

WXIN(TV) and WTTV(TV), Indianapolis, Indiana
ANNUAL EEO PUBLIC FILE REPORT
Date: April 1, 2010

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 Planning Manager	Sources 1 - 58	Source 71	4
2	Human Resources Asst/Rec	Sources 1 - 58	Source 58	9
3	Master Control Operator	Sources 1 - 58	Source 57	6
4	Weekend Non-Linear Editor PT	Sources 1 - 58	Source 57	4
5	Master Control Operator	Sources 1 - 58	Source 57	4
6	AM Reporter	Sources 1 - 61	Source 69	7
7	Interactive Account Executive	Sources 1 - 58, 62	Source 58	9
8	Content Producer IndySports	Sources 1 - 58	Source 71	9
9	Morning Feature Reporter	Sources 1 - 58	Source 56	4
10	Coord. Producer/SatUplink	Sources 1 - 58, 60, 62	Source 71	7
11	AM Writer	Sources 1 - 60	Source 71	4
12	News Brand Manager	Sources 1 - 59, 64	Source 57	5
13	AM Writer	Sources 1 - 60	Source 60	3
14	Photographer	Sources 1 - 60, 62	Source 71	3
15	Master Control Operator	Sources 1 - 58	Source 57	4
16	Multimedia Journalist	Sources 1 - 60, 62	Source 71	5
17	Anchor/Reporter	Sources 1 - 60, 62	Source 71	6
18	Producer	Sources 1 - 58	Source 56	5
19	Producer/Writer	Sources 1 - 60, 62	Source 71	8
20	WKND Meteorologist/Reporter	Sources 1 - 60, 70	Source 70	3
21	Executive Producer PM News	Sources 1 - 60	Source 56	4
22	Executive Producer AM News	Sources 1 - 60	Source 57	5
23	Mgr. Master Control	Sources 1 - 58, 60, 62	Source 56	1
24	Producer - Sales	Sources 1 - 58, 60, 62	Source 57	2
25	Master Control Operator	Sources 1 - 58, 60, 62	Source 57	3
26	AM Writer	Sources 1 - 58, 60, 62	Source 60	3
27	Copy Coordinator	Sources 1 - 58, 60, 62	Source 71	1
28	Producer PM	Sources 1 - 58, 60, 62	Source 60	3
29	Achor/Reporter AM	Sources 1 - 58, 60, 62	Source 69	7
30	Master Control Operator	Sources 1 - 58	Source 71	4
31	Interactive Account Executive	Sources 1 - 58, 60, 62	Source 57	9
32	Photographer	Sources 1 - 58, 60, 62	Source 71	2
33	Indy.MD Health Inter. Acct. Ex.	Sources 1 - 58, 60, 62	Source 71	7

34	Traffic Coordinator	Sources 1 - 58, 60, 62	Source 57		4
35	WKND Anchor/Reporter	Sources 1 - 58, 60, 62	Source 71		5
36	Writer	Sources 1 - 58, 60, 62	Source 60		3
37	Editor, Non-Linear	Sources 1 - 60, 62	Source 56		6
38	Account Executive	Sources 1 - 58	Source 71		14

Total number of persons interviewed during applicable period: 192

Supplemental Recruitment Measures 4/2/09 - 4/1/10

Activity/Description	Date	Staff Participant	Sponsor
<u>Kelly Career and Internship Fair</u> : Three staff members attended career fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	4/14/09	Human Resources Manager Director of Sales Local Sales Manager	IUPUI
<u>Indiana Black Expo Employment Opportunity Fair</u> : One staff member attended Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates. Coordinated through the Indiana Broadcasters Association (IBA).	7/16/09	Human Resources Manager	Indiana Black Expo Along with other participating stations, coordinated through IBA.
<u>Ball State's 14th Annual News Roundup</u> : Two staff members attended function to discuss job and internship opportunities with attendees and accept resumes.	9/25/09	News Director Photographer	Ball State University
<u>IUPUI Intern Connections Fall Fair 2009</u> : Three staff members attended Career Fair to discuss internship positions for the winter and accepted resumes for current positions.	10/9/09	Human Resources Manager Local Sales Manager News Intern Coordinator	IUPUI
<u>Indiana Broadcasters Association Job Fair</u> : Five staff members attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	10/29/09	Human Resources Manager News Intern Coordinator Creative Services Director Mgr, Interactive Media Mgr, Interactive Solutions	Indiana Broadcasters Association
<u>Indiana University 2010 Internship Fair</u> : Two staff members attended the Internship Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	1/27/10	Human Resources Manager Human Resources Intern	Indiana University
<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.	1/30/10	VP/General Manager Human Resources Manager	Indiana Broadcasters Foundation, WXIN/WTTV-TV, along with other participating stations
<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	Human Resources Manager Various Department Heads News, Sales, Marketing and Production Personnel	WXIN/WTTV-TV
<u>Indiana Broadcasters Association Job Fair</u> : Three staff member attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	3/6/10	Production Supervisor Production Assistant HR Assistant	Indiana Broadcasters Association
<u>IUPUI Intern Connections Spring Fair 2010</u> : Attended internship fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	3/9/10	Human Resources Manager Local Sales Manager National Sales Manager	IUPUI

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 1-38
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 1-38
3 Anderson University* 1100 East 5th Street, D206 Anderson, IN 46012 ATTN: Carole Hensley, Career Development (765) 641-4196	0	Positions 1-38
4 Artistic Media Partners 5520 East 75th St. Indianapolis IN 46250 (317) 594-0600 ATTN: Arthur Agnotti	0	Positions 1-38
5 Ball State University Lucina Hall 220 Muncie IN 47306 (765) 285-2436 ATTN: Cindy Hershman, Employer Service Assistant	1	Positions 1-38
6 Ben Davis Career Center 1200 North Girlschool Road Indianapolis IN 46214 (317) 243-5524 ATTN: Mike Zimmerman	0	Positions 1-38
7 Brown College* 1440 Northland Drive Mendota Heights MN 55120 ATTN: Amber Luckie, Career Services Representative (651) 905-3465	0	Positions 1-38
8 Butler University 4600 Sunset Avenue Indianapolis IN 46208 ATTN: Roni Rasberry, Director of Career Services (317) 940-5627	0	Positions 1-38
9 Crossroads Rehabilitation Center 4740 Kings Way Dr. Indianapolis IN 46205 ATTN: Bruce Shcnaith (317) 466-1000	0	Positions 1-38
10 DePauw University - Communication Arts 101 East Seminary Street Greencastle IN 46135 ATTN: Bruce Bruking (765) 658-4800	0	Positions 1-38

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
11 Equal Employment Office of Indianapolis 101 West Ohio St. Ste 1900 Indianapolis IN 46204 ATTN: Phyllis Tucker-Wells (317) 226-7469	0	Positions 1-38
12 Flanner House 2424 Dr. Martin Luther King Indianapolis IN 46208 ATTN: Kimberly Rusununguko, Interim Executive Director (317) 925-4231 x262	0	Positions 1-38
13 Fletcher Place Community Center and Adult Center for Education 1637 Prospect St. Indianapolis IN 46203 ATTN: Jessi Langlie (317) 636-3466	0	Positions 1-38
14 Franklin College 501 East Monroe Street Franklin IN 46131 ATTN: Kirk Bixler, Director of Career Services (317) 738-8801	0	Positions 1-38
15 Franklin College - WFCI 101 Branigin Boulevard Franklin IN 46131 ATTN: Joel Cramer (317) 738-8197	0	Positions 1-38
16 FSSA Division Family & Children 402 W. Washington St. Indianapolis IN 46204 ATTN: Jane Clark (317)233-2010	0	Positions 1-38
17 Hanover College* PO Box 108 Hanover, IN 47243 ATTN: Margaret Krantz, Career Center Director (812) 866-7126	0	Positions 1-38
18 Illinois Center for Broadcasting* 55 West 22nd Street, Suite 240 Lombard IL 60148 ATTN: John Wassel, Job Placement Director (630) 916-1700	0	Positions 1-38
19 Indiana Black Expo 3145 North Meridian St. Indianapolis IN 46208 ATTN: Veronica Kindred (317) 925-2702	0	Positions 1-38
20 Indiana Broadcaster's Association* 3003 East 98 th Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Young (317) 573-0119	1	Positions 1-38

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
21 Indiana Business College of Indianapolis 550 East 53rd Street Indianapolis IN 46204 ATTN: Belinda Farmer (317) 264-5656	0	Positions 1-38
22 Indiana Institute of Technology 3500 DePauw Blvd Indianapolis IN 46268 ATTN: Dee Yard, Career Services (317) 466-2121 x 4101	0	Positions 1-38
23 Indiana University 625 North Jordan Avenue Bloomington IN 47405 ATTN: Erin Korchoper, Career Development Center (812) 855-1556	0	Positions 1-38
24 Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Michael Dabney, Chapter President (317) 444-4000	0	Positions 1-38
25 Indianapolis Plan (The) 445 North Pennsylvania St. Ste. 610 Indianapolis IN 46204 ATTN: Dax Ramsey (317) 639-4661	0	Positions 1-38
26 Indianapolis Ten Point Coalition 900 West 30th Street Indianapolis IN 46208 ATTN: Byron Alston (317) 924-0733	0	Positions 1-38
27 Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Pambana Uishi (317) 693-7603	0	Positions 1-38
28 International Business College 7205 Shadeland station Indianapolis IN 46256 ATTN: Laurie Fisher (317) 841-6400	0	Positions 1-38
29 IUPUI - Indiana University/Purdue University, Indianapolis 815 West Michigan Street 3rd Floor Indianapolis IN 46202 ATTN: Courtney Kindle, Career Center (317) 274-5555	0	Positions 1-38
30 ITT Technical Institute, Indianapolis 549 East County Line Rd Greenwood IN 46143 ATTN: Nicole Bieker (317) 875-8640	0	Positions 1-38
31 Ivy Tech State College North Illinois Center 101 West 28th Street Indianapolis IN 46208 ATTN: Rebecca Patten-Lemons (317) 921-4994	0	Positions 1-38

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
32 Kelley School of Business* 801 W Michigan St Indianapolis IN 46202 ATTN: Angie Meyer, Assistant Director Career Placement Office (317) 274-2587	0	Positions 1-38
33 Latin Workforce Connection* 3760 Guion Road Indianapolis IN 46222 ATTN: Anna Salais, Career Services & Placement (317) 244-7780	0	Positions 1-38
34 Madison County Urban League 1210 West 10th Street Anderson IN 46016 ATTN: Milan Page, Director of Employment (765) 649-7126	0	Positions 1-38
35 Marian College 3200 Cold Spring Road Indianapolis IN 46222-1997 ATTN: Diane Workman, Director, Career Services (317) 955-6000	0	Positions 1-38
36 Martin Luther King Jr. Multi-Service Center 40 West 40th Street Indianapolis IN 46208 ATTN: Natisha Walker (317) 923-4581	0	Positions 1-38
37 Martin University 2171 Avondale Place PO Box 18567 Indianapolis IN 46218 ATTN: Yvette Booker (317) 955-6341	0	Positions 1-38
38 NAACP Indianapolis Branch 300 East Fall Creek Parkway North Dr. PO Box 88676 Indianapolis, IN 46208 (317)925-5127	0	Positions 1-38
39 National Academy of Television Arts and Sciences* 3487 Center Road, Suite 6C Brunswick OH 44212 ATTN: Becky, Administrator (330) 220-7914	0	Positions 1-38
40 National Association of Hispanic Journalists 1193 National Press Building Washington DC 20045 ATTN: Michell Viagnoli (202) 662-7145	0	Positions 1-38
41 National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 ATTN: Natasha (301) 587-9100	0	Positions 1-38
42 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 1-38

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
43 Occupational Development Center 600 Banta Road Franklin IN 46131 ATTN: Jan Reece (317) 736-5531	0	Positions 1-38
44 Ohio & Illinois Centers for Broadcasting* 9000 Sweet Valley Drive Valley View OH 44125 ATTN: Gary James, National Placement Director (216) 447-9117	0	Positions 1-38
45 Purdue University, Indianapolis 815 West Michigan Street Indianapolis IN 46202 ATTN: Frank Ross (317)274-4431	0	Positions 1-38
46 Salvation Army 3100 N. Meridian St. Indianapolis IN 46208 ATTN: Carol Weeden (317)937-7000	0	Positions 1-38
47 Society for Broadcast Engineers 9247 North Meridian St. Ste. 305 Indianapolis IN 46208 ATTN: Jim Bernier (317) 846-9000	0	Positions 1-38
48 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 1-38
49 Training Incorporated 333 North Pennsylvania St. Ste 900 Indianapolis IN 46204 ATTN: Cindy Gosser (317) 264-6740	0	Positions 1-38
50 United Way of Central Indiana 3901 North Meridian St. PO Box 88409 ATTN: Laurie Stewart (317)921-1466	0	Positions 1-38
51 University of Indianapolis* 1400 East Hanna Avenue Indianapolis IN 46227 ATTN: Karen Childres, Director of Career Services (317) 788-3333	0	Positions 1-38
52 University of Southern Indiana* 8600 University Boulevard Evansville IN 47712 ATTN: Philip Parker, Career Services & Placement (812) 464-1865	0	Positions 1-38
53 Urban League of Madison County, Inc. 1210 West 10th St. Anderson, IN 46015 ATTN: Sue Scott (765) 649-7126	0	Positions 1-38

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
54 Vincennes University 928 N 3rd St, Vincennes IN 47591 ATTN: Doug Young, Chairman of Broadcasting (812) 888-5417	0	Positions 1-38
55 Walker Career Center 9651 East 21st Street Indianapolis IN 46207 ATTN: Dan Henn (317) 532-6199	0	Positions 1-38
56 WXIN/WTTV Internal Posting	24	Positions 1-38
57 WXIN Site (FOX59.com)/WT TV Site (theCW4.com)	81	Positions 1-38
58 Tribune Company Posting Includes: Inside Track CareerBuilder.com BlackVoices.com	1 0 8 0	Positions 1-38
59 Medialine (www.medialine.com) P.O. Box 51909, Pacific Grove, CA 93950 ATTN: Mark Shillstone (800) 237-8073	0	Positions 8, 11-14, 16-22, 38
60 TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	17	Positions 8,10-11,13-14,16-21,23-29,31-37
61 TV Spy (www.tvspy.com) 150 West 22nd St., 5th Floor New York, NY 10011 ATTN: Stephen Warley, General Manager (212) 366-4212 x363	0	Position 8
62 www.lostremote.com	0	Positions 7,10,14,16-19,22-29,31-37
63 Promax 18241 McDermott West, Suite A Irvine, CA 92614 (800)977-6629	0	Position 12
64 602 Communications Graeme Newell 1011 Lyndhurst Falls Lane Knightsdale, NC 27545 (919)217-4438	0	Position 12
65 IUPUI Internship Fair	1	Positions 2,25-26, 28-32,35
66 Indiana University Job Fair	0	Positions 33,35-36
67 Indiana Broadcaster's Association Career Fair	4	Positions 35-38
68 Indiana Black Expo Employment Opportunity Fair	0	Positions 12,37
69 Talent Agent	11	
70 Unsolicited inquiries; walk in applicants; unknown sources	3	Positions 1-38
71 Employee referral	39	Positions 1-38
72 Indiana Workforce Development, www.in.gov/dwd (800) 891-6499	1	Positions 23,25-26,28,35
	182	