

**WXIN(TV) and WTTV(TV), Indianapolis, Indiana****ANNUAL EEO PUBLIC FILE REPORT**

Date: April 1, 2006

**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 Station(s) 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**

	<b>Full-Time Position</b>	<b>Recruitment Sources Used</b>	<b>Recruitment Source for Successful Applicant</b>	<b>Total Number Interviewed (from all Referral Sources)</b>
1	Account Executive	Sources 1 - 33, 42	Source 55 (unknown source)	12
2	National Sales Manager	Sources 1 - 33, 42	Source 30 (internal promotion)	8
3	Account Executive	Sources 1 - 33, 42	Source 56	12
4	Desk Assistant	Sources 1 - 35	Source 32	4
5	Account Coordinator	Sources 1 - 33	Source 55 (unknown source)	7
6	Master Control Operator	Sources 1 - 33	Source 56	1
7	General Assignment Reporter	Sources 1 - 34, 36	Source 35	13
8	Photographer	Sources 1 - 35, 53	Source 56	1
9	Traffic Coordinator	Sources 1 - 33	Source 55 (unknown source)	4
10	Account Executive	Internal Promotion	Internal Promotion	1
11	National Account Coordinator	Sources 1 - 33	Source 55 (unknown source)	5
12	Account Executive	Internal Promotion	Internal Promotion	1
13	Research Coordinator	Sources 1 - 33	Source 31	7
14	Creative Services Director	Sources 1 - 34, 43 - 45	Source 32	6
15	Master Control Operator	Sources 1 - 35, 38, 47	Source 30 (internal promotion)	4
16	Desk Assistant	Sources 1 - 33	Source 30 (internal promotion)	4
17	Traffic Coordinator	Sources 1 - 33	Source 32	6
18	Tape Editor	Sources 1 - 34, 50	Source 56	7
19	Account Executive	Internal Promotion	Internal Promotion	1
20	Master Control Operator	Sources 1 - 35	Source 30 (inter-company transfer)	10
21	Community Affairs Manager	Sources 1 - 33	Source 51	15
22	Photographer	Sources 1 - 35	Source 56	6
23	Weekend News Producer	Sources 1 - 36	Source 30 (internal promotion)	1
24	Account Coordinator	Sources 1 - 33	Source 37	7
25	Photographer	Sources 1 - 35	Source 35	2
26	Promotion Marketing Coordinator	Sources 1 - 33	Source 31	13
27	News Producer	Sources 1 - 36	Source 32	1
28	Master Control Operator	Sources 1 - 35, 46	Source 31	2
29	Local Sales Manager	Sources 1 - 33, 42	Source 56	14
30	Local Sales Manager	Sources 1 - 33, 42	Source 30 (internal promotion)	14
31	News Director	Sources 1 - 34, 36, 45, 52	Source 52	15
32	Master Control Operator	Sources 1 - 35, 37, 39 - 41, 46, 48, 49	Source 30 (internal promotion)	8
33	Account Coordinator	Internal Promotion	Internal Promotion	1
34	Programming Coordinator	Internal Promotion	Internal Promotion	3
35	Master Control Operator	Sources 1 - 35, 37, 39 - 41, 46, 48, 49	Source 30 (inter-company transfer)	8
36	Account Executive	Sources 1 - 33	Source 55 (unknown source)	2

37	Master Control Operator	Sources 1 - 35, 37, 39 - 41, 46, 48, 49	Source 56	8
38	Production Supervisor	Internal Promotion	Internal Promotion	2

Total number of persons interviewed during applicable period:

236

**Supplemental Recruitment Measures 4/1/05 - 03/31/06**

Activity/Description	Date	Staff Participant	Sponsor
<b>Indiana Broadcaster's Association Career Fair:</b> Numerous staff members attended the Career Fair; discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	10/25/05 4/2/05	Human Resources Manager Director of Sales Production Supervisor Executive Producer	Indiana Broadcasters Association
<b>Indianapolis Urban League Equal Opportunity Day:</b> Three staff members attended the Career and Health Fair to discuss career opportunities and answer general questions about careers in broadcasting. One staff member participated in a workshop and panel discussion on the topic of best practices in leveraging diversity for business impact.	6/21/05	Human Resources Manager News Marketing Manager News Operations Manager General Manager	Indianapolis Urban League
<b>Indiana University Internship Fair:</b> Five staff members attended internship fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	1/26/06	Human Resources Manager Controller News Operations Manager Programming Manager	Indiana University
<b>Franklin College Internship Fair:</b> Two staff members attended internship fair to discuss internship positions with attendees and accept resumes for internships.	10/25/05	Human Resources Manager Account Executive	Franklin College
<b>High School Shadowing Program:</b> High School students spend one day with a station employee. Matching students to employees is based on the students career goals. Student gets a first hand real world look at the job. 5 to 10 job shadows per year.	Ongoing	Human Resources Manager Various Department Heads News Personnel Graphic Design Personnel	WXIN/WTTV-TV
<b>Internship Program:</b> 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
<b>Indiana Black Expo Employment Opportunity Fair:</b> Three staff members attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	7/14/05	Human Resources Manager Marketing Manager	Indiana Black Expo
<b>Indiana Broadcasters Foundation Scholarship Program:</b> Donated \$1,500 to scholarship fund, promoted program via on-air community calendar, disseminated applications and participated in evaluation process.	3/3/06	VP/General Manager Human Resources Manager	Indiana Broadcasters Foundation, WXIN/WTTV-TV, along with other participating stations
<b>Indiana Association of School Broadcasters:</b> Two staff members participated in the High School Broadcasting Competition and Conference and judged Live Television Competition. Event consisted of workshops and speakers on the topic of careers in broadcasting.	4/2/05 2/11/06	Production Supervisor Account Executive	Indiana Association of School Broadcasters Indiana Broadcasters Association
<b>College Talent Recruitment Day:</b> Four staff members attended career fair to discuss open positions and summer internships specifically, careers in broadcasting generally and interview prospective candidates. Event was organized by a consortium of twelve Indiana colleges and universities.	2/8/06	Human Resources Manager Director of Sales Executive Producer Production Supervisor	College Career Center Consortium
<b>Ball State Career Fair:</b> Two staff members attended career fair to discuss open positions and summer internships specifically, careers in broadcasting generally and interview prospective candidates.	2/14/06	Human Resources Manager Research Director	Ball State University Career Center
<b>Pacers Sports &amp; Entertainment Career Fair:</b> Two staff members attended career fair to discuss open positions and summer internships specifically, careers in broadcasting generally and interview prospective candidates.	2/8/06	Human Resources Manager Executive Assistant	Indiana Pacers
<b>Ball State/Associated Press/RTNDA Broadcast News Conference:</b> Station representative conducted informational interviews with students, critiqued resumes and answered questions about careers in broadcasting.	10/6/05	News Director	Ball State University Associated Press Radio Television News Directors Association
<b>Unity Journalism Workshop:</b> Station representative participated in writing sessions, a panel discussion, critiqued resumes and student presentations and discussed careers in broadcasting.	11/12/05	News Marketing Manager	Franklin College Indianapolis Association of Black Journalists Society of Professional Journalists

<u>Center for Leadership Development Role Model/Advisor</u> <u>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.	3/19/06	Graphic Artist	Center for Leadership Development
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## 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.

	<b>Recruitment Source &amp; Contact Information</b>	<b>Total Number of Interviewees Referred by Source during Reporting Period</b>	<b>Full-time Positions for which Source was Utilized</b>
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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
3	Ball State University Lucina Hall 220 Muncie IN 47306 ATTN: Cindy Hershman, Employer Service Assistant (765) 285-2436	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
4	Brown College* 1440 Northland Drive Mendota Heights MN 55120 ATTN: Jay Soule, Career Services Representative (651) 905-3465	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
5	Butler University 4600 Sunset Avenue Indianapolis IN 46208 ATTN: Roni Rasberry, Director of Career Services (317) 940-5627	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
6	Flanner House 2424 Dr. Martin Luther King Indianapolis IN 46208 ATTN: Kimberly Rusununguko, Interim Executive Director (317) 925-4231 x262	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
7	Franklin College 501 East Monroe Street Franklin IN 46131 ATTN: Marty Long, Director of Career Services (317) 738-8801	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
8	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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
9	Indiana Broadcaster's Association* 3003 East 98 <sup>th</sup> Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Smith (317) 573-0119	5	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
10	Indiana Institute of Technology 3500 DePauw Blvd Indianapolis IN 46268 ATTN: M.E. Smith, Career Services (317) 466-2121	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
11	Indiana University 625 North Jordan Avenue Bloomington IN 47405 ATTN: Susie Miller, Career Development Center (812) 855-5234	3	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
12 Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Cheryl Parker, President (317) 632-5900	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
13 Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Brian McDonald, Director of Workforce Development (317) 693-7603	1	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
14 IUPUI - Indiana University/Purdue University, Indianapolis 801 West Michigan Street Business/SPEA #2010 Indianapolis IN 46202-5153 ATTN: Tiffany Fox, Career Center (317) 274-5555	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
15 Ivy Tech State College PO Box 1763 Indianapolis IN 46206-4882 ATTN: Silvia Stanford, Career & Employment Services (317) 921-4950	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
16 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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
17 Latin Workforce Connection* 3760 Guion Road Indianapolis IN 46222 ATTN: Jenny Sosna, Career Services & Placement (317) 244-7780	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
18 Madison County Urban League 1210 West 10th Street Anderson IN 46016 ATTN: Milan Page, Director of Employment (765) 649-7126	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
19 Marian College 3200 Cold Spring Road Indianapolis IN 46222-1997 ATTN: Diane Workman, Director, Career Services (317) 955-6000	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
20 National Academy of Television Arts and Sciences* 3487 Center Road, Suite 6C Brunswick OH 44212 ATTN: Marcie Price, Administrator (330) 220-7914	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
21 National Association of Hispanic Journalists 1193 National Press Building Washington DC 20045 ATTN: Michell Viagnoli (202) 662-7145	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
22 National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 ATTN: Natasha (301) 587-9100	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37

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23 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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
24 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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
25 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 - 9, 11, 13 - 18, 20 - 32, 35 - 37
26 Training, Inc.* 333 North Pennsylvania Suite 900 Indianapolis IN 46204 ATTN: Cindy Gosser, Job Developer/Trainer (317) 299-6884	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
27 University of Indianapolis* 1400 East Hanna Avenue Indianapolis IN 46227 ATTN: Paul Gabonay, Director of Career Services (317) 788-3333	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
28 University of Southern Indiana* 8600 University Boulevard Evansville IN 47712 ATTN: Pam Doerter, Career Services & Placement (812) 464-1865	1	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
29 Vincennes University 928 N 3rd St Vincennes IN 47591 ATTN: Doug Young, Chairman of Broadcasting (812) 888-5417	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
30 WXIN/WTTV Internal Posting	29	Positions 1 - 38
31 WXIN Site (FOX59.com)/WTTV Site (WB4.com)	29	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
32 Tribune Company Posting Includes: Inside Track CareerBuilder.com BlackVoices.com	32	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
33 Indianapolis Recorder 2901 N. Tacoma Avenue Indianapolis, IN 46218 ATTN: Sharon Maxey (317) 924-5143	0	Positions 1 - 9, 11, 13 - 18, 20 - 32, 35 - 37
34 Medialine (www.medialine.com) P.O. Box 51909 Pacific Grove, CA 93950 ATTN: Mark Shilstone (800) 237-8073	1	Positions 4, 7, 8, 14, 15, 18, 20, 22, 23, 25, 27, 28, 31, 32, 35, 37
35 TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	4	Positions 4, 8, 15, 20, 22, 23, 25, 27, 28, 32, 35, 37

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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	1	Positions 7, 23, 27, 31
37 Indiana Broadcaster's Association Career Fair	2	Positions 32, 35 - 37
38 Indiana Black Expo Employment Opportunity Fair	0	Position 15
39 College Talent Recruitment Day	0	Positions 32, 35 - 37
40 Indiana Pacers Career Fair	0	Positions 32, 35 - 37
41 Ball State Career Fair	0	Positions 32, 35 - 37
42 Spots 'N' Dots (www.spotsndots.com) 167 Oakdale Road Johnson City, NY 13790 ATTN: Dai (888) 884-2630	1	Positions 1 - 3, 29, 30
43 Graeme Newell's Marketing Ideanet (614) 451-0588 ATTN: Graeme Newell GNewell@602Communications.com	0	Position 14
44 Promax 9000 W. Sunset Blvd, Suite 900 Los Angeles, CA 90069 (310) 788-7600	0	Position 14
45 Television Week 6500 Wilshire Boulevard, Suite 2300 Los Angeles, CA 90048 ATTN: Marc Abrams (323) 370-2400	0	Positions 14, 31
46 South Bend Tribune 225 W. Colfax Avenue South Bend, 46626 (574) 235-6000	0	Positions 27, 28, 32, 35, 37
47 Lafayette Journal and Courier 217 N. 6th St. Lafayette, IN 47901-1448 (765) 423-5512	0	Position 15
48 Terre Haute Tribune-Star PO BOX 149 222 S. 7th St. Terre Haute, IN 47808 (812) 231-4200	0	Positions 32, 35, 37
49 Dayton Daily News 45 South Ludlow Street Dayton, OH 45401-1858 (937) 225-2000	0	Positions 32, 25, 37
50 Evansville Courier & Press 300 East Walnut Street PO BOX 268 Evansville, IN 47702-0268 (812) 461-1200	0	Positions 18, 32, 35, 37
51 Indianapolis Star P.O. Box 145 Indianapolis IN 46206-0145 ATTN: Ron Bailey (317) 444-7442	4	Position 21

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
52 Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577 ATTN: Rick Gevers (317) 769-7900	1	Position 31
53 National Press Photographers Association 3200 Croasdaile Dr Ste 306 Durham NC 27705 ATTN: Billy Suratt, NPPA Region 4 JIB Chair (877) 789-4263 x2700	0	Position 8
54 Talent Agent	2	Position 7
55 Unsolicited inquiries; walk in applicants; unknown sources	39	NA
56 Employee referral	33	NA