

**WXIN(TV) and WTTV(TV), Indianapolis, Indiana**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**Date: April 1, 2014**

**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 |
|----|-----------------------------|---|---|--------------------------|
| 1  | Graphic Designer/Animator   | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-98  | Tribjobs  | 6                        |
| 2  | Non Linear Editor           | 1-4, 6-36, 38-42, 44-51, 53-54, 56-87, 89-91, 93-97   | Indeed.com  | 6                        |
| 3  | Master Control              | 1, 3-6, 9-11, 14, 18-21, 26-43, 45-51, 53-54, 56-61, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97           | (3) IBA Job Fair, Fox59.com, WXIN/WTTV Internal Promotion | 5                        |
| 4  | Associate Producer          | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | Referral  | 2                        |
| 5  | Executive Producer          | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | WXIN/WTTV Internal Promotion                              | 1                        |
| 6  | National Sales Coordinator  | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | Referral  | 6                        |
| 7  | News Director               | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | Tribune Internal Transfer                                 | 8                        |
| 8  | Production Assistant        | 1, 3-4, 6, 9-11, 14, 18-21, 26-42, 45-51, 53-54, 56-61, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97        | WXIN/WTTV Internal Promotion                              | 1                        |
| 9  | Assignment Editor           | 1, 3-4, 6, 9-11, 14, 18-21, 26-42, 45-51, 53-54, 56-61, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97        | FOX59.COM   | 3                        |
| 10 | Programming Coordinator     | 1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97  | WXIN/WTTV Internal Promotion                              | 4                        |
| 11 | Photographer                | 1, 3-4, 6, 9-11, 14, 18-21, 26-42, 44-51, 53-54, 56-61, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 93-97        | (2) Referral, Fox59.com                                   | 5                        |
| 12 | Account Executive           | 1-36, 38-43, 45-51, 53-54, 56-87, 89-91, 93-97  | (2) Referral  | 7                        |
| 13 | Producer - Lottery Drawings | 1, 3-4, 6, 9-11, 14, 18-21, 26-36, 38-42, 45-51, 53-54, 56-61, 64-65, 69-72, 74-75, 77, 81-86, 89-91, 94-97 | FOX59.COM   | 1                        |
| 14 | WPE                         | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | Tribjobs  | 8                        |
| 15 | Reporter                    | 1-16, 18-36, 38-42, 44-51, 53-54, 56-87, 89-91, 93-97   | (2) TVJobs.com, Referral                                  | 8                        |
| 16 | Producer                    | 1-4, 6-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97   | TVJobs.com  | 7                        |
| 17 | On Air Promo Coordinator    | 1-36, 38-43, 45-51, 53-54, 56-87, 89-98   | careerbuilder.com   | 3                        |
| 18 | Assignment Editor           | 1-4, 6-36, 38-43, 45-51, 53-54, 56-87, 89-98  | WXIN/WTTV Internal Promotion                              | 2                        |
| 19 | Executive Producer          | 1-36, 38-43, 45-51, 53-54, 56-87, 89-91, 93-97  | Tribune Internal Transfer                                 | 10                       |
| 20 | Producer                    | 1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97  | Referral  | 5                        |
| 21 | Content Producer            | 1-4, 6-16, 18-36, 38-42, 45-51, 53-54, 56-87, 89-91, 93-97  | Referral  | 5                        |
| 22 | Photographer                | 1-36, 38-43, 45-51, 53-87, 89-91, 93-97   | (2) Fox59.COM & Referral                                  | 2                        |
| 23 | Associate Producer          | 1-4, 6-42, 45-51, 53-54, 56-87, 89-92, 93-97  | Referral  | 4                        |
| 24 | Main Engineer               | 1-36, 38-43, 45-51, 53-54, 56-87, 89-91, 93-97  | Fox59.com   | 2                        |
| 25 | AM CoHost                   | 1-16, 18-36, 38-42, 44-51, 53-54, 56-87, 89-91, 93-97   | Referral  | 7                        |
| 26 | Weekend Sports A/R          | 1-16, 18-36, 38-42, 44-54, 56-87, 89-91, 93-97  | Referral  | 12                       |

|   |                       |   |                              |     |
|---|-----------------------|---|------------------------------|-----|
| 27  | Weekend A/R           | 1-16, 18-36, 38-42, 44-51, 53-54, 56-87, 89-91, 93-97 | TVJobs.com                   | 5   |
| 28  | MultiMedia Journalist | 1-16, 18-36, 38-43, 44-51, 53-54, 56-87, 89-91, 93-97 | Talent Agent                 | 6   |
| 29  | Production Assistant  | 1-36, 38-43, 45-51, 53-87, 89-91, 93-97               | WXIN/WTTV Internal Promotion | 1   |
| 30  | Design Manager        | 1-4, 6-36, 38-43, 45-51, 53-54, 56-87, 89-98          | Careerbuilder.com            | 6   |
| 31  | Traffic Coordinator   | 1-36, 38-43, 45-51, 56-87, 89-91, 93-97               | WXIN/WTTV Internal Promotion | 5   |
| Total number of persons interviewed during applicable period: |                       |   |                              | 153 |

#### **Supplemental Recruitment Measures 4/1/13 - 3/31/14**

| <b>Activity/Description</b>  | <b>Staff Participant</b>  |
|--|---|
| <u>Ball State University</u> : News Director, Kerri Cavanaugh, visited Ball State for the "Fall News Round Up" geared toward students in Telecommunications and Film schools.  | <u>10/4/2013</u> News Director - Kerri Cavanaugh  |
| <u>Indiana Broadcasters Association Job Fair</u> : (WXIN/WTTV) Attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees. Also, accepted resumes and met informally with potential candidates.  | <u>10/12/2013</u> Receptionist/HR Coordinator - Latia McGraw  |
| <u>University of Illinois</u> : Assistant News Director, Ryan Minnaugh, accepted an invitation to the University by one of it's instructors, GERALYN HOLLEY. Ryan along with our Assignment Manager, Kristen Hamilton spoke with Mrs. Holley's journalism class.   | <u>10/29/2013</u> Assistant News Director - Ryan Minnaugh   |
| <u>Ball State University - Sales Career Fair</u> : (WXIN/WTTV) Attended Ball State University's H.H. Gregg Center for Professional Selling 2014 Sales Career Fair. Discussed broadcast sales and career opportunities with attendees. Also, accepted resumes and met informally with potential candidates. | <u>1/27/2014</u> Sales - Various Sales Managers   |
| <u>Indiana Broadcasters Foundation Scholarship Program</u> : (WXIN/WTTV) Donated \$1,000 to scholarship fund, promoted via on-air, community calendar, and participated in the evaluation process.   | <u>3/17/2014</u> VP/General Manager - Paul Rennie<br>Receptionist/HR Coordinator - Latia McGraw       |
| <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.  | <u>Ongoing</u> HR Coordinator<br>Various Dept. Heads -<br>News, Sales, Creative Services & Production |