

WLFI
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Technical Media Producer	2-9, 14, 17-21, 24, 27, 30-31, 34-36, 39, 41, 44-48, 50, 52	24
News Operations Manager	2-9, 14, 17-22, 27, 29, 31, 33-35, 39, 41 -42, 45-48, 50, 52	29
Receptionist	2-9, 14-15, 17-22, 27, 31, 34-35, 39, 42, 45-48, 50, 52	15
Multi-Media Consultant	2-9, 11, 14, 17-22, 26-27, 31, 34-36, 39, 42-43, 45-48, 50, 52	43
Newscast Producer / Multiplatform Journalist	2-9, 14, 17-22, 26-27, 29, 31, 34-35, 39, 42, 45-48, 50-52	29
Multiplatform Journalist/Fill-in Anchor	2-9, 12, 14, 17-22, 27, 29, 31, 34-35, 39, 41-42, 45-48, 50, 52	12
Technical Media Producer	2-9, 14, 17-22, 27, 29, 31, 34-35, 38- 39, 44-48, 50, 52	50
Creative Services Producer / TMP	2-9, 13-14, 17-22, 24, 27, 31, 34-35, 39, 42, 44-48, 50, 52	24
Multiplatform Journalist	2-7, 9, 11, 14, 17-22, 27, 29, 31, 34-35, 39, 41-42, 45-48, 50, 52	11
Multi-Media Consultant	2-9, 13-14, 16-22, 25, 27-28, 31, 34-35, 39, 41-42, 45-48, 50-53	51
Digital Multiplatform Journalist	1-9, 13-14, 17-22, 27, 29, 31, 34-35, 38 -39, 41-42, 45-48, 50, 52	29
Newscast Producer / Multiplatform Journalist	2-10, 13-14, 16-22, 27, 29, 31, 34-35, 39, 41-42, 45-48, 50, 52	29
Multi-Media Journalist	2-9, 13-14, 17-22, 27, 29, 31, 34-35, 39, 41-42, 45-48, 50, 52	29
Meteorologist	1-9, 13-14, 17-22, 27, 29, 31-32, 34-35, 37, 39, 41-42, 45-48, 50, 52	29
Assistant News Director	2-3, 5-6, 17, 19, 21-24, 26, 38, 41, 46, 50, 52	24
Multi-Media Journalist	1-9, 13-14, 17-22, 27, 29, 31, 34-35, 38 -42, 45-48, 50, 52	38
Newscast Producer	1-10, 13-14, 17-22, 27, 31, 34-35, 39- 40, 42, 45-50, 52	10
Digital Multiplatform Journalist	1-10, 13-14, 17-22, 27, 31, 34-35, 39- 40, 42, 45-48, 50, 52	10

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Andrews University 4141 Administrations Drive Nethery Hall, Room 224 Berrien Springs, Michigan 49104 Phone : (269)471-6468 Url : www.andrews.edu/comm/ Daniel Weber Manual Posting	N	0
2	Ball State Lucina Hall Room 220 Alumni Association Muncie, Indiana 47306 Phone : 765-285-1522 Email : careercenter@bsu.edu Fax : 1-765-285-3757 Career Services	N	1
3	Ball State University Dept. of Telecommunications Letterman Room 216 Muncie, Indiana 47306 Phone : 7652851740 Email : pcwaters@bsu.edu Paige Waters	N	0
4	Bowling Green State University 2225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Phone : 4193722531 Tonya Whitman Manual Posting	N	0
5	Brian Lamb School of Communication Purdue University 100 N. University Street West Lafayette, Indiana 47907 Phone : 765-494-3670 Url : https://www.cla.purdue.edu/academic/communication/ Email : jdexter@purdue.edu Josh Dexter-Wiens	N	0
6	Broadcast Education Association - BEA 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Url : www.beaweb.org Heather Birks Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Atherton Union rm 315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Career Services Manual Posting	N	0
8	DePaul University 14 E Jackson room 1125 Chicago, Illinois 60614 Phone : (312) 362-6064 Url : https://www.depaul.edu Hai Tran Manual Posting	N	0
9	DePauw University 204 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4416 Deb Jones Manual Posting	N	1
10	Employee Referral	N	4
11	Former Employee Referral	N	2
12	Frank N Magid Associates 8500 Normandale Lake Blvd Suite 630 Minneapolis, Minnesota 55437 Phone : 701-540-2613 Url : magid.com Diane Giscard Manual Posting	N	1
13	Franklin College 101 Branigin Blvd Franklin, Indiana 46131 Phone : 317-738-8803 Url : https://www.franklincollege.edu Kirk Bixler Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Huntington University 2303 College Ave Huntington, Indiana 46750 Phone : 260-356-6000 Url : https://www.huntington.edu Darlene Bonner Manual Posting	N	0
15	INDEED, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Url : www.indeed.com Dorie Jankowski Manual Posting	N	1
16	Indeed.com - Not Directly Contacted by SEU	N	2
17	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : (317) 770-0970 Url : http://www.indianabroadcasters.org Sam Brattain Dave Arland Manual Posting	N	0
18	Indiana State University 200 N 7th Street Terre Haute, Indiana 47807 Phone : 812-237-2106 Dustin Bryant Manual Posting	N	0
19	Indiana University School of Journalism Indiana University Bloomington, Indiana 47405 Phone : 812-855-1704 Url : www.ascs.indiana.edu Email : lfonseca@indiana.edu Fax : 1-812-855-0901 Laura Fonseca	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 7656772520 Carol Brown Manual Posting	N	0
21	Indiana Work One 823 Park East Blvd. Suite B Lafayette, Indiana 47905 Phone : 7654771906 Url : www.indianacareerconnect.com Email : reach@workonewestcentral.org Rosa Alvarado	N	0
22	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46224 Phone : 317-636-1313 Url : www.iabj.net Email : scoopjefferson@gmail.com Fax : 1-317-444-8558 Steve Jefferson	N	0
23	Internal Candidate	N	1
24	Internal Transfer/Promotion	N	3
25	Job Board - Not directly contacted by station	N	1
26	JournalismJobs.com LLC 72 Plaza Drive 2nd Floor Berkeley, California 94705 Phone : 510-508-7386 Url : http://www.journalismjobs.com Dan Rohn Manual Posting	N	0
27	Lake Forest College 555 North Sheridan Road Lake Forest, Illinois 60045 Phone : 847-735-5235 Danielle Kelly Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : www.linkedin.com N/A N/A Manual Posting	N	0
29	LinkedIn - active candidate sourcing	N	15
30	Meta Platforms, Inc / FACEBOOK 1 Hacker Way Menlo Park, California 94025 Phone : 1-650-543-4800 Url : https://www.facebook.com Dorie Jankowski Manual Posting	N	0
31	Michigan Sate University 220 Trowbridge Rd East Lansing, Michigan 48824 Phone : 517-355-6500 Karin Hanson Manual Posting	N	0
32	Mississippi State University Career Center 300 Montgomery Hall Mississippi State, Mississippi 39762 Phone : 662-325-3344 Url : www.career.msstate.edu Martha Jones Manual Posting	N	0
33	National Press Photographers Association 120 Hooper St Athens, Georgia 30602 Phone : 919-2371782 Url : www.nppa.org Thomas Kenniff Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Northwestern University Medill Career Services 1845 Sheridan Rd, Fisk Hall Rm107 Evanston, Illinois 60208 Url : http://www.northwestern.edu Tracie Thomas Manual Posting	N	0
35	Ohio University 1 Ohio University Athens, Ohio 45701 Phone : 7405930246 Url : career@ohio.edu Raleigh Dozer Manual Posting	N	0
36	On-Air Recruitment Ad 2605 Yeager /rd West Lafayette , Indiana 47906 Phone : 7654631800 Url : www.wlfi.com Dorie Jankowski Manual Posting	N	0
37	Penn State University 253 Bank of America Career Services Center University Park, Pennsylvania 16802 Phone : 814-865-4625 Url : https://www.psu.edu Katrena Keeler Manual Posting	N	0
38	Previous Employee	N	4
39	Purdue Northwest 2200 169th St Hammond, Indiana 46323 Phone : 2199892600 Url : http://www.phw.edu/career-center Jorge Lopez Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Purdue University Fort Wayne 2101 E Coliseum Blvd Fort Wayne, Indiana 46805 Phone : 260-481-6139 Url : https://www.pfw.edu/career Tracey Hanton Manual Posting	N	0
41	RTDNA 529 14th Street NW Suite 1240 Washington, District of Columbia 20045 Phone : 202-495-8730 Url : www.rtnda.org Derrick Hinds Manual Posting	N	0
42	Saint Mary's College 114 Spes Unica Hall Notre Dame, Indiana 46556 Phone : 574-284-4775 Url : collegcentral.com/saintmarys/Employer.cfm Tammy Wever Manual Posting	N	0
43	Self Referral	N	1
44	Society of Broadcast Engineers 9102 N Meridian Suite 150 Indianapolis, Indiana 46240 Phone : 317 846 9000 Url : www.sbe.org/sections/jobs_online Scott Jones Manual Posting	N	0
45	The OHIO State University 281 W Lane Ave Columbus, Ohio 43210 Phone : 6146883898 Kioshana LaCount Manual Posting	N	0

WLFI
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
47	University of Illinois- Urbana-Champaign 901 West Illinois Street Urbana, Illinois 61801 Phone : 2173330820 Emma Andruczyk Manual Posting	N	1
48	University of Indianapolis 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 3177882389 Tremayne Horne Manual Posting	N	0
49	Valparaiso University 1700 Chapel Drive Valparaiso, Indiana 46383 Phone : 2194645005 Url : https://valpo.edu/career Luke Whitman Manual Posting	N	0
50	WLFI.com / Allen Media Broadcasting 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Url : www.wlfi.com/ https://allenmediabroadcasting.com/careers/wlfi.html Email : dorie.jankowski@wlfi.com Fax : 1-765-237-5001 Dorie Jankowski	N	10
51	Word of Mouth Referral	N	2

WLFI
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
53	ZipRecruiter 401 Wilshire BLvd Floor 11 Santa Monica, California 90401 Phone : 877-252-1062 Url : www.ziprecruiter.com Dorie Jankowski Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

WLFI
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/9/2023	Establishment of an intern program designed to assist members of the community	WLFI established an Intern Program designed to help ready Candidates for future Broadcast employment. During the Spring and Summer period, WLFI had 2 College interns in the News Department. Each intern received academic credit for his or her participation in the program.	2	News Director News Director
2	9/20/2023	Participation in Job Fairs	WLFI participated in the Ball State Cardinal Fall Job Fair on September 20, 2023 at Worthen Arena, in Muncie Indiana. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station	3	Sales Manager Production/Promotion Mgr MMJ
3	9/20/2023	Participation in Job Fairs	On September 20, 2023, WLFI participated in the Indiana State University All Majors Job & Internship Career Fair - at Hulman Center in Terre Haute, Indiana. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	1	News Director
4	10/2/2023	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Fall 2023 Career/Internship Fair. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	3	News Director Production/Promotion Mgr Sales Manager
5	10/3/2023	Participation in events or programs sponsored by educational institutions	Our WLFI News Anchor spoke at a Media Ethics class at Purdue University. He spoke to a group of students about topics such as fairness, accuracy, anonymous sources, covering social justice/racial issues, graphic materials and manipulating photos. After his presentation, there was a Q&A session, and He talked about job openings and internships at our Station.	1	Anchor/MPJ

WLFI
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	11/16/2023	Participation in events or programs sponsored by educational institutions	A WLFI News Anchor and Ball State University alumni, participated in the Ball State University News Conference on campus at Muncie, IN. She spoke to a group of students about "why Journalism matters". After, she met with students for a Q&A session -- and talked about job openings and internships at our Station.	1	Anchor/MPJ
7	2/21/2024	Participation in Job Fairs	WLFI participated in the Ball State Cardinal Spring Job Fair held at Worthen Arena, Muncie, Indiana. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	1	News Director
8	3/5/2024	Participation in Job Fairs	WLFI participated in the Indiana University Media Career and internship Fair in Bloomington, Indiana. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	1	News Director
9	3/23/2024	Participation in scholarship programs	WLFI participated in the 2024 Indiana Broadcasters Foundation Scholarship program, which awards scholarships to students across Indiana pursuing careers in Broadcasting. In addition to contributing monetarily, WLFI also helped to judge applicants.	2	General Manager News Director
10	3/23/2024	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Spring 2024 Career Fair at 502 East Event Centre in Carmel, Indiana. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	1	News Director