

WLFI
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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, 4, 6-7, 9, 11-12, 16, 18, 20-22, 31, 37, 40, 42	16
Anchor/Multiplatform Journalist	1-2, 4, 6-7, 9-10, 13, 16, 18, 20-21, 26, 37, 40-42	13
Integrated Media Marketing Specialist	1-2, 4, 6-7, 16, 18-21, 37, 40-42	41
Technical Media Producer	1-2, 4, 6-7, 16, 18-21, 31, 35, 37, 40, 42	40
TMP / Production Video Producer	1-2, 4, 6-7, 14-16, 18, 20-21, 25, 28, 33, 35, 37, 40, 42	28
Meteorologist / MultiPlatform Journalist	1-3, 7, 9, 16-21, 23, 27, 29, 37-40, 42	23
Sports Talent	1-4, 6-7, 9-10, 16-21, 23, 27, 29, 36-40, 42	23
Technical Media Producer	1-7, 9-10, 15-16, 18-21, 31, 33, 35-40, 42	40
Multiplatform Journalist	1-4, 6-7, 10, 16-20, 27-29, 36-40, 42	28
Newscast Producer	1-4, 7-8, 16-21, 23-24, 27, 29-30, 32, 36-40, 42	23
Technical Media Producer	1-4, 7-8, 16-21, 27, 29-30, 32, 34, 36-42	41
Newscast Producer / Multiplatform Journalist	1-4, 7-8, 16-21, 23, 27, 29-30, 32-34, 36-40, 42	23
Multiplatform Journalist	1-4, 7, 16-21, 27, 29-30, 32, 34, 36-40, 42	1

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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	1
2	Ball State University Dept. of Telecommunications Letterman Room 216 Muncie, Indiana 47306 Phone : 7652851740 Email : pcwaters@bsu.edu Paige Waters	N	0
3	Bowling Green State University 2225 Bowen-Thompson Student Union Bowling Green, Ohio 43403 Phone : 4193722531 Tonya Whitman Manual Posting	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	Brian Lamb School of Communication Purdue University 100 N. University Street West Lafayette, Indiana 47907 Phone : 765-494-5344 Scott Stremiecki Manual Posting	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	DePaul University 14 E Jackson room 1125 Chicago, Illinois 60614 Phone : (312) 362-6064 Email : htran10@depaul.edu Hai Tran	N	0
9	DePauw University 204 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4416 Deb Jones Manual Posting	N	0
10	Employee Referral	N	5
11	Former Employee	N	1
12	Former Intern	N	1
13	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
14	Glassdoor.com – not directly contacted by SEU	N	1
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	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : (317) 770-0970 Url : http://www.indianabroadcasters.org Email : sam@indianabroadcasters.org Fax : 1-317-218-4548 Sam Klemet Dave Arland	N	1
17	Indiana State University 200 N 7th Street Terre Haute, Indiana 47807 Phone : 812-237-2106 Dustin Bryant Manual Posting	N	0
18	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
19	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 7656772520 Carol Brown Manual Posting	N	0
20	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
21	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

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22	Internal Candidate	N	1
23	Internal Transfer/Promotion	N	4
24	JournalismJobs.com – not directly contacted by SEU	N	1
25	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
26	LinkedIn - Not directly contacted by station	N	1
27	Michigan State University 220 Trowbridge Rd East Lansing, Michigan 48824 Phone : 517-355-6500 Karin Hanson Manual Posting	N	0
28	Non-Employee Referral	N	2
29	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
30	Ohio University 1 Ohio University Athens, Ohio 45701 Phone : 7405930246 Url : career@ohio.edu Raleigh Dozer Manual Posting	N	0
31	On-Air Recruitment Ad 2605 Yeager /rd West Lafayette , Indiana 47906 Phone : 7654631800 Url : www.wlfi.com Dorie Jankowski Manual Posting	N	0

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32	Purdue Northwest 2200 169th St Hammond, Indiana 46323 Phone : 2199892600 Url : http://www.phw.edu/career-center Jorge Lopez Manual Posting	N	0
33	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
34	Saint Mary's College 114 Spes Unica Hall Notre Dame, Indiana 46556 Phone : 574-284-4775 Url : collegecentral.com/saintmarys/Employer.cfm Tammy Wever Manual Posting	N	0
35	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
36	The OHIO State University 281 W Lane Ave Columbus, Ohio 43210 Phone : 6146883898 Kioshana LaCount Manual Posting	N	0
37	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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38	University of Illinois- Urbana-Champaign 901 West Illinois Street Urbana, Illinois 61801 Phone : 2173330820 Emma Andruczyk Manual Posting	N	0
39	University of Indianapolis 1400 East Hanna Avenue Indianapolis, Indiana 46227 Phone : 3177882389 Tremayne Horne Manual Posting	N	0
40	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	14
41	Word of Mouth Referral	N	3
42	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	4/1/2021	Participation in Job Fairs	WLFI participated in the Ohio University Scripps College of Communications Spring Career/Internship Fair. Interested "attendees" scheduled virtual interviews to learn about careers in broadcasting and job opportunities and internships at our station.	1	News Director
2	5/10/2021	Participation in Job Fairs	From May 10, 2021 to June 7, 2021, WLFI sponsored a Virtual Job Fair on our station website. Local businesses were invited to post job vacancy announcements where interested "attendees" could view and then submit their applications via links available on our site. We advised the virtual job fair via on-air announcements.	1	General Manager
3	9/15/2021	Participation in Job Fairs	WLFI participated in the Ball State University Fall 2021 Cardinal Job Fair at 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
4	10/26/2021	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Fall 2021 Career/Internship Fair. Interested "attendees" scheduled interviews to learn about careers in broadcasting and job opportunities and internships at our station.	1	News Director Sports Talent
5	3/3/2022	Participation in events or programs sponsored by educational institutions	Our WLFI News Director traveled to Huntington University 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
6	3/8/2022	Participation in scholarship programs	WLFI participated in the 2022 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.	1	General Manager Production/Promotion Mgr News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	3/22/2022	Participation in Job Fairs	WLFI participated in the Butler University 2022 Little Dawg Career/Internship Fair. Interested "attendees" scheduled interviews to learn about careers in broadcasting and job opportunities and internships at our station.	1	News Director
8	3/26/2022	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Spring 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