

WXIN(TV) and WTTV(TV), Indianapolis, Indiana
ANNUAL EEO PUBLIC FILE REPORT
Date: April 1, 2012

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 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 (from all Referral Sources)
1	Preditor (2)	4,5,9,13-15,24,35,54,5863,65-67,84,96-99,101,102,104-108,110,111,118,119,121-126,128-130,132,133,135,137,139,147,148,152,155,156,158,169,170,174,177,183-186,189,190,193,197-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,290,294,301,304,305,306,311,312,314,315,320	Internal Posting (311), Walk-in, rehire (320)	5
2	Reporter	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Tvjobs.com (201)	6
3	Investigative Reporter	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Medaline.com (159)	3
4	Executive Producer	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Tvjobs.com (201)	4
5	Photographer	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Tvjobs.com (201)	3

6	Reporter	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312,314	Employee Referral, Scott Jones (314)	3
7	Master Control	1-5,10,12-14,20-26,35,54,55,58-60,63,65,66,84,86,96-99,101-103,105-10,114-119,121-130,132-135,137,138,149-152,154-158,162-170,173,174,177,178,180,182-186,188-190,193,198-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,289,293,301,303-306,311,312,314	Employee Referral, Andrew Sobucki (314)	4
8	Producer (2)	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312	Fox59.com (312)	4
9	Interactive Content Producer	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312	Fox59.com (312)	10
10	Assignment Editor	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314	Internal Posting (311)	3
11	AM Writer	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314	IU University (255)	3
12	Local Sales Manager	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312,314	Employee Referral, Monte Costes (314)	6

13	Account Coordinator	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314,320	Walk-In (320)	3
14	Master Control Operator (4)	1-5,10,12-14,20-26,35,54,55,58-60,63,65,66,84,86,96-99,101-103,105-10,114-119,121-130,132-135,137,138,149-152,154-158,162-170,173,174,177,178,180,182-186,188-190,193,198-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,289,293,301,303-306,311,312,314	Tribune Co Posting (200), Tribune Co Posting (200), Employee Referral, Andrew Sobucki (314), Tribune Co Posting (200)	8
15	PM News Artist	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314	Tribune Co Posting (200)	3
16	PT Production Assistant (3)	1-5,10,12-14,20-26,35,54,55,58-60,63,65,66,84,86,96-99,101-103,105-10,114-119,121-130,132-135,137,138,149-152,154-158,162-170,173,174,177,178,180,182-186,188-190,193,198-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,289,293,301,303-306,311,312,314	UIndy, advisor-Scott Uecker (205), Employee Referral, Scott Propst (314), Fox59.com (312)	8
17	Receptionist	1-5,10,12-14,20-26,35,54,55,58-60,63,65,66,84,86,96-99,101-103,105-10,114-119,121-130,132-135,137,138,149-152,154-158,162-170,173,174,177,178,180,182-186,188-190,193,198-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,289,293,301,303-306,311,312,314	Employee Referral, Wendy Logsdon (314)	4
18	Anchor/Reporter	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312,319	Agent, NWT Group (319)	5
19	Photographer	1-5,13-17,22,24,35,54,55,58-60,63,65,66,84,86,96-99,101-103,105-110,114-119,121-126,128-130,132,133,135-138,151,152,154-159,169,170,174,177,180,182-186,189,190,193,198-202,205,206,214,221,229,231,244,255,256,259,260,268,269,288,289,293,301,303,304,306,311,312,314	Employee Referral, Marisela Burgos (314)	4

20	Meteorologist	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312,319	Employee Referral, Lee Rosenthal (314)	5
21	Account Executive (4)	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Employee Referral, Lisa Mossberger (314), Employee Referral, Larry Delia (314), Employee Referral, Monte Costes (314), Walk-in (320)	5
22	Account Coordinator	4-11,13-15,18,19,24,27-54,56-58,61-85,87,102,104-108,110-113,118,119,121-137,139-148,150,152,153,155-161,163-177,179-181,183-187,189-288,290-312	Employee Referral, Jason Bean (314)	4
23	Digital Account Executive	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314	Walk-In/Referral, Larry Delia (320)	2
24	Director/Technical Director	1-5,10,12,18,20-26,33,35,37,41,43,51-55,58-60,62-66,68,70,77,79,80,82-84,86,87,96-103,105-110,112,114,115-119,121-130,132-138,151-158,162,165-170,173-175,177-180,183-186,189,190,192,193,195,198-202,205-208,214,215,217-219,221,226,229,231,239,241,242,244-248,250,252,255,256,259-263,268-270,275,282,288-290,293,297,299-308,310-314	Tribune Co Posting (200)	8
25	Creative Services Director	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312,314	Employee Referral, Carrie King (314)	7
26	Writer	1-11,13-66,68-75,77-81,83-99,101-103,105-110,112-138,141-146,151-162,164-187,189-196,198-290,293,295-301,303-312,314	Tvjobs.com (201), Tribune Co Posting (200)	5

Total number of persons interviewed during applicable period:

125

Supplemental Recruitment Measures 4/1/11 - 3/31/12

Activity/Description	Date	Staff Participant	Sponsor
<u>Juneteenth Summer Celebration:</u> Staff member, attended and facilitated the Empowerment Sessions; including resume building and writing skills, job search/interview etiquette, as well as phone etiquette	6/18/11	HR Coordinator	NAACP
<u>AddOneJob.com - Station wide initiative to promote</u> businesses actively seeking new hires and/or creating new positions within the company Fox59 has partnered with many Indiana business to get thousands back to work	9/21/2011 - Ongoing	Primarily News, Sales and CS Dept. The entire staff has been involved with spreading the word	WXIN/WTTV
<u>Radio Broadcast:</u> Staff member works with online radio station to speak of job opportunities with the AddOneJob Campaign and other News and Broadcast positions directly with Fox59 and Indianas 4	9/28/2011 - Ongoing	Executive Assistant	Radionext.tv
<u>Indiana Broadcasters Association Job Fair:</u> (WXIN/WTTV) Two staff members attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees. Also, accepted resumes and met informally with potential candidates.	2/11/12	Executive Assistant Production Manager	Indiana Broadcasters Association
<u>Indiana Broadcasters Foundation Scholarship Program:</u> (WXIN/WTTV) Donated \$2,000 to scholarship fund, promoted via on-air, community calendar, and participated in the evaluation process.	12/11/2011 - 3/23/2011	VP/General Manager Executive Assistant Receptionist	Indiana Broadcasters Association
<u>Boys and Girls Club of Central Indianapolis:</u> 3 Members of our News team has agreed to be mentors at for this youth organization. Children are helped with homework and encouraged to give service to help build good character skills	Ongoing	Brittany Diehl Jenny Anchondo Eva Pilgrim	Boys & Girls Club of Central
<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.	Ongoing	HR Coordinator Various Dept. Heads - News, Sales, Mkt & Production	WXIN/WTTV-TV

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	Number of Interviewees Referred by Source	Position for which Source was utilized
1	accessAbility-Center for Independent Living 5302 East Washington Street Indianapolis, IN 46219 317-926-1660 Melissa Madill	0	6-17, 19, 23-26
2	Adult Basic Education Center 5248 West Raymond Indianapolis, IN 46241 317-988-7975 Ruth Huffman	0	6-17, 19, 23-26
3	America Works of Indianapolis 2021 North Meridian Street Indianapolis, IN 46202 317-923-3600	0	6-17, 19, 23-26
4	American Association of Retired Persons-Senior Community Service Pac Plaza Business Center, Suite #B101 2346 South Lynhurst Drive Indianapolis, IN 46241 317-244-8116	0	1-26
5	American Association of Retired Persons-Senior Community Service 603 East Washington Street Indianapolis, IN 46204 317-634-6416	0	1-26
6	American Broadcasting School 4511 Southeast 29th Street 405-672-6511 Del Cockrell	0	2-6, 8, 9, 12, 20-22, 25,26
7	American Broadcasting School 712 North Watson Road Suite 200 Arlington, TX 76011 817-695-2474 Michelle McCommell	0	2-6, 8, 9, 12, 20-22, 25,26
8	American Broadcasting School at Tulsa 2843 East 51st Street Tulsa, OK 74105 918-293-9100 Dell Cockerell	0	2-6, 8, 9, 12, 20-22, 25,26
9	American Indiana Center of Indiana, Inc. 1026 Shelby Indianapolis IN 46203 ATTN: Nissa Rhoden, Central Indiana Regional Case Manager (317) 917-8000	0	1-5, 8, 9, 12, 18, 20-22, 25,26
10	American Society for Training and Development Central Indiana Chapter 8945 South Street Fishers, IN 46038 317-841-1395 Mark Records	0	2-18, 20-26
11	Antioch New England Graduate School 40 Avon Street Keene, NH 03431 800-553-8920 Carlotta Willis	0	2-6, 8, 9,12, 18, 20-22, 25,26
12	Area 30 Career Center 1 North Calbert Way Suite A Greencastle, IN 46135 765-653-3515 Lora Busch	0	7-17, 23-26
13	Artistic Media Partners 5520 East 75th St. Indianapolis IN 46250 (317) 594-0600 ATTN: Arthur Agnotti	0	1-26
14	Asian Help Services - Employee Assistance 609 East 29th Street Indianapolis, IN 46205 Sung Boon Baik 317-924-4827	0	1-26
15	Black Cultural Center at Purdue University 1100 3rd Street West Lafayette, IN 47907 765-494-3091	0	1-26
16	Boone County Probation Office 127 West Main Street Suite 200 Lebanon, IN 46052	0	6-17, 19, 23-26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
	765-482-6505 Kari Ragsdale		
17	Broad Ripple Evening School Association 1115 Broad Ripple Avenue Indianapolis, IN 46220	0	6-17, 19, 23-26
18	Carolina School of Broadcasting 3435 Performance Road Charlotte, NC 28214 704-395-9272 Alyson Young	0	2-6, 8-13, 15, 18, 20-26
19	Center For Asian American Media 145 9th Street Suite 350 San Francisco, CA 94103 415-863-0814 Rina Mehta	0	2-6, 8,9,12,20-22,25,26
20	Central Nine Career Center 1999 US 31 South Greenwood, IN 46143 317-888-4401 Donna Rund	0	6-17, 23-26
21	Christian Theological Seminary-Career Services 1000 West 42nd Street Indianapolis, IN 46208 317-924-5205 Beth Lafferty	0	6-17, 23-26
22	Circle Seven Training Council, Inc. Interlocal Association P O Box 69 Greenfield, IN 46140 Lance Ratliff	0	1-26
23	Circle Seven Training Council, Incorporated Indiana Government Center North , 100 N. Senate Room N103 Indianapolis,, IN 46204 317-232-2600 Burnetta Sloss-Tanner	0	6-17, 23-26
24	Civil Rights Commission Indiana Government Center North , 100 N. Senate Room N103 Indianapolis,, IN 46204 317-232-2600	0	1-26
25	Clinton County Adult Literacy Program 1 South Malsh Road Frankfort, IN 46041 765-654-8545 Michael Kelley	0	6-17, 23-26
26	Clinton County Probation Department 340 Courthouse Square Frankfort, IN 46041 765-659-6357 Gary Minnich	0	6-17, 23-26
27	College of Eastern Utah-Communications 451 East 400 North Price, UT 84501 435-613-5213 Troy Hunt	0	2-6,8,9,12,18,20-22,25,26
28	College of San Mateo-Broadcast Media 1700 West Hillsdale Boulevard San Mateo, CA 94402 Michelle M. Brown 650-574-6297	0	2-6,8,9,12,18,20-22,25,26
29	College of San Mateo-KCSM 1700 West Hillsdale Boulevard San Mateo, CA 94402 Barbara Lamb-Hall 650-574-6936	0	2-6,8,9,12,18,20-22,25,26
30	College of the Canyons-Radio-TV-Film and Broadcast 26455 North Rockwell Canyon Road Santa Clarita, CA 91355 661-259-7800 Jon Amador	0	2-6,8,9,12,18,20-22,25,26
31	College of the Sequoias-Campus Newspaper 915 South Mooney Boulevard Visalia, CA 93277 559-730-3844 Andrea	0	2-6,8,9,12,18,20-22,25,26
32	College-Amarillo College-KACV FM 90 2201 South Washington P.O. Box 447 Amarillo, TX 79178 Brian Frank	0	2-6,8,9,12,18,20-22,25,26
33	College-Atlanta Metropolitan College 1630 Metropolitan Parkway Human Resources Atlanta, GA 30310 404-756-4047	0	2-6, 8-13, 15, 18, 20-26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
34	College-Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, MD 21215 410-462-8250 Rene Johnson	0	2-6,8,9,12,18,20-22,25,26
35	College-Brown 1440 Northland Drive Mendota Heights MN 55120 ATTN: Amber Luckie, Career Services Representative (651) 905-3465	0	1-26
36	College-Butte College-Radio/TV/Film Program 3536 Butte Campus Drive Oroville, CA 95965 530-895-2288 Mark Hall	0	2-6,8,9,12,18,20-22,25,26
37	College-Calvin College-Communications and Media Studies DeBoss Communication Center 250A 1810 East Bellline Avenue, Southeast Grand Rapids, MI 49546 616-526-6322	0	2-6, 8-13, 15, 18, 20-26
38	College-Central Wyoming College-Radio and TV 2660 Peck Avenue Student Center 118B Riverton, WY 82501 John Gabrielson 301-855-2121	0	2-6,8,9,12,18,20-22,25,26
39	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	2-6,8,9,12,18,20-22,25,26
40	College-Citrus College-Communications Department 1145 West Wilson Avenue Room 2915 Chicago, IL 60640 773-907-4436 Margaret O'Neill	0	2-6,8,9,12,18,20-22,25,26
41	College-City College of Chicago-Truman College 1145 West Wilson Avenue Room 2915 Chicago, IL 60640 773-907-4436 Alan Meyers	0	2-6, 8-13, 15, 18, 20-26
42	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 212-772-4949 Kelly Anderson	0	2-6,8,9,12,18,20-22,25,26
43	College-Columbia College-Portfolio Center-Media Production 8401 Center Parkway Sacramento, CA 95823 916-691-7170 Gary Martin	0	2-6, 8-13, 15, 18, 20-26
44	College-Community College of Denver 111 West Colfax Denver, CO 80217 303-556-2600 Nell Dominas	0	2-6,8,9,12,18,20-22,25,26
45	College-Consummes River College-Communcations 8401 Center Parkway Sacramento, CA 95823 916-691-7170 Gary Martin	0	2-6,8,9,12,18,20-22,25,26
46	College-Contra Costa College-Media Communications 2600 Mission Bell Drive Office AA-117 San Pablo, CA 94806 510-235-7800 Ellen Seidler	0	2-6,8,9,12,18,20-22,25,26
47	College-Coppin State College-Mass Communication 2500 West North Avenue Baltimore, MD 21216 410-383-5408 Peter Brooks	0	2-6,8,9,12,18,20-22,25,26
48	College-Dine College-Adult Basic Ed. 1228 Yucca Street PO Box 580 Shiprock, NM 87420 505-368-3500 Norman Phillips	0	2-6,8,9,12,18,20-22,25,26
49	College-Dixie State College/KRDC 225 S 700 E Saint George, UT 84770 435-652-7500 Stan Everett	0	2-6,8,9,12,18,20-22,25,26
50	College-East Los Angeles-Journalism Department 1301 Cesar Chavez Boulevard	0	2-6,8,9,12,18,20-22,25,26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
	Monterey Park, CA 91754 Jean Stapleton 323-265-8875		
51	College-Elmhurst College-Communications 190 Prospect Street Elmhurst, IL 60126 630-617-3198	0	2-6, 8-13, 15, 18, 20-26
52	College-Elmhurst College-WRSE 88.7 FM 190 Prospect Elmhurst, IL 60126 630-617-3729 John Valenta	0	2-6, 8-13, 15, 18, 20-26
53	College-Ferrum College/ WFFC 89.9 FM PO Box 1000 Ferrum, VA 24088 540-365-4338	0	2-6, 8-13, 15, 18, 20-26
54	College-Franklin College-Career Services 501 East Monroe Street Franklin, IN 46131 317-738-8801	0	1-26
55	College-Franklin College-WFCI Radio 101 Branigin Boulevard Franklin, IN 46131 317-738-8197 Joel Cramer	0	6-17, 19, 23-28
56	College-Gavilan College 5055 Santa Teresa Blvd Gilroy, CA 95020 408-848-4831 Denise Besson-Silvia	0	2-6,8,9,12,18,20-22,25,26
57	College-Grossmont College-KGFN 8800 Grossmont College Drive El Cajon, CA 92020 Evan C. Wirlg 619-644-7288	0	2-6,8,9,12,18,20-22,25,26
58	College-Hanover College PO Box 108 Hanover, IN 47243 812-866-7126 Margaret Krantz	0	1-26
59	College-Harrison College 6300 Technology Center Drive Indianapolis, IN 46278 Claudia Coulter 317-873-6500	0	6-17, 19, 23-26
60	College-Harrison College-Indianapolis-East 8150 Brookeville Road Indianapolis, IN 46239 317-375-8000 Alan Bacon	0	6-17, 19, 23-26
61	College-Hartnell College/ Communications Department 156 Homestead Avenue Salinas, CA 93901 831-755-6905 Britt Govea/ Broadcast	0	2-6,8,9,12,18,20-22,25,26
62	College-Henry Ford Community College 5101 Evergreen Road Telecommunications Department Dearborn, MI 48128 313-845-6477 Jay Korinek	0	2-6, 8-13, 15, 18, 20-26
63	College-International Business College 6 South Smithville Road Dayton, OH 45431 937-258-8251 Gary Doster	0	1-26
64	College-International College of Broadcasting 6 South Smithville Road Dayton, OH 45431 937-258-8251	0	2-6, 8-13, 15, 18, 20-26
65	College-Ivy Community College, Indianapolis North Illinois Center (NIC) 101 West 28th Street Indianapolis, IN 46208 Rebecca Patten-Lemons 317-921-4994	0	1-26
66	College-Ivy Tech Community College-Anderson 104 West 53rd Street Anderson, IN 46013 Koco Brooks 765-643-7133	0	1-26
67	College-Ivy Tech Community College-Lafayette 3101 South Creasy Lane BOX 6299 Lafayette, IN 47903	0	1-5,18,20-22

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
Dottle Larson 765-269-6299			
68	College-Lawson State Community College-Radio & Television 3060 Wilson Road SW Birmingham, AL 35221 205-925-2515	0	2-6, 8-13, 15, 18, 20-26
69	College-Linfield College-KSLC 900 SE Baker Street #A 498 McMinnville, OR 97128 503-883-2550 Art Cuscaden	0	2-6,8,9,12,18,20-22,25,26
70	College-Missouri Valley College-Communications 500 East College Marshall, MO 65340 660-831-4216	0	2-6, 8-13, 15, 18, 20-26
71	College-Oxnard College-Communications Department 4000 South Rose Avenue Oxnard, CA 93033 Kitty Merrill 805-986-5817	0	2-6,8,9,12,18,20-22,25,26
72	College-Pueblo Community College-Broadcasting and Production Technology 900 West Orman Avenue Davis Academic Building Room 250 E Pueblo, CO 81004 Jennifer Sherman	0	2-6,8,9,12,18,20-22,25,26
73	College-Salt Lake Community College-Communications Department 4600 S Redwood Rd. Salt Lake City, UT 84123 801-957-4631 Jay Williams	0	2-6,8,9,12,18,20-22,25,26
74	College-San Bernadino Valley Community College 701 South Mount Vernon Avenue San Bernadino, CA 92410 909-888-6511 Dr.Diane Dusic	0	2-6,8,9,12,18,20-22,25,26
75	College-Santa Fe Community College-Communication-KSFR 6401 Richards Avenue Santa Fe, NM 87508 505-428-1379 Linda Highhill	0	2-6, 8, 9, 12, 20-22, 25,26
76	College-Scottsdale Community College-MCTV 9000 East Chapparal Road Scottsdale, AZ 85253 480-423-6354 Rene Blatte	0	2-5, 18, 20-22
77	College-Shorter College-Communication Arts 315 Shorter Avenue Rome, GA 30165 706-233-7269 Tom Earp	0	2-6, 8-13, 15, 18, 20-26
78	College-South Puget Sound Community College 2011 Mottman Road Southwest Olympia, WA 98512 360-596-5516 Alan Baker	0	2-6,8,9,12,18,20-22,25,26
79	College-Stephens College-Communications 1200 East Broadway Columbia, MO 65215 573-876-7133	0	2-6, 8-13, 15, 18, 20-26
80	College-Stillman College-English Department P.O. Box 1430 Tuscaloosa, AL 35403 205-366-8867	0	2-6, 8-13, 15, 18, 20-26
81	College-Vassar College Department of Film, Box 741 Vasser College 124 Raymond Avenue Poughkeepsie, NY 12604 845-437-5473 Sarah Kozloff	0	2-6,8,9,12,18,20-22,25,26
82	College-Walsh College of Accountancy and Business Admin 3838 Livernois Road Troy, MI 48007 Jill English 248-823-1237	0	2-5, 10,11,13,15,18,20-24
83	College-West Virginia State College- Communications Department P.O. Box 1000 Institute, WV 25112 304-766-3195	0	2-6, 8-13, 15, 18, 20-26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
84	College-Wilson College 5425 South East Street Indianapolis, IN 46227 317-787-6863	0	1-26
85	College-Yuba College-Communications 2088 N Beale Rd. Marysville, CA 95901 530-741-6757 Steve Cato	0	2-6,8,9,12,18,20-22,25,26
86	Community Schools of Frankfort-Adult Basic Education One South Maish Road Frankfort, IN 46041 317-654-8545 Antonelli Kay	0	6-17, 19, 23-26
87	Connecticut School of Broadcasting, Arlington 2170 Crystal Plaza Arcade, #38 Arlington, VA 22202 703-415-7600	0	2-6, 8-13, 15, 18, 20-26
88	Connecticut School of Broadcasting, Cherry Hill 1 Mall Drive 1 Cherry Hill, #203 Cherry Hill, NJ 08002 856-755-1200 Tom DeFranco	0	2-6,8,9,12,18,20-22,25,26
89	Connecticut School of Broadcasting, Dallas 5605 North MacArthur Boulevard Suite 220 Irving, TX 75038 214-441-9941 Kenny Fuller	0	2-6,8,9,12,18,20-22,25,26
90	Connecticut School of Broadcasting, Farmington 130 Birdseye Road Farmington, CT 06032 860-677-7577 John Sheatsley	0	2-6,8,9,12,18,20-22,25,26
91	Connecticut School of Broadcasting, Palm Beach 3450 Northlake Boulevard Suite 110 Palm Beach Gardens, FL 33403 561-842-2000 Dave Duran	0	2-6,8,9,12,18,20-22,25,26
92	Connecticut School of Broadcasting, Stratford 80 Ferry Boulevard Stratford, CT 06615 203-378-5155 Hank Tenney	0	2-6,8,9,12,18,20-22,25,26
93	Connecticut School of Broadcasting, Tampa 3901 Coconut Palm Drive, Suite 105 Sabal Business Center II Tampa, FL 33619 813-740-0990 Kelly Crain	0	2-6,8,9,12,18,20-22,25,26
94	Connecticut School of Broadcasting, Wellesley Hills 49 Walnut Park Wellesley Hills, MA 02481 781-235-2050 Steve Williams	0	2-6,8,9,12,18,20-22,25,26
95	Connecticut School of Broadcasting, Westbury, L.I 1400 Old Country Road Suite 211 Westbury, NY 11590 516-338-1000 Marty Herstein	0	2-6,8,9,12,18,20-22,25,26
96	CW Resources-Gales Ferry 2 Chapman Lane Box 4 Gales Ferry, CT 06219 860-464-2437	0	1-26
97	Damien Center , The 28 North Arsenal Avenue Indianapolis, IN 46201 317-632-0123	0	1-26
98	Department of Public Welfare 57 North Jackson Street # 205 Frankfort, IN 46041 765-654-8571	0	1-26
99	DePauw University-WGRE 91.5FM Radio 609 South Locust St. Greencastle, IN 46135 765-658-4643 Jeff McCall	0	1-26
100	Detroit Area Film & Television PO Box 1443 Royal Oak, MI 48068 248-547-0847	0	2-5, 10,11,13,15,18,20-24
101	Division of Family and Children PO BOX 36 Tipton, IN 46072	0	1-26

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
765-675-7441			
102	DMG-Maximus 9100 Purdue Road Suite 209 Indianapolis, IN 46268 317-876-9787	0	1-26
103	Easter Seals Crossroads of Indianapolis-Deaf Community Services 4740 Kingsway Drive Indianapolis, IN 46205 317-479-3240 Jerome Freeman	0	6-17, 19, 23-26
104	Edinburgh Adult and Community Education Program 202 South Keeley Street Edinburgh, IN 46124 Jackie Crawhorn 812-526-9280x	0	1-5,18,20-22
105	Emmis Communications 101 West Ohio Street Suite 1900 Indianapolis, IN 46204 317-226-7469	0	1-26
106	Employment Source Indianapolis 6415 Castleway West Drive Indianapolis, IN 46250 317-570-4040 Joanne Jones	0	1-26
107	Equal Employment Office of Indianapolis 101 West Ohio St. Ste 1900 Indianapolis IN 46204 ATTN: Phyllis Tucker-Wells (317) 226-7469	0	1-26
108	Experience Works 429 E. Morgan P. O. Box 1457 Martinsville, IN 46151 765-349-1652	0	1-26
109	Family and Social Services 402 W. Washington Street Indianapolis, IN 46204 317-233-4454 Jane Clark	0	6-17, 19, 23-26
110	Fletcher Place Community Center and Adult Center for Education 1637 Prospect St. Indianapolis IN 46203 ATTN: Jessi Langile (317) 636-3466	0	1-26
111	FSSA Division Family & Children 402 W. Washington st. Indianapolis, IN 46204 Jane Clark 317-233-2010	0	1-5,18,20-22
112	Geoffrey R Conway School of Broadcasting and Communication PO Box 486 Niagra Falls, NY 14302 905-332-0444	0	2-6, 8-13, 15, 18, 20-26
113	GOLDEN WEST COLLEGE/BROADCAST ARTS 15744 GOLDEN WEST ST HUNTINGTON BEACH, CA 92647 714-895-8772 WARREN CARTER	0	2-6,8,9,12,18,20-22,25,26
114	Hamilton County Probation Department One Hamilton County Square Suite 29 Noblesville, IN 46060 317-776-9672 Madonna Wagoner	0	6-17, 19, 23-26
115	Hancock County Probation Department 101 West Marlon Street Danville, IN 46122 317-477-1135 B. Wayne Addison	0	6-17, 19, 23-26
116	Hendricks County Probation Department 101 West Marlon Street Danville, IN 46122 317-745-9264 R. Todd McCormack	0	6-17, 19, 23-26
117	Hopewell Center 5325 South Main Street Anderson, IN 46013 765-642-0201 Renia Shelton	0	6-17, 19, 23-26
118	I-Net Department of Workforce Development 805 Beachway Drive Suite 110 Indianapolis, IN 46224	0	1-26

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
317-684-7600 Brenda Brown			
119	Illinois Center for Broadcasting 55 West 22nd Street, Suite 240 Lombard, IL 60148 630-916-1700 Michael Kendall	0	1-26
120	Indiana Broadcaster's Association* 3003 East 98 th Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Young (317) 573-0119	0	1-26
121	Indiana Black Expo 3145 North Meridian Street Indianapolis, IN 46208 317-925-2702 Marcia Bennett	0	1-26
122	Indiana Human Resource Investment Council 402 W. Washington St. Room W076 Indianapolis, IN 46204 317-232-1980 Tim McGann	0	1-26
123	Indiana Institute of Technology 3500 DePauw Boulevard Indianapolis, IN 46268 260-422-5561 Monica Trump	0	1-26
124	Indiana Professional Chapt-Society Professional Journalists 5161 Washington Blvd. Indianapolis, IN 46205 317-255-5554 Julie Slaymaker	0	1-26
125	Indiana State Council 3833 North Meridian Street Suite 50 Indianapolis, IN 46208 317-924-9440	0	1-26
126	Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Michael Dabney, Chapter President (317) 444-4000	0	1-26
127	Indianapolis Plan (The) 445 North Pennsylvania St. Ste. 610 Indianapolis IN 46204 ATTN: Dax Ramsey (317) 639-4661	0	2-18, 20-26
128	Indianapolis Resource Council 8383 Craig Street Suite 130 Indianapolis, IN 46250 317-596-6440	0	1-26
129	Indianapolis Ten Point Coalition 900 West 30th Street Indianapolis IN 46208 ATTN: Byron Alston (317) 924-0733	0	1-26
130	Indianapolis WorkOne-Indiana Workforce Development 805 Beachway Drive Indianapolis, IN 46224 317-684-2400	0	1-26
131	ITHACA COLLEGE/DEPT OF TELEVISION/RADIO 953 DANBY RD 376 PARK HALL ITHACA, NY 14850 607-274-3331 WENMOUTH WILLIAMS	0	2-6,8,9,12,18,20-22,25,26
132	Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Pambana Uishi (317) 693-7603	0	1-26
133	ITT Technical Institute, Indianapolis 549 East County Line Rd Greenwood IN 46143 ATTN: Nicole Bieker (317) 875-8640	0	1-26
134	ITT Technical Institute Learning Site-Greenwood, IN 549 East County Line Road Greenwood, IN 46143 317-888-4750 Ron Lorenzoni	0	2-18, 20-26
135	J. Everett Light - WJEL 89.3 FM 1901 East 86th St.	0	1-26

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
Indianapolis, IN 46240 (317) 259-5278			
136	Jewish Family and Vocational Services 6701 Hoover Road Indianapolis, IN 46260 317-475-4430	0	2-6, 8-13,15,18,19-26
137	Jewish Community Relations Council 1100 West 42nd Street Suite 240 Indianapolis, IN 46208 317-926-2935	0	1-26
138	Johnson County Probation Department 225 South Emerson Avenue Suite D Greenwood, IN 46142 317-865-6398 Julie Sondhelm	0	6-17, 19, 23-26
139	Job Corps Center, Atterbury 1025A Hospital Road PO Box 187 Edinburgh, IN 46124 812-314-6000	0	1-5,18,20-22
140	KCSS/CALIFORNIA STATE UNIV-STANISLAUS 801 W MONTE VISTA AVE TURLOCK, CA 95380 209-667-3378 BRITTANY WINTERS	0	2-5,18,20-22
141	KDUP/UNIV OF PORTLAND 5000 N WILLIAMETTE BLVD KDUP 1580AM PORTLAND, OR 97203 503-943-7284 NATE SHERFINSKI	0	2-6,8,9,12,18,20-22,25,26
142	KDVS/UNIV OF CA-DAVIS 14 LOWER FREEBORN HALL DAVIS, CA 95616 530-752-0728x JANE KIM	0	2-6,8,9,12,18,20-22,25,26
143	KFSR/CALIFORNIA STATE UNIV-FRESNO 5201 N Maple MS#119 Fresno, CA 93740 559-278-2598 JANE KIM	0	2-6,8,9,12,13,20-22,25,26
144	KGRG/GREEN RIVER COMM COLL 12401 SE 320TH ST AUBURN, WA 98092 253-833-9111 TOM EVANS KRAUSE	0	2-6,8,9,12,18,20-22,25,26
145	KHSU/HUMBOLDT STATE UNIV 1 HARPST ST ARCATA, CA 95521 707-826-4807 ELIZABETH HANS MCCRONE	0	2-6,8,9,12,18,20-22,25,26
146	KSDB/KANSAS STATE UNIV MANHATTAN, KS 66506 785-532-3292x	0	2-6,8,9,12,18,20-22,25,26
147	Lafayette Business Digest PO Box 587 216 North 4th Street Lafayette, IN 47901 765-471-1518	0	1-5,18,20-22
148	Lafayette Workforce Development Center 2301 Concord Road P.O. Box 5529 Lafayette, IN 47903 765-474-5411	0	1-5,18,20-22
149	LaGuia De Indianapolis 39 West Jackson Place Ste 135 Indianapolis, IN 46225 317-687-9767 Robert Curci	0	
150	LaOla Latino 2611 Washington Street #1 Indianapolis, IN 46222 Ildefonso Carvajal 317-822-0345	0	
151	La Plaza Hispanic Center 8902 East 38th Street Indianapolis, IN 46226 Miriam Acevedo Davis 317-890-3292	0	6-17, 19, 23-26
152	Lincoln Tech Institute 1201 Stadium Drive Indianapolis, IN 46202 (317) 632-5553 NO	0	1-26
153	LINCOLN UNIV/JOURNALISM-COMMUNICATIONS 820 CHESTNUT ST	0	2-6,10-13,15,18,20-26

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
JEFFERSON CITY, MO 65102 573-681-5280x			
154	Madison County Probation 3420 Mounds Road Anderson, IN 46017 Katherine Holtzleiter 765-646-9213	0	6-17, 19, 23-26
155	Madison-Grant Workforce Investment Board Job Source P O Box 149 Anderson, IN 46015 260-458-7152	0	1-26
156	Manual Adult Education 2405 Madison Ave. (317) 356-4534 home Indianapolis, IN 46225 (317) 226-3837	0	1-26
157	Marion County Welfare Department 863 Massachusetts Avenue Indianapolis, IN 46204 317-233-3328	0	1-26
158	Martin Luther King Jr. Multi-Service Center 40 West 40th Street Indianapolis, IN 46208 317-923-4581	0	1-26
159	Medialine (www.medialine.com) P.O. Box 51909, Pacific Grove, CA 93950 ATTN: Mark Shilstone (800) 237-8073	1	
160	MIAMI-DADE COMMUNITY COLL/BROADCASTING 300 N.E SECOND AVE MIAMI, FL 33132 305-237-1177x BILLY OVIER/FILM & TELEVISION	0	2-6,8,9,12,18,20-22,25,26
161	Moorpark College/Media Arts Center 7075 Campus Rd. Moorpark, CA 93021 805-378-1400x014 B Goodman	0	2-6,8,9,12,18,20-22,25,26
162	Morgan County Probation Department 65 North Jefferson Street Martinsville, IN 46151 765-342-1082 Carole A. Kinder	0	6-17,23-26
163	MORGAN STATE UNIV/COMMUNICATIONS 1700 E. COLD SPRING LANE BALTIMORE, MD 21239 443-885-3330 LIONEL S. DUNCAN	0	2-5,18,20-22
164	MT. SAN ANTONIO COLLEGE 1100 N. GRAND AVE. STUDENT SERVICES CENTER 9B WALNUT, CA 91789 909-594-5611 STEVE WOODYARD	0	2-6,8,9,12,18,20-22,25,26
165	NAACP Indianapolis Branch 300 East Fall Creek Parkway North Dr. PO Box 88676 Indianapolis, IN 46208 (317)925-5127	0	
166	NAACP Fort Wayne, Indiana 1307 East Lewis Street Fort Wayne, IN 46806 260-426-1255	0	
167	NAACP Monroe County PO Box 243 Bloomington, IN 47402 812.332.1513 William Vance	0	
168	NAACP- Terra Haute Chapter P.O. Box 441 Terra Haute, IN 47808 812-234-4209x235	0	
169	National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 Ozzie Jenkins (301) 587-9100	0	1-26
170	National Organization for Women-Indiana Chapter P. O. Box 2264 Indianapolis, IN 46206 Melissa Fadeley	0	1-26
171	NEW MEXICO HIGHLANDS UNIVERSITY P.O. BOX 48	0	2-6, 8, 9, 12, 20-22, 25,26

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
LAS VEGAS, NM 87701 505-454-3588x MIKE/MASS COMMUNICATIONS			
172	NEW MEXICO STATE UNIV/ COMMUNICATIONS BOX 30001 MSC 3K LAS CRUCES, NM 88003 505-646-3221 MIKE MARTIN	0	2-6, 8, 9, 12, 20-22, 25,26
173	NORTH CAROLINA A&T STATE/COMMUNICATIONS 1601 E. MARKET ST GREENSBORO, NC 27411 336-334-7900x	0	2-65,8-13,15,18,20-26
174	Ohio & Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View OH 44125 ATTN: Gary James, National Placement Director (216) 447-9117	0	1-26
175	Ohio Center for Broadcasting 1310 Wadsworth Boulevard Suite 100 Lakewood, CO 80214 303-937-7070 Mark Lillie	0	2-6,8-13,15,18,20-26
176	Pima Community College 2202 W. Anklam Rd. Tucson, AZ 85709 520-206-6974 David Wing	0	2-6, 8, 9, 12, 20-22, 25,26
177	Professional Careers Institute 7302 Woodland Drive Indianapolis, IN 46278 317-299-6001	0	1-26
178	Putnam County Probation Department One Courthouse Square Third Floor Greencastle, IN 46135 765-653-1257 Renee Marsteller	0	6-17,23-26
179	Radio 1 Broadcast School 700 3rd Street North Suite LL7 La Crosse, WI 54601 507-450-4604	0	2-6,8-13,15,18,20-26
180	Rick Gevers Gevers Newsletter PO Box 577 Zionsville, IN 46077	0	1-26
181	RIO HONDO COLLEGE/COMMUNICATIONS DEPT 3600 WORKMAN HILL RD WHITTIER, CA 90601 562-908-3429x	0	2-6, 8, 9, 12, 20-22, 25,26
182	River Valley Resources-Marion County Indianapolis Youth 3833 North Meridian Street Suite 235 Indianapolis, IN 46208 317-924-3222 Tammy Thomas	0	6-9,12,14,16,17,19,25,26
183	SALVATION ARMY INDIANA 3100 N. MERIDIAN STREET INDIANAPOLIS, IN 46208 317-937-7000x	0	1-26
184	SALVATION ARMY 711 E WASHINGTON ST #-1 INDIANAPOLIS, IN 46202 317-638-6585x	0	1-26
185	Shelby County Public Welfare 42 E. Washington St. Shelbyville, IN 46176 (317) 392-5040	0	1-26
186	Shelbyville Workforce Development Center 425 E. Washington Street Shelbyville, IN 46176 (317) 392-3251	0	1-26
187	SIMI VALLEY BROADCAST ACADEMY 2470 STEARNS ST #331 SIMI VALLEY, CA 93063 805-583-4592x	0	2-6,8,9,12,18,20-22,25,26
188	Society of Broadcast Engineers 9247 North Meridian Street Suite 305 Indianapolis, IN 46260 317-846-9000	0	7,14
189	Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208 317-927-8000	0	1-26

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190	Society of Professional Journalists 324 Asbury Hall Depauw University Greencastle, IN 46135 765-658-4677	0	1-26
191	SOUTHEASTERN LOUISIANA UNIV/COMMUNICATIONS PO BOX 10451 HAMMOND, LA 70402 985-549-2105x LYNN WELLMAN	0	2-6,8,9,12,18,20-22,25,26
192	Southern Illinois University-Carbondale, College of Mass Communi 1100 Lincoln Drive Room 1012, Mail Code 6606 Carbondale, IL 62901 618-453-4308	0	2-6,8-13,15,18,20-26
193	Specs Howard School of Broadcast Arts 19900 West Nine Mile Road Southfield, MI 48075 248-358-9000	0	1-26
194	SRTV/UNIV OF CALIFORNIA-SAN DIEGO 9500 GILMAN DR #315 LA JOLLA, CA 92093 858-534-5512 CHELSEA WELCH	0	2-6, 8, 9, 12, 20-22, 25,26
195	St. Augustine's College- Communications Dept. 1315 Oakwood Ave. Raleigh, NC 27610 919-516-4608	0	2-6,8-13,15,18,20-26
196	Texas State University School of Journalism & Mass Communication 601 University Drive 1108 Old Main San Marcos, TX 78666 512-245-2656 Harry Bowers	0	2-6, 8, 9, 12, 20-22, 25,26
197	Tippecanoe County Job Line 20 North 3rd Street First Floor Lafayette, IN 47901 765-423-9376	0	1-5,18,20-22
198	Todays Professional Staffing 888 Keystone Crossing Boulevard Suite 750 Indianapolis, IN 46240	0	1-26
199	Training Incorporated 333 North Pennsylvania Street Suite 900 Indianapolis, IN 46204 317-264-6740 Cindy Gosser	0	1-26
200	Tribune Company Posting Includes: Inside Track CareerBuilder.com	6	1-26
201	TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	4	1-26
202	United Way of Central Indiana 3901 North Meridian Street PO Box 88409 Indianapolis, IN 46208	0	1-26
203	University of California, Santa Cruz-KZSC Student Music East 1166 High Street Santa Cruz, CA 95064 831-459-2811 Kristan Sartor	0	2-6, 8, 9, 12, 20-22, 25,26
204	University of California-Riverside-KUCR 88.3 FM 900 University Avenue Riverside, CA 92521 951-827-3737 Walter Douglas	0	2-6, 8, 9, 12, 20-22, 25,26
205	University of Indianapolis 1400 East Hanna Avenue Schwitzer Student Center Indianapolis, IN 46227 317-788-3296 Libby Davis	1	1-26
206	University of Indianapolis- 88.7 WICR-FM 1400 East Hanna Avenue Indianapolis, IN 46227 317-788-3280	0	1-26
207	University of Kansas-Communications Department 1440 Jayhawk Blvd Bailey Hall # 102 Lawrence, KS 66045 785-864-3633	0	2-6, 8-13, 15, 18, 20-26
208	University of Kansas-KJHK 1301 Jayhawk Boulevard	0	2-6, 8-13, 15, 18, 20-26

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	Lawrence, KS 66045 785-864-2422		
209	University of LaVerne-Communications Department 1950 3RD ST Communications Department La Verne, CA 91750 909-593-3511 Janice Sullivan	0	2-6, 8, 9, 12, 20-22, 25,26
210	University of Maryland-Communications 2130 Skinner Building College Park, MD 20742 301-405-8979	0	2-6, 8, 9, 12, 20-22, 25,26
211	University of Michigan-WCBN-FM 88.3 Ann Arbor 530 Student Activities Building Ann Arbor, MI 48109 734-647-4122	0	
212	University of New Hampshire Graduate School 4 Garrison Avenue Advising & Career Center Durham, NH 03824 603-862-2029 Paula Howard	0	2-6, 8, 9, 12, 20-22, 25,26
213	University of Santa Barbara-KCSB 91.9 FM 1025 Storke Communications Building Santa Barbara, CA 93107 805-893-3757 Elizabeth Robinson	0	2-6, 8, 9, 12, 20-22, 25,26
214	University of Southern Indiana 8600 University Boulevard Evansville, IN 47712 812-464-1865 Pam Doerter	0	1-26
215	University of The District of Columbia-Mass Media 4200 Connecticut Avenue NW Building 44, Room 200-18 Washington, DC 20008 202-274-5548 Isadora Posey	0	2-6, 8-13, 15, 18, 20-26
216	University of Washington-KEXP 90.3 FM 113 Dexter Avenue North KEXP 90.3 FM Seattle, WA 98109 206-520-5800	0	2-6, 8, 9, 12, 20-22, 25,26
217	University of Wisconsin-LaCrosse-Communication Studies 1725 State Street 346 Center for the Arts La Crosse, WI 54601 608-785-8519	0	2-6, 8-13, 15, 18, 20-26
218	University-Alabama A&M University Marketing Department 4107 Meridian Street PO Box 1357 Normal, AL 35762 256-858-4818	0	2-6, 8-13, 15, 18, 20-26
219	University-Alabama A&M University-Telecommunications Department 4107 Meridian Street PO Box 1357 Normal, AL 35762 256-858-4057	0	2-6, 8-13, 15, 18, 20-26
220	University-Alabama State University School of Comm. 915 South Jackson Street Montgomery, AL 36195 334-229-4493 David Okeowo	0	2-6, 8, 9, 12, 20-22, 25,26
221	University-Anderson University 1100 East 5th Street, D206 Anderson, IN 46012 765-641-4196	0	1-26
222	University-Annenberg School for Communications University of Sou 3502 Watt Way Los Angeles, CA 90086 213-740-6045 Suzanne O'Connor	0	2-6, 8, 9, 12, 20-22, 25,26
223	University-Appalachian State University-Communications 123 Walker Hall Boone, NC 28608 828-262-2180	0	2-6, 8-13, 15, 18, 20-26
224	University-Arizona State University-Career Services 300 East University Drive Tempe, AZ 85287 480-965-2350 Kitty McGrath	0	2-6, 8, 9, 12, 20-22, 25,26
225	University-Arizona State University-School of Journalism 300 East University Drive PO Box 877805 Tempe, AZ 85287 480-965-9011 Michael Wong	0	2-6, 8, 9, 12, 20-22, 25,26

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226	University-Ashland University 401 College Avenue Ashland, OH 44805 800-882-1548 Robert Brown	0	2-6,8-13,15,18,20-26
227	University-Ashland University Radio and TV 401 College Avenue Ashland, OH 44805 419-289-4142	0	2-6, 8, 9, 12, 20-22, 25,26
228	University-Azusa Pacific University-Department of Comm. 901 East Alosta Avenue Azusa, CA 91702 626-815-3044 Amy Hicks	0	2-6, 8, 9, 12, 20-22, 25,26
229	University-Ball State University Lucina Hall 220 Muncie, IN 47306 765-285-2436 Cindy Hershman	0	1-26
230	University-Brigham Young University-KBYU 2000 Ironton Boulevard Provo, UT 84606 801-422-8450 Dlena Simmons	0	2-6, 8, 9, 12, 20-22, 25,26
231	University-Butler University 4600 Sunset Avenue Indianapolis, IN 46208 Timothy Harding 317-940-9686	0	1-26
232	University-California State U.- Los Angeles Department of Communication Studies 5151 State University Drive Los Angeles, CA 90032 323-343-4223 Bryant Alexander	0	2-6, 8, 9, 12, 20-22, 25,26
233	University-California State University, Bakersfield 9001 Stockdale Highway Department of Communications 26 BDC Bakersfield, CA 93311 661-654-6345 Dr. Andy Alali	0	2-6, 8, 9, 12, 20-22, 25,26
234	University-California State University, Fresno-Mass Comm. 2225 East San Ramon Avenue Fresno, CA 93740 Donald M. Priest 559-278-2087	0	2-6, 8, 9, 12, 20-22, 25,26
235	University-California State University-Communications College of Communication and Education Tehama Hall-Room 203 Chico, CA 95929 530-898-4015 Liz Wasinger	0	2-6, 8, 9, 12, 20-22, 25,26
236	University-California State University-KCSC FM 4th and Cherry Chico, CA 95929 209-667-3531	0	2-6, 8, 9, 12, 20-22, 25,26
237	University-California State University-Stansslaus Communication Department 801 West Monte Vista Avenue Demergasso-Bava Hall-Room 125 Turlock, CA 95382 Sari Miller-Antonio	0	2-6, 8, 9, 12, 20-22, 25,26
238	University-Cameron University-Dept of Comm 2800 West Gore Boulevard Lawton, OK 73505 Tony Allison 580-581-2359	0	2-6, 8, 9, 12, 20-22, 25,26
239	University-Central Michigan University-Broadcast and Cinematic Ar School of Broadcast and Cinematic Arts 340 Moore Hall Mount Pleasant, MI 48859 989-774-3851	0	2-6,8-13,15,18,20-26
240	University-Central Washington University-Coll. of Business 400 East University Way Shaw-Smyser 129 Ellensburg, WA 98926 509-963-1955 Debbie Boddy	0	2-6, 8, 9, 12, 20-22, 25,26
241	University-Chicago State University-Communications-Media 9501 South King Drive Douglas Library, #116 Chicago, IL 60628 773-995-2280 Arthur M. Reese	0	2-6,8-13,15,18,20-26
242	University-Clark Atlanta University-Communication 223 James P. Brawley Drive, Southwest Woodruff Library-Lower Level Atlanta, GA 30314	0	2-6,8-13,15,18,20-26

Recruitment Source & Contact Information 404-880-8304		Number of Interviewees Referred by Source	Position for which Source was utilized
243	University-Concordia University 2811 Northeast Holman School of Management Portland, OR 97211 503-493-6300 Chris Dodge	0	2-6, 8, 9, 12, 20-22, 25,26
244	University-DePauw University Career Services Academic Resource Center, 306 Harrison Hall Greencastle, IN 46135 765-658-4280 Janet L. Whitman	0	1-26
245	University-Duquesne University-Communications 600 Forbes Avenue Pittsburgh, PA 15282 412-396-5076	0	2-6,8-13,15,18,20-26
246	University-East Tennessee State University-Department of Communication P.O. Box 70667 Johnson City, TN 37614 423-439-4491	0	2-6,8-13,15,18,20-26
247	University-Eastern Illinois University-Communications 800 Lincoln Avenue Charleston, IL 61920 217-581-2016	0	2-6,8-13,15,18,20-26
248	University-Eastern Michigan University-Department of Communicati 129 Quirk Building Ypsilanti, MI 48197 734-487-0064	0	2-6,8-13,15,18,20-26
249	University-Elizabeth City State University 1704 Weeksville Road Elizabeth City, NC 27909 252-335-3985 Melba Smith	0	2-6, 8, 9, 12, 20-22, 25,26
250	University-Franciscan University 1235 University Blvd. Steubenville, OH 43952 740-283-3771	0	2-6,8-13,15,18,20-26
251	University-Grambling State University-Mass communication 100 Main Street Grambling, LA 71245 318-274-2189 Martin Edu	0	2-6, 8, 9, 12, 20-22, 25,26
252	University-Howard University-School of Communications 2400 6th Street NW Washington, DC 20059 202-806-7690	0	2-6,8-13,15,18,20-26
253	University-Humboldt State University-Communications 1 Harpst Street Arcata, CA 95521 707-826-3261	0	2-6, 8, 9, 12, 20-22, 25,26
254	University-Idaho State University-Mass Communications De Campus Box 8242-638 East Dunn 921 South 8th Avenue Pocatello, ID 83209 208-282-6453 Tom Hallaq, M.Ed.	0	2-6, 8, 9, 12, 20-22, 25,26
255	University-Indiana University 625 North Jordan Avenue Bloomington, IN 47405 812-855-1556 Jeremy Harmon	1	1-26
256	University-Indiana University/Purdue University Indy 815 West Michigan Street 3rd Floor Indianapolis, IN 46202 317-278-9170 Sarah Zikesd	0	1-26
257	University-Jackson State University The MS Learning Institute & The Sally McDonnell 1400 J R Lynch Street, P O Box 17096 Jackson, MS 39217 601-979-1473 Nikisha G. Ware	0	2-6, 8, 9, 12, 20-22, 25,26
258	University-James Madison University-Media Arts Harrisonburg, VA 22807 540-568-3032 Steven Anderson	0	2-6, 8, 9, 12, 20-22, 25,26
259	University-Marian University-Career Services 3200 Cold Spring Road Clare Hall-Room 119 Indianapolis, IN 46222 317-955-6341 Barbara Benson	0	1-26
260	University-Martin University	0	1-26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
	2171 Avondale Place PO Box 18567 Indianapolis, IN 46218 317-543-3627 Michelle Tillman		
261	University-Missouri State Uni. of Science & Tech-KMN 1870 Miner Circle 113E University Center W Rolla, MO 65409 573-341-4808 Jeff Schramm	0	2-6,8-13,15,18,20-26
262	University-Missouri State University-KSMU Radio 901 South National Avenue Springfield, MO 65897 417-836-5878 Tammy Wiley	0	2-6,8-13,15,18,20-26
263	University-North Carolina Central University 1801 Fayetteville Street Durham, NC 27707 919-530-7113 Dr. Thomas Evans	0	2-6,8-13,15,18,20-26
264	University-Pacific Lutheran University School of Business Tacoma, WA 98447 253-535-7445 Amanda Fucci-Bartoszek	0	2-6, 8, 9, 12, 20-22, 25,26
265	University-Pacific University-Media & Arts 2043 College Way Forest Grove, OR 97116 503-352-2701 Dave Cassidy	0	2-6, 8, 9, 12, 20-22, 25,26
266	University-Plattsburgh State University-Comm 101 Broad Street Yokum Hall-103B Plattsburgh, NY 12901 Peter Ensel	0	2-6, 8, 9, 12, 20-22, 25,26
267	University-Plattsburgh State University-Marketing 101 Broad Street Redclay Hall-Room 172 Plattsburgh, NY 12901 518-564-4169 Dr. Nancy J. Church	0	2-6, 8, 9, 12, 20-22, 25,26
268	University-Purdue University Stewart Center Room 194 128 Memorial Mall West Lafayette, IN 47907 765-494-3981 Linden Petrin	0	1-26
269	University-Purdue University-Liberal Arts Counseling and Student Services Liberal Arts Counseling & Student Services Beering West Lafayette, IN 47907 765-494-3987	0	1-26
270	University-Saint Xavier University-Communications 3700 W 103rd Street Chicago, IL 60655 773-298-3000	0	2-6,8-13,15,18,20-26
271	University-Sam Houston State University-The KAT 919 16th ST BOX 2207 Huntsville, TX 77341 936-294-3939 Jim Jones	0	2-6, 8, 9, 12, 20-22, 25,26
272	University-San Francisco State University-BECA 1600 Holloway Avenue San Francisco, CA 94132 415-338-1787 Jacalyn White	0	2-6, 8, 9, 12, 20-22, 25,26
273	University-San Francisco State University-KSFS 1600 Holloway Avenue San Francisco, CA 94132 415-338-2428 Jeff Jacoby	0	2-6, 8, 9, 12, 20-22, 25,26
274	University-Santa Clara University-Communications 500 El Camino Real Santa Clara, CA 95053 Helen Otero 408-554-2798	0	2-6, 8, 9, 12, 20-22, 25,26
275	University-Southern Illinois University-WSIE 88.7 FM Dunham Hall Box 1058-SIUE Edwardsville, IL 62026 618-650-2228 Frank Akers	0	2-6,8-13,15,18,20-26
276	University-Southern Louisiana Uni.-KSLU-FM Public Radio D Vickers Room 112 SLU 10783 Hammond, LA 70402 985-549-2330 Todd Delaney	0	2-6, 8, 9, 12, 20-22, 25,26

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
277	University-Southern University and A & M College PO BOX 10980 Second Floor, JS Clark Hall annex Baton Rouge, LA 70813 225-771-2200 Al Barron	0	2-6, 8, 9, 12, 20-22, 25,26
278	University-Southern Uni. of New Orleans-Telecomm 6400 Press Drive New Orleans, LA 70126 504-723-2556 Mike Meehan	0	2-6, 8, 9, 12, 20-22, 25,26
279	University-Stanford University-KZSU 90.1 FM PO BOX 20190 PO Box 20190 Stanford, CA 94309 650-725-4868 Roxanne Teti	0	2-6, 8, 9, 12, 20-22, 25,26
280	University-Suffolk University-Media Services Dohanue Media Center-Room 215 Beacon Hill, MA 02108 617-573-8168 Bill Walcott	0	2-6, 8, 9, 12, 20-22, 25,26
281	University-Temple University-Broad Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205 Philadelphia, PA 19122 215 204-3041 Patrick Murphy	0	2-6, 8, 9, 12, 20-22, 25,26
282	University-Tennessee State University-Communications Dept. 3500 John Merritt Blvd Nashville, TN 37209 615-963-5812	0	2-6,8-13,15,18,20-26
283	University-Washington State University-KUGR 301 Murrow Communications Center Pullman, WA 99163 509-335-5042 Andrea Sullivan	0	2-6, 8, 9, 12, 20-22, 25,26
284	University-Western Kentucky University- Journalism and Broadcasting 340 Mass Media and Technoloty Hall Bowling Green, KY 42101 270-745-4143	0	2-6, 8, 9, 12, 20-22, 25,26
285	University-Wichita State University-KMUW 89.1 FM 3317 East 17th Street North Wichita, KS 57208 316-978-6789 Mark McCain	0	2-6, 8, 9, 12, 20-22, 25,26
286	University-Wichita State University/ Elliott School of Comm 1845 Fairmount Wichita, KS 67260 316-978-3185 Susan Shultz Huxman	0	2-6, 8, 9, 12, 20-22, 25,26
287	University-Xavier University of Louisiana 1 Drexel Drive New Orleans, LA 70125 504-483-7505 Arnold Crump	0	2-6, 8, 9, 12, 20-22, 25,26
288	Urban League of Madlson County, Inc. 1210 West 10th St. Anderson, IN 46015 ATTN: Sue Scott (765) 649-7126	0	1-26
289	Veterans Upward Bound at Vincennes University 3833 North Meridian Street Suite 300 Indianapolis, IN 46208 317-927-9605 Brad Musgrave	0	6-17,19,23-26
290	Vocational Rehabilitation 402 West Washington St. P. O. Box 7083 Indianapolis, IN 46207 (317) 232-1319	0	1-6,8-13,15,18,20-26
291	Wabash Center Incorporated 2000 Greenbush Street Lafayette, IN 47904 Cheryl Harmon 765-423-5531	0	2-5,18,20-22
292	Wabash College Schroeder Career Center, Wabash College P.O. Box 352 Crawfordsville, IN 47933 Toni McKinney 765-361-6414	0	2-5,18,20-22
293	Walker Career Center 9651 East 21st Street Indianapolis IN 46207 ATTN: Dan Henn (317) 532-6199	0	2-28

	Recruitment Source & Contact Information	Number of Interviewees Referred by Source	Position for which Source was utilized
294	Wea Indian Tribe 715 Park Avenue Lafayette, IN 47904 Pat Pastore 765-284-2280	0	1-5,18,20-22
295	Weynand Training International 17327 Ventura Boulevard Sulte 220 Encino, CA 91316 818-995-1719 Scott Madden	0	2-6, 8, 9, 12, 20-22, 25,26
296	Whitman Rhetoric and Film Studies 200 East Boyer Avenue Walla Walla, WA 99362 509-527-5499 Jim Hanson	0	2-6, 8, 9, 12, 20-22, 25,26
297	WHPK/ University of Chicago 5706 South University Avenue Chicago, IL 60637 773-702-8289	0	2-6,8-13,15,18,20-26
298	WICB/ Ithaca College Radio Station 953 Danby Road Ithaca, NY 14850	0	2-6, 8, 9, 12, 20-22, 25,26
299	WIIT/ Illinois Institute of Technology 3300 South Federal Chicago, IL 60616 312-567-6087	0	2-6,8-13,15,18,20-26
300	Willi/ University of Illinois- Urbana 300 North Goodwin Avenue Urbana, IL 61801 217-333-0850	0	2-6,8-13,15,18,20-26
301	WISH-TV Web Site 1950 North Meridian Street Indianapolis, IN 46202 317-956-8592	0	1-26
302	Women in the NAACP 1306 Basswood Circle Bloomington, IN 47403 812-330-0707	0	2-5,10,11,13,15,18,20-24
303	Workforce Development Center 501 South 9th Street Noblesville, IN 46060 317-773-4689	0	2-26
304	Workone Indiana Anderson 222 East 10th Street Sulte B Anderson, IN 46016 765-642-4981 Melanie Sorrell	0	1-26
305	WQME 1100 East Fifth Street Anderson, IN 46012 765-641-4349	0	1-18,20-26
306	WRTV 1330 North Meridian Street Indianapolis, IN 46202 317-269-1409	0	1-26
307	WSNC/Winston-Salem State University Winston Salem, NC 27110 336-750-2320 Dr. Brian Blount	0	2-6, 8-13, 15, 18, 20-26
308	WVKC/Knox College 2 East South Street Box K-254 Galesburg, IL 61401 309-341-7266	0	2-6, 8-13, 15, 18, 20-26
309	WVUM/University of Miami PO Box 248191 Coral Gables, FL 33124 305-284-3131	0	2-6,8,9,12,18,20-22,25,26
310	WXAV/Saint Xavier University 3700 West 103rd Street Chicago, IL 60655 773-298-3375	0	2-6, 8-13, 15, 18, 20-26
311	WXIN/WTTV Internal Posting	2	1-26
312	WXIN Site (FOX59.com)/WTTV Site (theCW4.com)	3	1-26
313	AddOneJob.com	0	25
314	Employee referral	13	
315	Indiana Broadcaster's Association Career Fair	0	21-24,26, Interns (news, production, sales)

Recruitment Source & Contact Information		Number of Interviewees Referred by Source	Position for which Source was utilized
316	NAACP Juneteenth Summer Celebration	0	
317	Naptown Job Swap	0	1
318	Radionext Live Broadcast radionext.tv	0	21-23
319	Talent Agent	1	
320	Unsolicited inquiries; walk in applicants; unknown sources	4	