

# 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" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring 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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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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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")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Area 30 Career Center 1 North Calbert Way Suite A Greencastle, Indiana 46135 Phone : 765-653-3515 Email : lbusch@area30.k12.in.us Lora Busch	N	0
3	Artistic Media Partners (Radio Stations) 5520 East 75th Street Indianapolis, Indiana 46250 Phone : 317-594-0600 Fax : 1-317-594-9567 Arthur Agnotti	N	0
4	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
5	Black Cultural Center at Purdue University 1100 3rd Street West Lafayette, Indiana 47907 Phone : 765-494-3091 Url : <a href="http://www.purdue.edu/bcc/">http://www.purdue.edu/bcc/</a> Email : rathomas@purdue.edu Renee A. Thomas	N	0
6	Central Nine Career Center 1999 US 31 South Greenwood, Indiana 46143 Phone : 317-888-4401 Fax : 1-317-885-8670 Donna Rund	N	0
7	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

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<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>
8	College-Franklin College-Career Services 101 Branigin Blvd Franklin, Indiana 46131 Phone : 317-738-8801 Email : jyarnell@franklincollege.edu Fax : 1-317-738-8810 Kirk Bixler	N	0
9	College-Franklin College-WFCI Radio 101 Branigin Boulevard Franklin, Indiana 46131 Phone : 317-738-8197 Fax : 1-317-738-8738 Joel Cramer	N	0
10	College-Hanover College 517 Ball Drive Hanover, Indiana 47243 Phone : 812-866-7126 Url : <a href="http://careercenter.hanover.edu">http://careercenter.hanover.edu</a> Fax : 1-812-866-7125 Margaret Krantz	N	0
11	College-Harrison College 6300 Technology Center Drive Indianapolis, Indiana 46278 Phone : 317-873-6500 Email : katy.towles@harrison.edu Katy Towles	N	0
12	College-Harrison College-Indianapolis-East 8150 Brookeville Road Indianapolis, Indiana 46239 Phone : 317-375-8000 Email : morgan.ronan@harrison.edu Morgan Ronan	N	0
13	College-International Business College 7205 Shadeland Station Indianapolis, Indiana 46256 Phone : 317-841-6400 Fax : 1-317-841-6419 Laurie Fisher	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
14	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
15	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
16	Damien Center , The 26 North Arsenal Avenue Indianapolis, Indiana 46201 Phone : 317-632-0123 Fax : 1-317-632-4362 Edward Alexander	N	0
17	Depauw University 324 Asbury Hall Society of Professional Journalists Greencastle, Indiana 46135 Phone : 765-658-4677 Fax : 1-765-658-4139 Lilly Wright	N	0
18	Emmis Communications 40 Monument Circle Suite 700 indianapolis, Indiana 46204 Phone : 317-266-0100 Fax : 1-317-684-6557 Jeff Smulyan	N	0
19	Employee Referral	N	29
20	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

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21	FOX59.com 6910 Network Place Indianapolis, Indiana 46278 Phone : 317-632-5900 Fax : 1-317-715-2677 Amanda McClenny	N	4
22	Goodwill Industries in Indianapolis 8050 Pendleton Pike Indianapolis, Indiana 46226 Phone : 317-524-4297 Email : kdeckard@goodwillindy.org Kris Deckard	N	0
23	Hopewell Center 5325 South Main Street Anderson, Indiana 46013 Phone : 765-642-0201 Fax : 1-765-642-1440 Renia Shelton	N	0
24	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	25
25	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
26	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, Indiana 46268 Phone : 260-422-5561 Fax : 1-260-422-1376 Jennifer Schuler	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
27	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46244 Phone : 317- 444-2814 Fax : 1-317-444-8558 Michael Dabnet	N	0
28	Internal Transfer/Promotion	N	7
29	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
30	Job Board	N	3
31	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
32	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, Indiana 46202 Phone : 317-632-5553 Fax : 1-317-687-0475 Career Services	N	0
33	Linked In	N	27
34	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
35	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com 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 836 South State Street PO Box 69 Greenfield, Indiana 46140 Phone : 317-462-7711 Fax : 1-317-462-6340 Lance Ratliff	N	0
39	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
40	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
41	Salvation Army-Indiana in Indianapolis 4961 Madison Avenue Indianapolis, Indiana 46227 Phone : 317-782-4464 Fax : 1-317-937-7010 Steve McNary	N	0
42	Salvation Army-Indiana in Indianapolis 711 East Washington Street Indianapolis, Indiana 46202 Phone : 317-638-6585 Fax : 1-317-685-2461 Steve McNary	N	0
43	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

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44	Shelbyville Workforce Development Center 425 E. Washington Street Shelbyville, Indiana 46176 Phone : 317-392-3251 Fax : 1-317-392-3419 Career Services	N	0
45	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
46	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	15
47	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	60
48	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Postings Manual Posting	N	8
49	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	1
50	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

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51	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
52	University-Butler University 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-8802 Email : career@butler.edu Julie Schrader	N	0
53	University-DePauw University 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4800 Fax : 1-765-658-4177 Career Services	N	0
54	University-Indiana University 625 North Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-1556 Fax : 1-812-855-5678 Jeremy Harmon	N	0
55	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
56	Urban League of Indianapolis 777 Indiana Avenue Indianapolis, Indiana 46202 Phone : 317-693-7603 Fax : 1-317-693-7613 Pambana Uisha	N	0
57	Veterans Upward Bound at Vincennes University 3833 North Meridian Street Suite 300 Indianapolis, Indiana 46208 Phone : 317-927-9605 Fax : 1-317-926-1353 Brad Musgrave	N	0

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58	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
59	Walk In/Self-Referral	N	2
60	Walker Career Center 9651 East 21st Street Indianapolis, Indiana 46229 Phone : 317-899-2000 Fax : 1-317-532-6199 Brenda Estep	N	0
61	WISH-TV Web Site 1950 North Meridian Street Indianapolis, Indiana 46202 Phone : 317-956-8592 Fax : 1-317-931-2242 Jackie Green	N	0
62	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> 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 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 Assistant News Director