smulyan                               | N  | 0   |
| 19               | Employee Referral   | N  | 29  |
| 20               | Equal Employment Office of Indianapolis<br>101 West Ohio Street Suite 1900<br>Indianapolis, Indiana 46204<br>Phone : 317-226-7469<br>Fax : 1-317-226-7953<br>Phyllis Tucker-Wells | N  | 0   |

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|----------------------|---|--|---|
| 21                   | FOX59.com<br>6910 Network Place<br>Indianapolis, Indiana 46278<br>Phone : 317-632-5900<br>Fax : 1-317-715-2677<br>Amanda McClenny   | N  | 4   |
| 22                   | Goodwill Industries in Indianapolis<br>8050 Pendleton Pike<br>Indianapolis, Indiana 46226<br>Phone : 317-524-4297<br>Email : kdeckard@goodwillindy.org<br>Kris Deckard                                | N  | 0   |
| 23                   | Hopewell Center<br>5325 South Main Street<br>Anderson, Indiana 46013<br>Phone : 765-642-0201<br>Fax : 1-765-642-1440<br>Renia Shelton   | N  | 0   |
| 24                   | Indeed<br>7501 N. Capital of Texas Hwy Bldg B<br>Austin, Texas 78731<br>Phone : 203-564-2418<br>Url : <a href="http://www.indeed.com">http://www.indeed.com</a><br>Online Posting<br>Manual Posting   | N  | 25  |
| 25                   | Indiana Broadcasters Association<br>14074 Trade Center Drive Suite 141<br>Fishers, Indiana 46038<br>Phone : 317-770-0970<br>Email : iba@indianabroadcasters.org<br>Fax : 1-317-770-0972<br>Sam Klemet | N  | 0   |
| 26                   | Indiana Institute of Technology<br>3500 DePauw Boulevard<br>Indianapolis, Indiana 46268<br>Phone : 260-422-5561<br>Fax : 1-260-422-1376<br>Jennifer Schuler   | N  | 0   |



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|------------------|--|--|---|
| 27               | Indianapolis Association of Black Journalists<br>PO Box 441795<br>Indianapolis, Indiana 46244<br>Phone : 317- 444-2814<br>Fax : 1-317-444-8558<br>Michael Dabnet                 | N  | 0   |
| 28               | Internal Transfer/Promotion  | N  | 7   |
| 29               | J. Everett Light - WJEL 89.3 FM<br>1901 East 86th Street<br>Indianapolis, Indiana 46240<br>Phone : 317-259-5278<br>Fax : 1-317-259-5298<br>Rob Hendrix                           | N  | 0   |
| 30               | Job Board  | N  | 3   |
| 31               | La Plaza Hispanic Center<br>8902 East 38th Street<br>Indianapolis, Indiana 46226<br>Phone : 317-890-3292<br>Fax : 1-317-898-4397<br>Miriam Acevedo Davis                         | N  | 0   |
| 32               | Lincoln Tech Institute<br>1201 Stadium Drive<br>Indianapolis, Indiana 46202<br>Phone : 317-632-5553<br>Fax : 1-317-687-0475<br>Career Services                                   | N  | 0   |
| 33               | Linked In  | N  | 27  |
| 34               | National Alliance of State Broadcasters Associations<br>2333 Wisconsin Street<br>Albuquerque, New Mexico<br>Phone : 505-881-4444<br>Email : suzanstrong@nmba.org<br>Suzan Strong | N  | 0   |
| 35               | National Association of Black College Broadcasters<br>PO Box 3191<br>Atlanta, Georgia 30326<br>Phone : 404-523-6136<br>Email : lojelks@aol.com<br>Lo Jelks                       | N  | 0   |
| 36               | Other Source   | N  | 7   |
| 37               | Recruiter  | N  | 1   |

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|------------------|--|--|---|
| 38               | Region 5 Workforce Investment Board-Interlocal Association<br>836 South State Street PO Box 69<br>Greenfield, Indiana 46140<br>Phone : 317-462-7711<br>Fax : 1-317-462-6340<br>Lance Ratliff | N  | 0   |
| 39               | Rick Gevers<br>355 E Ohio St #303<br>Indianapolis, Indiana 46204<br>Phone : 317-635-7912<br>Email : rick@rickgevers.com<br>Fax : 1-317-635-7919<br>Rick Gevers                               | N  | 0   |
| 40               | Salvation Army-Anderson Indiana Community Center<br>1615 Meridian Street<br>Anderson, Indiana 46016<br>Phone : 765-644-2538<br>Email : indweb@usc.salvationarmy.org<br>Shelly DeLong         | N  | 0   |
| 41               | Salvation Army-Indiana in Indianapolis<br>4961 Madison Avenue<br>Indianapolis, Indiana 46227<br>Phone : 317-782-4464<br>Fax : 1-317-937-7010<br>Steve McNary                                 | N  | 0   |
| 42               | Salvation Army-Indiana in Indianapolis<br>711 East Washington Street<br>Indianapolis, Indiana 46202<br>Phone : 317-638-6585<br>Fax : 1-317-685-2461<br>Steve McNary                          | N  | 0   |
| 43               | Salvation Army-Indiana-Tipton County Service Extension<br>215 East Adams<br>Tipton, Indiana 46072<br>Phone : 765-675-6217<br>Fax : 1-765-675-4175<br>Joshua Nichols                          | N  | 0   |

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|------------------|---|--|---|
| 44               | Shelbyville Workforce Development Center<br>425 E. Washington Street<br>Shelbyville, Indiana 46176<br>Phone : 317-392-3251<br>Fax : 1-317-392-3419<br>Career Services   | N  | 0   |
| 45               | Society of Broadcast Engineers<br>9247 North Meridian Street Suite 305<br>Indianapolis, Indiana 46260<br>Phone : 317-846-9000<br>Fax : 1-317-846-9120<br>Jim Bernier  | N  | 0   |
| 46               | Tribune - Intranet/Career<br>435 N Michigan Ave<br>Chicago, Illinois 60611<br>Phone : 214-252-3485<br>Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a><br>Online Posting<br>Manual Posting | N  | 15  |
| 47               | TribuneMediaCareers.com<br>435 N. Michigan Ave<br>Chicago, Illinois 60611<br>Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a><br>Online Posting<br>Manual Posting                          | N  | 60  |
| 48               | TVJobs.com<br>P.O. Box 4116<br>Oceanside, California 92052<br>Phone : 760-754-8177<br>Job Postings<br>Manual Posting  | N  | 8   |
| 49               | University of Indianapolis<br>1400 East Hanna Avenue Schwitzer Student Center<br>Indianapolis, Indiana 46227<br>Phone : 317-788-3296<br>Fax : 1-317-788-3383<br>Libby Davis   | N  | 1   |
| 50               | University of Indianapolis- 88.7 WICR-FM<br>1400 East Hanna Avenue<br>Indianapolis, Indiana 46227<br>Phone : 317-788-3280<br>Fax : 1-317-788-3490<br>Raberta Thompson   | N  | 0   |

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|------------------|---|--|---|
| 51               | University of Southern Indiana-Career Services and Internships<br>8600 University Blvd. Orr Center, Room 074<br>Evansville, Indiana 47712<br>Phone : 812-464-1865<br>Email : career@usi.edu<br>Pamela Doerter | N  | 0   |
| 52               | University-Butler University<br>4600 Sunset Avenue<br>Indianapolis, Indiana 46208<br>Phone : 317-940-8802<br>Email : career@butler.edu<br>Julie Schrader  | N  | 0   |
| 53               | University-DePauw University<br>101 East Seminary Street<br>Greencastle, Indiana 46135<br>Phone : 765-658-4800<br>Fax : 1-765-658-4177<br>Career Services   | N  | 0   |
| 54               | University-Indiana University<br>625 North Jordan Avenue<br>Bloomington, Indiana 47405<br>Phone : 812-855-1556<br>Fax : 1-812-855-5678<br>Jeremy Harmon   | N  | 0   |
| 55               | University-Purdue University<br>128 Memorial Mall Stewart Center Room 194<br>West Lafayette, Indiana 47907<br>Phone : 765-494-3981<br>Fax : 1-765-494-6959<br>Linden Petrin                                   | N  | 0   |
| 56               | Urban League of Indianapolis<br>777 Indiana Avenue<br>Indianapolis, Indiana 46202<br>Phone : 317-693-7603<br>Fax : 1-317-693-7613<br>Pambana Uisha  | N  | 0   |
| 57               | Veterans Upward Bound at Vincennes University<br>3833 North Meridian Street Suite 300<br>Indianapolis, Indiana 46208<br>Phone : 317-927-9605<br>Fax : 1-317-926-1353<br>Brad Musgrave                         | N  | 0   |

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

| <b>RS Number</b>                               | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|--|--|--|---|
| 58   | Vocational Rehabilitation<br>402 West Washington St. P. O. Box 7083<br>Indianapolis, Indiana 46207<br>Phone : 317-232-1319<br>Fax : 1-317-232-6478<br>Career Services  | N  | 0   |
| 59   | Walk In/Self-Referral  | N  | 2   |
| 60   | Walker Career Center<br>9651 East 21st Street<br>Indianapolis, Indiana 46229<br>Phone : 317-899-2000<br>Fax : 1-317-532-6199<br>Brenda Estep   | N  | 0   |
| 61   | WISH-TV Web Site<br>1950 North Meridian Street<br>Indianapolis, Indiana 46202<br>Phone : 317-956-8592<br>Fax : 1-317-931-2242<br>Jackie Green  | N  | 0   |
| 62   | www.mediagignow.com<br>717 Green Valley Road Suite 200<br>Greensboro, North Carolina 27408<br>Phone : 336-553-0620<br>Url : http://www.mediagignow.com<br>Email : customerservice@mediagignow.com<br>MediaGigNow.com | N  | 0   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>191</b>  |

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**III. RECRUITMENT INITIATIVES**

|   | <b>Date</b> | <b>Type of Recruitment Initiative (Menu Selection)</b>                         | <b>Brief Description Of Activity</b>  | <b>No. of Stations Participants</b> | <b>Participant Title</b>              |
|---|-------------|--|---|-------------------------------------|---------------------------------------|
| 1 | 5/30/2018   | Participation in events or programs sponsored by educational institutions      | Station tour and of news set, production set and production jobs given by Promotions Manager to students at Custer Baker Intermediate School.   | 1                                   | Promotions Manager                    |
| 2 | 6/5/2018    | Participation in events or programs sponsored by educational institutions      | Promotions manager gave tour of station, news set, and spoke about how news is produced to junior high school students.   | 1                                   | Promotions Manager                    |
| 3 | 6/18/2018   | Establishment of an intern program designed to assist members of the community | College students worked as summer interns in news, production, creative services, and more to gain a well-rounded education of what it takes to keep a news stations running smoothly and further their careers in broadcast media. | 2                                   | Intern<br>Intern                      |
| 4 | 12/18/2018  | Participation in events or programs sponsored by educational institutions      | Station tour was given to college students from Purdue Research Foundation Communication Team. Producer spoke about news/content gathering process.   | 1                                   | Producer                              |
| 5 | 3/7/2019    | Participation in events or programs sponsored by educational institutions      | Senior Designer spoke to college age students from Ivy Tech Community College majoring in visual communications and photography on her background and current position.   | 1                                   | Sr Designer                           |
| 6 | 3/30/2019   | Participation in events sponsored by community groups                          | Participation in the Career Fair sponsored by the Indiana Broadcasters Association. Recruited, interviewed, and reviewed reels/resumes.   | 2                                   | HR Manager<br>Assistant News Director |