

WLFI
EEO PUBLIC FILE REPORT
March 23, 2015 - March 29, 2016

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
Multiplatform Journalist	1-2, 6, 8, 10, 14-15, 19, 22-23, 28-29, 31	31
Director of Sales	1-2, 5-6, 8-13, 15, 19-20, 22-24, 27-31	30
IT Manager	1-2, 5-6, 8-13, 19-20, 22, 27-28, 30-31	30
Sales Assistant	1-2, 6, 8, 10, 15, 19, 22-23, 26, 28-31	30
Digital Sales Director	1-2, 4-6, 8-13, 15-16, 19-23, 26-31	4
Production Services	1-2, 5-6, 8-13, 15, 19, 22-23, 27-29, 31	31
Multiplatform Journalist	1-2, 6, 8, 10, 14-15, 19, 21-23, 26, 28-29, 31	31
Weekend Meteorologist/Multimedia Journalist	1-2, 6, 8, 10, 14-15, 18, 21-22, 25-26, 28-29, 31	18
Account Executive	1-2, 6-8, 10, 14-15, 21-22, 26, 28-29, 31	7
Photographer	1-2, 6, 8, 10, 14-15, 21-22, 26, 28-29, 31	31
Account Executive	1-2, 6, 8, 10, 14-15, 20-22, 26, 28-31	30
Multiplatform Journalist	1-2, 8, 10, 14-15, 17, 21-22, 26, 28-29, 31	17
Multiplatform Journalist	1-2, 8, 10, 14-15, 17, 21-22, 26, 28-29, 31	31
Producer/Multiplatform Journalist	1-2, 6, 8, 10, 14-15, 20-22, 26, 28-29, 31	31
News Videographer	1-2, 6, 8, 10, 14-15, 18-19, 21-22, 25-26, 28-29, 31	31
Multiplatform Journalist	1-2, 6, 8, 10, 14, 18-19, 21-22, 25-26, 28-29, 31	18

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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	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
2	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	1
3	Careerbuilder.com LLC 8420 W Bryn Mayr Ave Chicago, Illinois 60631 Phone : 773-527-5698 Url : http://www.careerbuilder.com Angela Gearin Manual Posting	N	0
4	Corporate Recruiter / Novotus	N	1
5	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
6	DePauw University Communications Arts 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4280 Fax : 1-765-658-4045 Deb Jones	N	0
7	Employee Referral	N	1
8	Indiana Black Expo 3145 North Meridian Street Indianapolis, Indiana 46204 Phone : 317-925-2702 Fax : 1-317-925-6624 Career Services	N	0

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9	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
10	Indiana University School of Journalism Indiana University Bloomington, Indiana 47405 Phone : 812-855-1704 Url : www.ascs.indiana.edu Email : mdebnam@indiana.edu Fax : 1-812-855-0901 Marcia Debnam	N	0
11	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
12	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
13	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
14	Indiana Work One 820 Park East Blvd. Lafayette, Indiana 47905 Phone : 7654745411 Url : www.indianacareerconnect.com Email : reach@workonewestcentral.org Gary Allen	N	0

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15	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46224 Phone : 317-444-4000 Url : www.iabj.net Fax : 1-317-444-8558 Michael Dabney	N	0
16	Internal Posting	N	1
17	Internal Transfer/Promotion	N	1
18	Job Board	N	4
19	LIN Media One West Exchange St. Suite 5A Providence, Rhode Island Phone : 401-454-2880 Email : WLFI_TV@linmedia.com Claudia Balcewicz	N	0
20	Linkedin 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : www.linkedin.com N/A N/A Manual Posting	N	3
21	Media Recruiter 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Url : www.media recruiter.com Email : art@mediarecruiter.com Art Scott	N	0
22	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Fax : 1-301-314-1714 Career Services	N	0

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23	National Press Photographers Association 3200 Croasdaile Dr. Ste. 306 Durham, North Carolina 27705 Phone : 919-383-7246 Email : info@nppa.org Fax : 1-919-383-7261 Thomas Kenniff	N	0
24	SND Publishing LLC 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : ads@spotsndots.com Emily McKay Manual Posting	N	0
25	Society Of Broadcast Engineers 9102 North Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : (317)846-9000 Url : www.sbe.org Kristin Owens Manual Posting	N	0
26	Society of Broadcast Engineers 8445 Keystone Crossing Suite 140 Indianapolis, Indiana 46240 Phone : 317 846 9000 Email : kjones@sbe.org Scott Jones	N	0
27	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0
28	Southern Illinois University Carbondale MC4703 Carbondale, Illinois 62901 Phone : 618-453-2391 Email : careerservices@siu.edu Missy Houghland	N	0

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29	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
30	Walk In/Self-Referral	N	8
31	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	30
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	3/30/2015	Participation in events or programs sponsored by educational institutions	WLFI provided a tour to TCHarris Jr & Sr High School students to explain how a News Station "works"-- how and where we gain our Government, Local, and Community News, and the individual jobs and steps needed to Broadcast to the Community. A tour used to provide information and awareness, to generate interest in Broadcast employment.	35	Production Director
2	4/3/2015	Participation in events or programs sponsored by educational institutions	WLFI/Brad Kerns had McCutcheon HS student, Veronica Shaffer, come and job shadow him, to learn about what a Graphic Artist position in Broadcast would be like. Brad provided information on his daily job, and what skills the ideal candidate would need to perform those tasks.	1	Graphic Artist
3	4/7/2015	Participation in events or programs sponsored by educational institutions	WLFI/Kurt Lahrman provided a tour to North Newton Jr/Sr High School media students to explain how a News Station "works", where we gain our Government, Local and Community News, and the individual jobs and steps needed to Broadcast to the Community. A tour used to provide information and awareness, to generate interest in Broadcast employment.	1	Promotions&Production Manager
4	4/15/2015	Participation in events or programs sponsored by educational institutions	WLFI provided a tour to Faith Christian School HS students to explain how a News Station "works" - how and where we gain our Government, Local and Community News, and the individual jobs and steps needed to broadcast to the community. A tour used to provide information and awareness, to generate interest in Broadcast employment.	18	Production Director
5	4/18/2015	Participation in Job Fairs	Represented WLFI at the Indiana Broadcasters Association Spring Job/Internship Fair to generate interest in Broadcast employment.	1	News Director

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6	5/19/2015	Participation in events or programs sponsored by educational institutions	WLFI-TV Meteorologist Amber Hardwick spoke to an Earth/Science Biology class at Twin Lakes High School about Weather Forecasting, the systems used to gather information for Broadcast, and what her job was like as a Meteorologist. Part of the presentation was used to direct the interested students on the College courses and requirements needed for Broadcast employment.	1	Meteorologist
7	5/27/2015	Establishment of training programs for station personnel	On May 27 & 28, 2015 Business Administrator Dorie Jankowski participated in Job Training provided by Media General at the B.A. Summit in Indianapolis, IN. The training included accounting/Doclink, recruiting/hiring, Performance Mgmt, Benefits, Web systems, and all areas of daily responsibility.	1	Business Administrator
8	7/16/2015	Participation in Job Fairs	Represented WLFI at the Indiana Black Expo Opportunity Fair to generate interest in Broadcast employment.	1	General Manager
9	9/2/2015	Provision of training to management	BA Dorie Jankowski participated in a Webinar Training provided by Media General, INC Associate General Counsel Henry Gola. Henry Gola outlined, overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal opportunity and preventing discrimination.	1	Business Administrator
10	9/15/2015	Participation in events or programs sponsored by educational institutions	Cameron Hopman Meteorologist provided a Tour of the station to the Purdue University Meteorological Association. The Tour was used to raise awareness, and gain interest in Broadcast Meteorologist jobs.	1	Meteorologist

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11	9/25/2015	Participation in events or programs sponsored by educational institutions	Marc Elliott GM, Jeff Smith News Director, and Dustin Grove News Anchor, all spoke at the Ball State Fall News Roundup on 9/25/2015. They were members of a panel of representatives chosen to offer information on "Everything you need to know about the Business". The event was held for Student Journalists, as an opportunity to influence them on what to focus on in school, how internships worked, etc. It was also a time to meet prospective candidates for future jobs in broadcast employment.	3	General Manager News Director News Anchor
12	10/2/2015	Participation in Job Fairs	Represented WLFI at the Indiana Broadcasters Association Career and Internship Fair to generate interest in Broadcast employment.	3	General Manager News Director Promotion & Production Manager
13	10/14/2015	Participation in events or programs sponsored by educational institutions	Keith Hatten, Asst. News Director participated in Harrison High Schools Career Conference on 10/14/15. Keith represented WLFI and gave information to the students about the different Careers in the Broadcast Industry.	1	Asst. News Director
14	3/2/2016	Establishment of an intern program designed to assist members of the community	WLFI Intern program to help ready candidates for future Broadcast employment.	9	News Director Production & Promotion Manager