

WLFI
EEO PUBLIC FILE REPORT
April 1, 2018 - March 31, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multiplatform Journalist	2, 5-6, 9-12, 15-21, 23-27	27
Weekend Meteorologist/Multimedia Journalist	2, 5-6, 8-10, 15-26, 28	26
Account Executive	2, 5-6, 9-10, 13, 15-26, 28	13
Anchor/Multiplatform Journalist	2, 4-6, 9-11, 15-26, 28	11
Anchor/Multiplatform Journalist	2, 4-6, 9-11, 15-26, 28	11
Promotion Producer	1-6, 8-10, 15-22, 24-26, 28	8
Technical Media Producer	2-6, 8-10, 15-22, 24-26, 28	8
Technical Media Producer	2-6, 8-11, 15-21, 24-26, 28	8
Technical Media Producer	2-6, 8-11, 15-21, 24-26, 28	8
Newscast Producer	2-6, 9-11, 15-22, 24-26, 28	11
Anchor/Multiplatform Journalist	2-6, 8-10, 15-22, 24-26, 28	8
Multiplatform Journalist	2-6, 9-10, 15-22, 25-26, 28	26
Account Executive	2-6, 9-10, 13, 15-22, 25-28	13
News Videographer	2-7, 9, 11, 15-22, 25-26, 28	11
Technical Media Producer	2-6, 8-10, 15-22, 25-26, 28	8
News Videographer	2-6, 9-10, 14-21, 25-28	27
Newscast Producer	2-3, 5-6, 9-10, 15-21, 25-26, 28	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919-217-4438 Url : www.602communications.tv Graeme Newell 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	0
3	Ball State University Dept. of Telecommunications Letterman Room 216 Muncie, Indiana 47306 Phone : 7652851740 Email : pcwaters@bsu.edu Paige Waters	N	0
4	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
5	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
6	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Atherton Union rm 315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Career Fair	N	1
8	Current Employee/Internal Promotion	N	7
9	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0
10	DePauw University Communications Arts 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4280 Fax : 1-765-658-4045 Deb Jones	N	0
11	Employee Referral	N	6
12	Former Intern	N	1
13	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	15
14	Indeed.com - Not Directly Contacted by SEU	N	1
15	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : (317) 565-3011 Url : http://www.indianabroadcasters.org Email : sam@indianabroadcasters.org Fax : 1-317-218-4548 Sam Klemet Dave Arland	N	0
16	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	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
18	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
19	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
20	Indiana Wesleyan University 4201 South Washington Street Marion, Indiana 46953 Phone : 7656672118 Email : daryn.bronsink@indwes.edu Fax : 1-765-677-2523 Daryn Bronsink	N	1
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 : 317-444-4000 Url : www.iabj.net Email : historian@iabj.net Fax : 1-317-444-8558 Michael Dabney	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.mediarecruiter.com Art Scott Manual Posting	N	0
24	Southern Illinois University Carbondale MC4703 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Missy Houghland	N	0
25	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	2
26	WLFI.com 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Url : http://www.wlfi.com Email : dorie.jankowski@wlfi.com Fax : 1-765-237-5001 Dorie Jankowski	N	17
27	Word of Mouth Referral	N	3
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			54

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/16/2018	Participation in events or programs sponsored by educational institutions	Our News Department hosted a job shadow program for a student from W.H. Harrison High School. The student shadowed a Photographer and observed how to shoot video and edit for a live Newscast. He learned about their day-to-day duties, what it's like to work in a Newsroom, and the education and skills needed for a career in Broadcasting.	1	Photographer
2	4/19/2018	Participation in Job Fairs	WLFI participated in the University of Indianapolis Communications and Internship fair to generate interest in Broadcast employment. At the fair we spoke with attendees about careers in Broadcasting, and jobs and internships at our Station.	1	Production and Promotions Manager
3	4/27/2018	Participation in other activities designed by the station employment unit	A WLFI Meteorologist did a presentation at Carroll Elementary School about Meteorology, severe weather, and what to do/where to go in case of a tornado, flood, or severe thunderstorm. She talked about the duties of a Meteorologist, the equipment they use to forecast the weather, and careers in the Broadcast industry. A Q&A session followed.	1	Meteorologist
4	5/9/2018	Participation in events or programs sponsored by educational institutions	A WLFI News Anchor participated in the Klondike Middle School Career Day. She talked about what an Anchor does, the many career options in Broadcasting, and the skills and education needed for employment.	1	News Anchor
5	5/15/2018	Establishment of an intern program designed to assist members of the community	WLFI-TV has an established Intern program designed to help ready candidates for future Broadcast employment. During the reported period, WLFI had 9 Students in the Internship program - 6 from Purdue University, 2 from Ball State University, and 1 from the University of Kentucky. All received college credit for their participation in the program.	1	News Director

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6	9/19/2018	Participation in Job Fairs	Our General Manager represented WLFI at the Indiana Broadcasters Fall Job/Internship Fair to generate interest in Broadcast Employment. At the Fair, He spoke with attendees about careers in Broadcasting, and jobs and internships at our Station.	1	General Manager
7	9/19/2018	Participation in Job Fairs	Our News Director represented WLFI at the Ball State University Fall Cardinal Job Fair to generate interest in Broadcast employment. At the fair He spoke with attendees about careers in Broadcasting, and jobs and internships at our Station.	1	News Director
8	10/10/2018	Participation in events or programs sponsored by educational institutions	Our Evening News Anchor participated in W.H. Harrison High School's Career Awareness Program. She spoke about the different careers in the Broadcast Industry, and the skills and education needed for employment.	1	News Anchor
9	10/10/2018	Participation in events or programs sponsored by educational institutions	Our News Operations Manager participated in the McCutcheon High School College and Career Readiness day. Students were given information about the different Careers in the Broadcast Industry, and the education and skills required for employment.	1	News Operations Manager
10	10/12/2018	Participation in events or programs sponsored by educational institutions	Our News Director attended the Ball State Fall News Roundup as a guest speaker. The event gives Students a chance to hear first-hand from a panel of professionals in the Industry, how advances in media are changing the way news outlets reach their audiences. They gather more information on the day-to-day expectations of a career in Broadcasting, Career opportunities, and learn valuable tips, and skills needed for employment. This networking day provides a more in-depth look at telecommunications and journalism with a valuable Q&A session.	1	News Director

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11	11/5/2018	Participation in events or programs sponsored by educational institutions	Our Business Administrator hosted a Job Shadow for a student in the "Preparing for College and Careers" class at W.H.Harrison High School. They observed the day-to-day duties, and the skills and education needed for a career in Broadcast employment.	1	Business Administrator
12	11/12/2018	Participation in events or programs sponsored by educational institutions	Our Morning Anchor gave a Tour of the Station to a group of 14 Purdue University students in the Brian Lamb School of Communication. Topics discussed included: News to Air workflow, behind the scenes Production, Cameras, Computer Software, and best practices. All information and observations used to generate interest in future Broadcast employment.	1	News Anchor
13	12/1/2018	Participation in other activities designed by the station employment unit	A WLFI Anchor/Multiplatform Journalist spoke at a local Women's motivational event about career opportunities for women in Broadcasting. She outlined the education and skills needed, and the day-to-day job duties of an Anchor/MPJ.	1	Anchor/MPJ
14	2/20/2019	Participation in Job Fairs	WLFI participated in the Ball State University Cardinal Spring Job Fair on February 20, 2019 in Muncie, IN. At the fair, we spoke with attendees about careers in broadcasting, and job opportunities and Internships at our Station.	2	General Manager News Director
15	3/14/2019	Provision of training to management	WLFI's Business Administrator, General Manager, and News Director participated in a Webinar Training: The FCC's Equal Opportunity Rules: The Nuts & Bolts, provided by Elizabeth E. Goldin, Special Counsel of Wiley Rein, LLP. Ms. Goldin outlined, overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal opportunity and preventing discrimination.	3	General Manager News Director Business Administrator

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16	3/30/2019	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association 2019 Broadcasters Career Fair on Saturday March 30 at 502 East Event Centre in Carmel, IN. At the fair, we spoke with attendees about careers in Broadcasting, and jobs and internships at our Station.	2	News Director Local Sales Manager