

WXIN(TV) and WTTV(TV), Indianapolis, Indiana

ANNUAL EEO PUBLIC FILE REPORT

Date: | April 1, 2008

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) 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)/WTTV(TV), Indianapolis, Indiana.

WXIN/WTTV-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 the Human Resources Director 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 (from all Referral Sources)
1	News Photographer	Sources 1 - 36, 42, 44 - 45, 47 - 48	Source 48	4
2	AM Producer	Sources 1 - 35, 42, 44 - 45, 47 - 48	Source 30	6
3	AM News Writer	Sources 1 - 34, 47 - 48	Source 31	7
4	Freelance Assignment Editor	Sources 1 - 32, 34, 36, 38, 47 - 48	Source 31	2
5	Executive Producer PM	Sources 1 - 36, 39, 47 - 48	Source 35	11
6	Executive Assistant	Sources 1 - 33, 38, 47 - 48	Source 31	10
7	Account Executive	Sources 1 - 33, 47 - 48	Source 48	2
8	Account Coordinator	Sources 1 - 32, 47 - 48	Source 31	8
9	Graphic Designer	Sources 1 - 36, 47 - 48	Source 48	6
10	Sports Writer	Sources 1 - 34, 36, 41, 47 - 48	Source 31	3
11	Master Control Operator	Sources 1-35, 40, 42-45, 47-48	Source 35	2
12	Assignment Editor	Sources 1 - 33, 35 - 36, 47 - 48	Source 30	6
13	Account Coordinator	Sources 1 - 33, 47 - 48	Source 48	3
14	AM Writer	Sources 1 - 33, 47 - 48	Source 30	1
15	Overnight Assignment Editor	Sources 1 - 33, 47 - 48	Source 31	2
16	Promotion Producer	Sources 1 - 33, 47 - 48	Source 31	9
17	Bus Devel Acct Exec - CW	Sources 1 - 32, 47 - 48	Source 31	10
18	Accounting Associate	Sources 1 - 33, 47 - 48	Source 32	5
19	Human Resources Manager	Sources 1 - 33, 47 - 48	Source 32	8
20	Desk Assistant	Sources 1 - 33, 47 - 48	Source 31	3
21	Photographer	Sources 1 - 32, 47 - 48	Source 48	7
22	Production Assistant	Sources 1 - 32, 47 - 48	Source 31	2
23	Master Control Operator	Sources 1 - 33, 47 - 48	Source 32	6
24	News Producer AM	Sources 1 - 33, 47 - 48	Source 30	1
25	Production Assistant	Sources 1 - 32, 47 - 48	Source 31	2
26	Morning Anchor	Sources 1 - 32, 37, 46 - 48	Source 37	3
27	Research Coordinator	Sources 1 - 32, 47 - 48	Source 30	1
28	Receptionist	Sources 1 - 32, 47 - 48	Source 32	13
29	Master Control Operator	Sources 1 - 32, 47 - 48	Source 32	5

Total number of persons interviewed during applicable period:

148

Supplemental Recruitment Measures 4/2/07 - 4/1/08

Activity/Description	Date	Staff Participant	Sponsor
<p><u>Indiana University Internship Fair:</u> Four members of management attended internship fair to discuss internship positions with attendees and accept resumes for employment and summer internships.</p>	1/24/08	Human Resources Manager Executive Assistant	Indiana University
<p><u>Cardinal Career Fair:</u> One staff member attended internship fair to discuss internship positions with attendees and accept resumes for internships.</p>	9/19/07	Human Resources Manager Production Supervisor	Ball State University
<p><u>Internship Program:</u> 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. 20 - 25 interns per year.</p>	Ongoing	Human Resources Manager Various Department Heads News, Sales, Marketing and Production Personnel	WXIN/WTTV-TV
<p><u>Indiana Black Expo Employment Opportunity Fair:</u> Two staff members attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.</p>	7/19/07	Human Resources Manager Various Department Heads Various Staff Members	Indiana Black Expo
<p><u>Indiana Broadcasters Foundation Scholarship Program:</u> Donated \$1,500 to scholarship fund, promoted program via on-air community calendar, disseminated applications and participated in evaluation process.</p>	1/28/08	VP/General Manager Human Resources Manager	Indiana Broadcasters Foundation, WXIN/WTTV-TV, along with other participating stations
<p><u>Center for Leadership Development Role Model/Advisor Experience:</u> One staff member participated in the event which provided an opportunity for high school students and their parents to meet with minority professionals and learn how to prepare for successful careers.</p>	3/16/08	Graphic Artist	Center for Leadership Development

Recruitment Sources

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	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
1 100 Black Men of Indianapolis, Inc. 3901 North Meridian Street Indianapolis IN 46208 ATTN: Vernice Williams, Program Coordinator (317) 921-1276	0	Positions 1 - 29
2 American Indian Center of Indiana, Inc. 1026 Shelby Indianapolis IN 46203 ATTN: Nissa Rhoden, Central Indiana Regional Case Manager (317) 917-8000	0	Positions 1 - 29
3 Anderson University* 1100 East 5th Street, D206 Anderson, IN 46012 (765) 641-4196 ATTN: Carole Hensley, Career Development	0	Positions 1 - 29
4 Ball State University Lucina Hall 220 Muncie IN 47306 ATTN: Cindy Hershman, Employer Service Assistant (765) 285-2436	3	Positions 1 - 29
5 Brown College* 1440 Northland Drive Mendota Heights MN 55120 ATTN: Amber Luckie, Career Services Representative (651) 905-3465	0	Positions 1 - 29
6 Butler University 4600 Sunset Avenue Indianapolis IN 46208 ATTN: Roni Rasberry, Director of Career Services (317) 940-5627	5	Positions 1 - 29
7 Flanner House 2424 Dr. Martin Luther King Indianapolis IN 46208 ATTN: Kimberly Rusununguko, Interim Executive Director (317) 925-4231 x262	0	Positions 1 - 29
8 Franklin College 501 East Monroe Street Franklin IN 46131 ATTN: Marty Long, Director of Career Services (317) 738-8801	0	Positions 1 - 29
9 Hanover College* PO Box 108 Hanover, IN 47243 (812) 866-7126 ATTN: Margaret Krantz, Career Center Director	0	Positions 1 - 29
10 Illinois Center for Broadcasting* 55 West 22nd Street, Suite 240 Lombard IL 60148 ATTN: Patrick Johnson, Job Placement Director (630) 916-1700	0	Positions 1 - 29

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
11 Indiana Broadcaster's Association* 3003 East 98 th Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Smith (317) 573-0119	0	Positions 1 - 29
12 Indiana Institute of Technology 3500 DePauw Blvd Indianapolis IN 46268 ATTN: Dee Yard, Career Services (317) 466-2121	0	Positions 1 - 29
13 Indiana University 625 North Jordan Avenue Bloomington IN 47405 ATTN: Elizabeth Bolyard, Career Development Center (812) 855-1556	6	Positions 1 - 29
14 Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Michael Dabney, Chapter President (317) 444-2814	0	Positions 1 - 29
15 Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Director of Workforce Development (317) 693-7603	0	Positions 1 - 29
16 IUPUI - Indiana University/Purdue University, Indianapolis 815 West Michigan Street 3rd Floor Indianapolis IN 46202 ATTN: Tiffany Fox, Career Center (317) 274-2554	0	Positions 1 - 29
17 Kelley School of Business* 801 W Michigan St Indianapolis IN 46202 ATTN: Angie Meyer, Assistant Director Career Placement Office (317) 274-2587	0	Positions 1 - 29
18 Latin Workforce Connection* 3760 Guion Road Indianapolis IN 46222 ATTN: Jenny Sosna, Career Services & Placement (317) 244-7780	0	Positions 1 - 29
19 Madison County Urban League 1210 West 10th Street Anderson IN 46016 ATTN: Milan Page, Director of Employment (765) 649-7126	0	Positions 1 - 29
20 Marian College 3200 Cold Spring Road Indianapolis IN 46222-1997 ATTN: Diane Workman, Director, Career Services (317) 955-6000	0	Positions 1 - 29
21 National Academy of Television Arts and Sciences* 3487 Center Road, Suite 6C Brunswick OH 44212 ATTN: Becky, Administrator (330) 220-7914	0	Positions 1 - 29

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
22 National Association of Hispanic Journalists 1193 National Press Building Washington DC 20045 ATTN: Michell Viagnoli (202) 662-7145	0	Positions 1 - 29
23 National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 ATTN: Natasha (301) 587-9100	0	Positions 1 - 29
24 National Society of Hispanic MBAs* Indianapolis CIF, PMB #172 7462 East Fishers Station Fishers IN 46038 ATTN: Steven Ramos, President (317) 566-3953	0	Positions 1 - 29
25 Ohio & Illinois Centers for Broadcasting* 9000 Sweet Valley Drive Valley View OH 44125 ATTN: Gary James, National Placement Director (216) 447-9117	0	Positions 1 - 29
26 Specs Howard School of Broadcast Arts* 19900 West Nine Mile Road Southfield MI 48075 ATTN: Nicole LaDouceur, Video Placement Advisor (248) 358-9000	0	Positions 1 - 29
27 University of Indianapolis* 1400 East Hanna Avenue Indianapolis IN 46227 ATTN: Paul Gabonay, Director of Career Services (317) 788-3333	0	Positions 1 - 29
28 University of Southern Indiana* 8600 University Boulevard Evansville IN 47712 ATTN: Pam Doerter, Career Services & Placement (812) 464-1865	0	Positions 1 - 29
29 Vincennes University 928 N 3rd St Vincennes IN 47591 ATTN: Doug Young, Chairman of Broadcasting (812) 888-5417	0	Positions 1 - 29
30 WXIN/WTTV Internal Posting	21	Positions 1 - 29
31 WXIN Site (FOX59.com)/WTTV Site (theCW4.com)	42	Positions 1 - 29
32 Tribune Company Posting Includes: Inside Track CareerBuilder.com BlackVoices.com	19	Positions 1 - 29
33 Indianapolis Recorder 2901 N. Tacoma Avenue Indianapolis, IN 46218 ATTN: Sharon Maxey (317) 924-5143	0	Positions 1 - 3, 5 - 7, 9 - 16, 18 - 20, 23 - 24

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
34 Medialine (www.medialine.com) P.O. Box 51909 Pacific Grove, CA 93950 ATTN: Mark Shilstone (800) 237-8073	2	Positions 1 - 5, 9 - 11
35 TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	5	Positions 1 - 2, 5, 9, 11 - 12
36 TV Spy (www.tvspy.com) 150 West 22nd St., 5th Floor New York, NY 10011 ATTN: Stephen Warley, General Manager (212) 366-4212 x363	2	Positions 1, 4 - 5, 9 - 10, 12
37 Collective Talent ON-AIR OPENINGS ONLY Attn: Michael Bille info@michaelsmedia.com (813) 254-9695	1	Position 26
38 Indiana Black Expo Employment Opportunity Fair	1	Position 4, 6
39 Northwestern University Attn: Nancy Bennett Medill Career Services n-bennett@northwestern.edu (847) 467-1578	0	Position 5
40 HotJobs.com HotJobs and Dayton Daily News hotjob-admin@hotjobs.com	2	Position 11
41 Graeme Newell's Marketing Ideanet (614) 451-0588 ATTN: Graeme Newell GNewell@602Communications.com	2	Position 10
42 South Bend Tribune 225 W. Colfax Avenue South Bend, 46626 (574) 235-6000	0	Positions 1 - 2, 11
43 Dayton Daily News 45 South Ludlow Street Dayton, OH 45401-1858 (937) 225-2000	1	Position 11

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
44 Evansville Courier & Press 300 East Walnut Street PO BOX 268 Evansville, IN 47702-0268 (812) 461-1200	0	Positions 1 - 2, 11
45 Champaign News Gazette 15 East Main Street Champaign, IL 61820 ATTN: (217) 351-5288	0	Positions 1 - 2, 11
46 Talent Agent	1	Position 26
47 Unsolicited inquiries; walk in applicants; unknown sources	10	Positions 1 - 29
48 Employee referral	25	Positions 1 - 29
	148	