

**WLFI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Multi-Media Consultant	1-5, 7-10, 14-19, 21, 24-28, 31-36	27
Multiplatform Journalist	1-5, 7, 10, 15-19, 21, 24-26, 28-29, 31-36	35
TMP and Production Video Producer	2-5, 7, 9, 12, 14-21, 24-26, 28-36	20
Sports Talent / MultiPlatform Journalist	2-5, 7, 9, 11-12, 14-19, 21, 23-26, 28, 31-36	11
Newscast Producer / Multiplatform Journalist	2-7, 9-10, 12-19, 21-22, 24-26, 28-29, 31-36	4
Newscast Producer / Multiplatform Journalist	2-5, 7-10, 12, 14-22, 24-26, 28-29, 31-36	20
Multiplatform Journalist	2-7, 9, 12, 14-19, 22, 24-26, 28-29, 31-36	2
Multiplatform Journalist	2-5, 7, 9-10, 12, 14-19, 21-22, 24-26, 28, 31-36	22

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Allen Media Broadcasting 3282 Northside Pkwy suite 275 Atlanta, Georgia 30327 Phone : 7654261905 Url : allenmediabraodcasting.com/careers.html Email : dorie.jankowski@wlf.com Dorie Jankowski	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	1
5	Brian Lamb School of Communication Purdue University 100 N. University Street West Lafayette, Indiana 47907 Phone : 765-494-3670 Url : <a href="https://www.cla.purdue.edu/academic/communication/">https://www.cla.purdue.edu/academic/communication/</a> 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

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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	Career Fair	N	2
9	DePaul University 14 E Jackson room 1125 Chicago, Illinois 60614 Phone : (312) 362-6064 Url : <a href="https://www.depaul.edu">https://www.depaul.edu</a> Hai Tran Manual Posting	N	0
10	DePauw University 204 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4416 Deb Jones Manual Posting	N	0
11	Former Employee Referral	N	1
12	Huntington University 2303 College Ave Huntington, Indiana 46750 Phone : 260-356-6000 Url : <a href="https://www.huntington.edu">https://www.huntington.edu</a> Darlene Bonner Manual Posting	N	0
13	INDEED, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> Dorie Jankowski Manual Posting	N	0

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14	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : (317) 770-0970 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Email : <a href="mailto:sam@indianabroadcasters.org">sam@indianabroadcasters.org</a> Fax : 1-317-218-4548 Sam Klemet Dave Arland	N	1
15	Indiana State University 200 N 7th Street Terre Haute, Indiana 47807 Phone : 812-237-2106 Dustin Bryant Manual Posting	N	0
16	Indiana University School of Journalism Indiana University Bloomington, Indiana 47405 Phone : 812-855-1704 Url : <a href="http://www.ascs.indiana.edu">www.ascs.indiana.edu</a> Email : <a href="mailto:lfonseca@indiana.edu">lfonseca@indiana.edu</a> Fax : 1-812-855-0901 Laura Fonseca	N	0
17	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 7656772520 Carol Brown Manual Posting	N	0
18	Indiana Work One 823 Park East Blvd. Suite B Lafayette, Indiana 47905 Phone : 7654771906 Url : <a href="http://www.indianacareerconnect.com">www.indianacareerconnect.com</a> Email : <a href="mailto:reach@workonewestcentral.org">reach@workonewestcentral.org</a> Rosa Alvarado	N	0

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19	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
20	Internal Transfer/Promotion	N	2
21	Lake Forest College 555 North Sheridan Road Lake Forest, Illinois 60045 Phone : 847-735-5235 Danielle Kelly Manual Posting	N	0
22	LinkedIn - active candidate sourcing	N	6
23	LinkedIn - Not directly contacted by station	N	1
24	Michigan State University 220 Trowbridge Rd East Lansing, Michigan 48824 Phone : 517-355-6500 Karin Hanson Manual Posting	N	0
25	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
26	Ohio University 1 Ohio University Athens, Ohio 45701 Phone : 7405930246 Url : career@ohio.edu Raleigh Dozer Manual Posting	N	0

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27	On-Air Recruitment Ad 2605 Yeager /rd West Lafayette , Indiana 47906 Phone : 7654631800 Url : www.wlfi.com Dorie Jankowski Manual Posting	N	1
28	Purdue Northwest 2200 169th St Hammond, Indiana 46323 Phone : 2199892600 Url : http://www.phw.edu/career-center Jorge Lopez Manual Posting	N	0
29	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
30	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
31	The OHIO State University 281 W Lane Ave Columbus, Ohio 43210 Phone : 6146883898 Kioshana LaCount Manual Posting	N	0
32	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

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33	University of Illinois- Urbana-Champaign 901 West Illinois Street Urbana, Illinois 61801 Phone : 2173330820 Emma Andruczyk Manual Posting	N	0
34	University of Indianapolis 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 3177882389 Tremayne Horne Manual Posting	N	0
35	WLFI.com / Allen Media Broadcasting 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Url : <a href="http://www.wlfi.com/">www.wlfi.com /</a> <a href="https://allenmediabroadcasting.com/careers/wlfi.html">https://allenmediabroadcasting.com/careers/wlfi.html</a> Email : <a href="mailto:dorie.jankowski@wlfi.com">dorie.jankowski@wlfi.com</a> Fax : 1-765-237-5001 Dorie Jankowski	N	4
36	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>20</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/7/2022	Participation in Job Fairs	WLFI participated in the Purdue University Lamb School Virtual Career Fair. Interested "attendees" scheduled virtual interviews to learn about careers in Broadcasting, and job opportunities and internships at our Station.	1	Production/Promotion Mgr
2	4/13/2022	Participation in Job Fairs	WLFI participated in the University of Indianapolis Spring Communication Career Fair on Wednesday, April 13, 2022. At the fair , we spoke with interested attendees about careers in broadcasting and job opportunities and internships at our Station.	1	News Director
3	4/29/2022	Participation in events or programs sponsored by educational institutions	Our WLFI News Director traveled to Bowling Green State University in Bowling Green, OH, to speak to a Broadcast journalism class about careers in the Broadcast Industry. He talked about the job requirements, the challenges, what He liked about his job, and gave words of wisdom to aspiring broadcast journalists. Afterwards, there was a Q&A session.	1	News Director
4	9/21/2022	Participation in Job Fairs	WLFI participated in the Ball State University Fall 2022 Cardinal Job Fair at Worthen Arena 2000 W University Ave Muncie, IN. At the fair, we spoke with attendees about careers in Broadcasting, and job opportunities and internships at our Station.	1	News Director
5	10/3/2022	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Fall 2022 Career /Internship Fair. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	1	News Director
6	10/20/2022	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



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7	2/15/2023	Participation in Job Fairs	WLFI participated in the Ball State University Cardinal Spring Job Fair at 2000 W University Ave Muncie, IN. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	4	News Director Production/Promotion Mgr News Anchor Meteorologist
8	3/22/2023	Participation in events or programs sponsored by educational institutions	16 German students from West Lafayette Junior/Senior High School toured WLFI and observed the Noon News broadcast. Our Meteorologist, Anchor, and News Director were available for a brief Q&A session afterward.	3	News Director Meteorologist Anchor
9	3/25/2023	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Spring 2023 Career/Internship Fair. At the fair, we spoke with interested attendees about careers in Broadcasting and job opportunities and internships at our Station.	2	News Director Sales Manager
10	3/25/2023	Participation in events or programs sponsored by educational institutions	Our Chief Meteorologist spoke at the Careers in Meteorology Conference for our Earth, Atmospheric, and Planetary Sciences (EAPS) Department at Purdue University. He talked about his own career and how it has progressed, and his perspective and experience in Broadcast Meteorology. A brief Q&A session followed.	1	Chief Meteorologist