

**WTHR, Indianapolis, Indiana<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
(Period covered: April 1, 2014 through March 31, 2015)

**RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES**

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (\*) denote organizations that have requested notification of full-time job vacancies<sup>2</sup>.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED**  
**[With Hiree's Recruitment Source Noted in Brackets]**

IS Technician (#21, 23, 24, 28, 29, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74)  
[Hiree # 29]  
Job #300-MB

Weekend Anchor/Reporter (#9, 12, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 16]  
Job #300-NP

Account Executive (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)<sup>3</sup>  
[Hiree # 16]  
Job #300-DR

Web Content Writer (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 21]  
Job #300-BF

Security and Safety Manager (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74)  
[Hiree # 69]  
Job #300-MM

Producer (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 16]  
Job #300-JS

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<sup>1</sup> The employment unit also includes station WALV-CD, Indianapolis, Indiana (Facility ID 70161).

<sup>2</sup> Source #77 was added to the list of recruitment sources as of January 20, 2015. None of the above full time positions were posted after that date.

<sup>3</sup> Sources #73 and 74 were added to the list of recruitment sources as of March 17, 2014. This Account Executive position was posted in the prior reporting period (closing March 31, 2014). The position was filled in the current reporting period (closing March 31, 2015). Because sources #73 and #74 were not added to the list of recruitment sources until after this position was posted, they were not included in the recruitment sources for this position.

Creative Services Director (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 64, 66, 68, 73, 74)  
[Hiree # 16]  
Job #300-CB

National Sales Manager (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 16]  
Job #300-MV

Senior Sports Reporter (Exigent circumstance<sup>4</sup>)  
[Hiree #16]  
Job #300-JB

Technical Director/Director (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 76)  
[Hiree # 9]  
Job #300-WA

Production Editor (#15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 75)  
[Hiree # 16]  
Job #300-BM

Production/Operations Manager (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 16]  
Job #300-LG

Security Officer (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)  
[Hiree # 16]  
Job #300-SO

## **TOTAL INTERVIEWEES FOR FULL TIME POSITIONS**

63

## **TOTAL INTERVIEWS FROM REFERRAL SOURCES USED**

#9 (7 people), #16 (32 people), #21 (17 people), #23 (1 person), #29 (1 person), #69 (5 people)

## **SUPPLEMENTAL OUTREACH ACTIVITIES**

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in one job fair and sponsored one job fair. (FCC Menu Options 1&3):

- The station participated in and sponsored the WTHR Channel 13 Employment Opportunity Fair at the Indiana Black Expo, on July 17, 2014. The event took place in

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<sup>4</sup> Normal outreach activities were not used to source candidates for this position. A candidate with unique qualifications was identified and hired from within the market.

Indianapolis, Indiana. The following managers and employees participated: Angela Cain, Community Affairs Director; Young-Hee Yedinak, Senior Producer – Community Affairs; Cherilyn Stephens, Human Resources Manager; Judy McQuoid, Director of Finance; Jeff Rosetti, Assistant News Director; and Sara Galer, Executive Producer – Digital Content. Young-Hee Yedinak and Angela Cain served on the planning committee for the event. Committee responsibilities included approval of workshops and seminars; venue setup planning and assignment; evaluation of attendance and demographics of participants; and final review of workshop evaluations and comments received from participants. Additionally, the station provided publicity of the event.

- The station participated in the NABJ Convention and Career Fair, in Boston, MA, July 31 – August 2, 2014. Participating in the job fair were Cherilyn Stephens, Human Resources Manager and Kathy Hostetter, News Director.

During the reporting period, the station maintained an internship program in the News department for college juniors and seniors, in which 10 students from the following universities participated: Butler University, Indiana University, Indiana University Purdue University of Indianapolis, Indiana State University, University of Indianapolis, and Wheaton College. The staff member coordinating the program for the News department was Kyle Thomas. (FCC Menu Option 5)

During the reporting period, members of the station's employment unit participated in career events sponsored by educational institutions. (FCC Menu Option 10):

- Matt Mrozinski, Chief Photographer, and Sarah Moore, Executive Producer, participated in an event hosted by the Vincennes University Radio/TV faculty on June 19, 2014 in Vincennes, IN. The purpose of the event was to discuss the curriculum at the university and the essential skills for students graduating from their program to have.
- Kathy Hostetter, News Director, participated in a panel at the Fall News Roundup at Ball State University on October 3, 2014. This event was hosted by the Department of Journalism and Department of Telecommunications at Ball State University.
- Kathy Hostetter, News Director, spoke to the students in the Newsroom Management and Leadership class at Butler University on October 29, 2014. She discussed her role as the news director, how she balances digital and on-air duties, as well as her professional background.
- On November 7, 2014 a group of students from the NABJ student chapters at Indiana University and Indiana University Purdue University of Indianapolis visited the station. Kathy Hostetter, News Director; Steve Jefferson, Reporter; Sandra Chapman, Reporter; Jeff Rosetti, Assistant News Director; Sara Galer, Executive Producer – Digital Content; Tracie Hotopp, Producer; and Bill Reilly, Photographer, participated in a round table discussion where they talked about their respective careers in broadcast, how to prepare for a career in broadcast and what students can expect once they are in their chosen careers.

- Sara Galer, Executive Producer – Digital Content, spoke to two classes on February 26, 2015 at Indiana University in Bloomington, IN. She spoke about social media's integration with legacy media and helped the students better understand the value of viewer engagement.

By way of a station initiative, employees attend training programs and conferences enabling them to acquire skills that could qualify them for higher-level job vacancies. During the reporting period, station personnel participated in the following programs. (FCC Menu Option 8):

- NAB Show 2014; Tim Conner, Information Systems Manager, attended in Las Vegas, NV on April 5 – 10, 2014.
- Internal training on push notifications was conducted by Sara Galer, Executive Producer – Digital Content and was held on May 1, 2014. Participants included Sarah Moore, Executive Producer; Andrea McClain, Assignment Editor; Greg Kathary, Producer; Mary Stirsman, Producer; Aaron Castleman, Weekend Supervisor; Paul Stauder, Assignment Editor; Amy Parrish, Director of Digital Media; Tony Gaver, Web Content Writer; Dave Garlock, News Operations Supervisor; and Mike Orr, Assignment Editor.
- Cisco Call Manager training was held on May 12, 2014 and May 29, 2019 at the station. Tim Conner, Information Systems Manager; Todd Donaldson, IS Specialist; and Cameron Relford, IS Specialist; attended this training on administration of the Cisco VoIP phone system.
- The Media Financial Management Association 2014 Annual Conference was held on May 18-21, 2014 in Miami, FL. Judy McQuoid, Director of Finance, attended.
- Dispatch Broadcast Group's 2014 News Conference; Scott Allen, Photographer; Susan Batt, Special Projects Producer; Carrie Cline, Reporter; Doug Blake, Photographer; Jeremy Brilliant, Reporter; Phil Cannelongo, Producer; Toby Capion, Producer; Sandra Chapman, Reporter; Joel Clausen, Photographer; Bill Ditton, Photographer; John Duong, Photographer; Sara Galer, Executive Producer – Digital Content; Tony Gaver, Web Content Writer; Russ Govert, Photographer; Scott Graber, Photographer; Cyndee Hebert, Special Projects Producer; Evan Hoffmeyer, Web Content Writer; Kathy Hostetter, News Director; Tracie Hotopp, Producer; Olivia Ingle, Web Content Writer; Steve Jefferson, Reporter; Alex Jud, Producer; Greg Kathary, Producer; Kris Kirschner, Reporter; John Kofodimos, Photographer; Bruce Kopp, Anchor; Dave MacAnally, Reporter; Mary Milz, Reporter; Julia Moffitt, Anchor; Sarah Moore, Executive Producer; Andrea Morehead, Anchor; Matt Mrozinski, Chief Photographer; Reed Nelson, Photographer; Rich Nye, Reporter; Mike Orr, Assignment Editor; Perry Pace, Executive Producer; Mike Potter, Associate Producer; Kevin Rader, Reporter; Ben Reiff, Photographer; Bill Reilly, Photographer; Steve Rhodes, Photographer; Jeff Rosetti, Assistant News Director; Bob Segall, Senior Investigative Reporter; Jason Spells, Anchor/Reporter; Paul Stauder, Assignment Editor; John Stehr, Anchor; Mary Stirsman, Producer; Scott Swan, Anchor; Ryan Thedwall, Photographer; Kyle Thomas, Assignment Desk Supervisor; Anne Marie Tiernon, Anchor; Rich VanWyk, Reporter; Theresa Wells-Ditton, Planning Manager; Matt Whisner, Photographer; and Steve

Wolfe, Graphics Producer; attended this one day conference on July 12, 2014 in Columbus, OH. The conference included presentations on producing, editing techniques, critical thinking, storytelling on a deadline, getting the big gets, and instinctual marketing.

- J.J. Keller Business Services hosted a seminar on Hours of Service & Vehicle Compliance at the Marriott Indianapolis East. Maury Hodgins, Operations Technician, attended this seminar on July 22, 2014.
- Dispatch Media Group Annual Sales Conference; Susan Carr, Account Executive; Steve Click, Diginet Sales Manager; Mel Cochran, Account Executive; Erika Cuadrado, Account Executive; Brian Fields, Research Director; Alan Figg, Account Executive; Angela Goodwin-Volpert, Account Executive; Sue Layton, Account Executive; Bill Legg, Account Executive; Amy Parrish, Director of Digital Media; Erin Peckinpaugh, Account Executive; Doug Ripperger, Account Executive; Trisha Ripperger, Account Executive; Kol Souers, Account Executive; Jeff Teague, Local Sales Manager; Tim Warner, Director of Sales; Randy Watson, Account Executive; Erika Will, Account Executive; and Curt Young, Account Executive; attended this one day conference on August 21, 2014 in Columbus, OH. The conference included presentations on sharing great ideas; digital revenue opportunities; and turning leaders, culture, and behavior into results.
- WTHR staff participated in an Excel 2010 Part 2 course at New Horizons in Indianapolis, IN. Jackie Weller, Assistant Business Manager, completed the course on September 8, 2014; Shannon Carroll, Accounting Assistant, completed the course on August 27, 2014; and Arlene Barnett, Accounting Assistant, completed the course on October 15, 2014.
- Cherilyn Stephens, Human Resources Manager, attended the Interactive HR Workshop hosted by Ultimate Software on September 16, 2014. The workshop was held in the JW Marriott Indianapolis and included presentations on diversity training, HCM technology, an employment law update and using business intelligence to improve your business.
- The 2014 Indiana Health and Wellness Summit was held on October 7-8, 2014 at the Indiana Convention Center in Indianapolis, IN. Cherilyn Stephens, Human Resources Manager, attended this summit and participated in sessions regarding wellness programs in the workplace.
- Representatives from Worldnow led a day long program for WTHR staff that covered topics including creating a mission statement for digital properties, best practices related to SEO and social media, as well as an overview of the existing website. Kathy Hostetter, News Director; Evan Hoffmeyer, Web Content Writer; Olivia Ingle, Web Content Writer; Kerry Williams, Senior Writer/Producer; Todd Donaldson, IS Specialist; Al Grossniklaus, Director of Engineering; Warren Mills, Senior Digital Master; Jeffrey Higgins, Digital Media Web Coordinator; Tim Conner, IS Manager; Sara Galer, Executive Producer – Digital Media; Tony Gaver, Web Content Writer; Michael Brouder, Creative Services Director; and Amy Parrish, Director of Digital Media; participated in this program on October 10, 2014.

- Matt Wright, Safety and Security Manager, attended the Public Agency Training Council's Leadership Institute Certification seminar on November 10-14, 2014 in Indianapolis, IN. This program covered topics on leadership, management, officer wellness, time management, community relations and change management.
- WTHR offered internal training for staff on adapting text versions of stories for the digital platforms and social media strategy on November 19, 2014. Angela Cain, Community Affairs Director; Scott Swan, Anchor; Matt McCutcheon, Reporter; Rich VanWyk, Reporter; Carrie Cline, Reporter; Wes Anderson, Assignment Editor; Nicole Misencik, Meteorologist; Rich Nye, Reporter; Kris Kirschner, Reporter; Mimi Pearce, Traffic Reporter; Bruce Kopp, Anchor; Mary Milz, Reporter; Jeremy Brilliant, Reporter; Jennie Runevitch, Anchor/Reporter; Bob Kravitz, Senior Sports Reporter; Dave MacAnally, Reporter; Bob Segall, Senior Investigative Reporter; John Stehr, Anchor; Sean Ash, Meteorologist; Naomi Pescovitz, Anchor/Reporter; Sandra Chapman, Reporter; Andrea Morehead, Anchor; and Jason Spells, Anchor/Reporter; attended the session.
- J.J. Keller hosted a workshop titled ELDs – The Future is Now on December 9, 2014 in Indianapolis, IN. Jack Tapp, Technical Services Manager, attended this workshop which covered electronic logging devices and guidance on managing the upcoming changes.
- Internal training on search engine optimization best practices, story posting guidelines, writing headlines and social media best practices was held on January 28, 2015 and repeated on January 30, 2015. Participants included Alex Jud, Producer; Warren Mills, Senior Digital Master; Evan Hoffmeyer, Web Content Writer; Mike Orr, Assignment Editor; Mike Potter, Associate Producer; Toby Cation, Producer; Tony Gaver, Web Content Writer; Olivia Ingle, Web Content Writer; Wes Anderson, Assignment Editor; Lauren Collins, Producer; Sarah Moore, Executive Producer; Neal Moore, Assignment Editor; Mary Stirsman, Producer; Greg Kathary, Producer; Paul Stauder, Assignment Editor; and Aaron Castleman, Weekend Supervisor.
- The Management & Leadership Skills for Supervisors & Managers seminar was held on February 4 - 5, 2015 in Indianapolis, IN. Sara Galer, Executive Producer – Digital Content, attended this seminar hosted by National Seminars Training. Topics covered included leadership fundamentals, communication techniques, managing priorities, and career mapping.
- WTHR managers attended the Supervising & Managing People Workshop offered by the Indiana Chamber of Commerce on February 19 – 20, 2015, at the Indiana Chamber of Commerce offices in Indianapolis, IN. The workshop covered topics on motivating employees, coaching for performance, communication and leadership style. In attendance were Kyle Thomas, Assignment Desk Supervisor; Greg Nees, Production Manager; Matt Wright, Safety and Security Manager; Sara Galer, Executive Producer – Digital Content; Matt Mrozinski, Chief Photographer; and Kelly Richards, Manager On-Air Promotions.
- WTHR staff attended Active Shooter Training on February 26, 2015 at the Wigwam in Columbus, OH. The training was delivered by members of the Columbus Police Department and covered response and planning for active shooter incidents.

Participants in the training included: Steve Chandler, Security Officer; Matt Wright, Safety and Security Manager; and Cheryl Stephens, Human Resources Manager.

- Staff from the Production team participated in training on the operation of the virtual set and augmented reality technology. Steve Wolfe, Graphics Producer; Amy Ramirez, Graphics Producer; Matt Hoke, Technical Director; Dale Gill, Technical Director; Jennifer Grimme, Director; Nick Downey, Director; Greg Nees, Production Manager; and Val Jackson, Director; participated in this training that was conducted by the vendor, Ross, on February 27, 2015.
- WTHR managers and administrative staff attended Active Shooter Training on March 9, 2015. The training was delivered by members of the Indianapolis Metropolitan Police Department and covered response planning for both active shooter and bomb threats. Participants in the training included: Karl Kroening, Videographer; Jack Tapp, Technical Services Manager; Steve Chandler, Security Officer; Matt Wright, Safety and Security Manager; Lisa Baxter, Sales Assistant; Nancy Lavelly, Administrative Assistant; Julie Smith, Sales Assistant; Amy Parrish, Director of Digital Media; Janet Brown, Design Director; Cheryl Stephens, Human Resources Manager; Sheila Applewhite, Receptionist/Mail Clerk; Greg Nees, Production Manager; Peggy Fox, Traffic Manager; Jeff Teague, Local Sales Manager; Steve Coffey, Facilities Manager; Kathy Hostetter, News Director; Aaron Castleman, Weekend Supervisor; Brent Denny, National Sales Manager; Tim Warner, Director of Sales; Judy McQuoid, Director of Finance; Al Grossniklaus, Director of Engineering; Tim Conner, IS Manager; and Arlene Barnett, Accounting Assistant.
- The Indiana Chamber of Commerce hosted the Indiana Safety and Health Conference at the Indiana Convention Center. Matt Wright, Safety and Security Manager; and Steve Coffey, Facilities Manager; attended this conference on March 17-18, 2015.
- The Sales, News and Digital Media, departments made several web – based training sessions available to employees during the reporting period:
  - Worldnow Learning Series: Premium Weather; Amy Parrish, Director of Digital Media, participated in this online training on May 14, 2014.
  - Selling with TBV's "People Talking Politics" Research hosted by TVB; Steve Click, Diginet Sales Manager, participated in this online training on May 21, 2014.
  - Mobile is the New Black; Amy Parrish, Director of Digital Media, participated in this online training on May 29, 2014.
  - Staying Ahead of the Curve – How to Sell Digital Video Advertising hosted by TVB and Mixpro; Amy Parrish, Director of Digital Media; Bill Legg, Account Executive; Kol Souers, Account Executive; Curt Young, Account Executive; Erika Cuadrado, Account Executive; Angela Goodwin-Volpert, Account Executive; Steve Click, Diginet Sales Manager; and Alan Figg, Account Executive; participated in this webinar on July 23, 2014.

- FreeWheel Trafficking with NBC Sports; Amy Parrish, Director of Digital Media, participated in this online training on July 24, 2014.
- Communicating with a Purpose by Bridgeline Digital; Amy Parrish, Director of Digital Media; and Alan Figg, Account Executive, participated in this webinar on July 31, 2014.
- 2014 Borrell Local TV Digital Revenue Report by TVB; Amy Parrish, Director of Digital Media, participated in this webinar on August 5, 2014.
- Retail Advertising Strategies hosted by TVB; Julie Smith, Sales Assistant; Kol Souers, Account Executive; Erin Peckinpugh, Account Executive; Erika Will, Account Executive; Angela Goodwin-Volpert, Account Executive; Steve Click, Diginet Sales Manager; and Brian Fields, Research Director; participated in this webinar on August 26, 2014.
- Jim Doyle Webinar on Protecting Dealer Revenue; Amy Parrish, Director of Digital Media; Alan Figg, Account Executive; Curt Young, Account Executive; Doug Ripperger, Account Executive; Erika Will, Account Executive; Bill Legg, Account Executive; Randy Watson, Account Executive; Angela Goodwin-Volpert, Account Executive; Brent Denny, National Sales Manager; Erin Peckinpugh, Account Executive; Erika Cuadrado, Account Executive; Sue Layton, Account Executive; Tim Warner, Director of Sales; and Jeff Teague, Local Sales Manager; participated in this webinar on November 13, 2014.
- You are What You Tweet: How to Engage with Your Readers on Twitter by Poynter's News University; Sara Galer, Executive Producer – Digital Content, participated in the webinar on January 29, 2015.
- Automated TV Buying – Who/What/Where/When/Why by TVB; Amy Parrish, Director of Digital Media, participated in this online training on February 4, 2015.
- Worldnow Learning Series: Local Sales IP Select Targeting; Amy Parrish, Director of Digital Media, participated in this online training on February 18, 2015.
- Targeted Ad Flights by Worldnow; Randy Watson, Account Executive; Curt Young, Account Executive; Alan Figg, Account Executive; Doug Ripperger, Account Executive; Brian Fields, Research Director; Tim Warner, Director of Sales; Sue Layton, Account Executive; Brent Denny, National Sales Manager; Bill Legg, Account Executive; and Susan Carr, Account Executive; participated in this online training on February 19, 2015.
- As part of the benefit package provided by the employment unit, employees who have met eligibility requirements qualify for tuition assistance. During the reporting period, one employee (Michael Garner) was reimbursed for a portion of their tuition expenses.

Matt Mrozinski, Chief Photographer; and Greg Nees, Production Manager; participated in a workshop on interviewing skills conducted by Cheryllyn Stephens, Human Resources Manager,



on March 10, 2015. The training focused on conducting behavioral based interviews and legally compliant interviews. (FCC Menu Option 14)

The station participated in the Indiana Broadcasters Association EEO/Scholarship Program for 2015. WTHR promoted the scholarship through Facebook, WTHR.com and public service announcements that ran in January and February of 2015. In addition, WTHR contributed \$1,000 towards the scholarship. Cherilyn Stephens, HR Manager; and Kathy Hostetter, News Director, reviewed submissions from students and submitted their recommendations to the IBA. (FCC Menu Option 7)

The station employment unit aired public service announcements during the public file period informing the public that the station is an equal opportunity employer and offering organizations an opportunity to request the station's job vacancy listings. The announcements also inform viewers that the station's job vacancy information is available via the station's website.

WTHR-TV/WALV-CA  
EEO Public File  
Referral Sources  
Appendix A

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
4	Media Biz	John Stipe		PO Box 88396		Steilacoom	WA	98388	206/331-3876	<a href="mailto:gstipe@mediabizjobs.com">gstipe@mediabizjobs.com</a>
5	Talent Dynamics	Christina Hedding		600 E. Las Colinas Blvd.		Irving	TX	75039	214/914-9797	<a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a>
6	NATAS Lower Great Lakes Chapter	Gary Manke		1440 Rockside Rd	Suite221	Cleveland	OH	44134	440/526-3669	<a href="mailto:administrator@nataslgl.org">administrator@nataslgl.org</a>
8	Medialine	Rich Everitt		1209 Wood Valley Rd		Augusta	GA	30909	706-364-7564	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>
9	TVJobs	Mark Holloway		P.O. Box 4116		Oceanside	CA	92052	800/374-0119	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>
10	Spots-n-Dots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste 112-238	Kennesaw	GA	30152	888/884-2630 x 701	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>
12	National Assoc. of Black Journalist	Amanda Herrell		Executive Plaza III	11350 McCormick Rd Ste 101	Hunt Valley	MD	21031	888/491-8833	<a href="mailto:customerservice@jobcontrolcenter.com">customerservice@jobcontrolcenter.com</a>
13	National Assoc. of Hispanic Journalist	Kevin Olivas		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	202/662-7145	<a href="mailto:nahi@nahi.org">nahi@nahi.org</a>
15	Indiana Broadcasters Association	Joe Misiewicz; Gwen Piening		14074 Trade Center Dr	#141	Fishers	IN	46038	317/770-0970	<a href="mailto:gwen@indianabroadcasters.org">gwen@indianabroadcasters.org</a> ; <a href="mailto:joe@indianabroadcasters.org">joe@indianabroadcasters.org</a>
16	Word of Mouth	n/a								
17	Agent	n/a								
19	Investigative Reporters & Editors (IRE)	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	573/882-8969	<a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a>
21	WTHR Website	Warren Mills		1000 N Meridian St		Indianapolis	IN	46204	317/655-5747	<a href="mailto:wmills@wthr.com">wmills@wthr.com</a>
23	Ball State University - Career Center	Kyndra Haggard	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765/285-1522	<a href="mailto:careercenter@bsu.edu">careercenter@bsu.edu</a>
24	Career Consultants - Oi Partners, Inc.	Laura Eiler	*	32 E Washington St	Ste 900	Indianapolis	IN	46204	317/264-4175	<a href="mailto:leiler@cciindy.com">leiler@cciindy.com</a>
28	DePauw University - Hubbard Center for Student Engagement	Pam Woodall	*	408 South Locust Ste 130		Greencastle	IN	46135	765/658-4281	<a href="mailto:pamelawoodall@depauw.edu">pamelawoodall@depauw.edu</a>
29	IUPUI: IU School of Journalism at IUPUI	Julie Vincent		755 W Michigan St	UL3100B	Indianapolis	IN	46202	317/278-5326	<a href="mailto:jvincen@iupui.edu">jvincen@iupui.edu</a>
30	Indiana Black Expo	Lynna Townsend	*	3145 N. Meridian Street		Indianapolis	IN	46208	317/923-3043	<a href="mailto:ltownsend@indianablackexpo.com">ltownsend@indianablackexpo.com</a>
32	Indiana University Arts & Sciences Placement Ofc	Nick Bragin		625 N. Jordan Ave.		Bloomington	IN	47405	812/855-0576	<a href="mailto:nbragin@indiana.edu">nbragin@indiana.edu</a>
33	International Business College	Amy Cosgrove	*	7205 Shadeland Station Ave		Indianapolis	IN	46256	317/813-2346	<a href="mailto:acosgrove@ibcindianapolis.edu">acosgrove@ibcindianapolis.edu</a>
34	IVY Tech - Career Services	Jennifer Culver	*	50 W Fall Creek Parkway	T221	Indianapolis	IN	46208	317/921-4716	<a href="mailto:jhess35@ivytech.edu">jhess35@ivytech.edu</a>

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
40	University of Evansville	Donna Schmitt	*	1800 Lincoln Ave.		Evansville	IN	47714	812/488-1083	<a href="mailto:career@evansville.edu">career@evansville.edu</a>
41	University of Indianapolis c/o The Professional Edge Center	Betsy Knott	*	1400 East Hanna Ave	c/o Stierwalt Alumni House	Indianapolis	IN	46227	317/788-3923	<a href="mailto:proedge@uindy.edu">proedge@uindy.edu</a>
44	Fort Wayne Urban League, Inc.	Rufus Hamilton	*	2135 S Hanna St		Fort Wayne	IN	46803	260/745-3100	<a href="mailto:rhamilton@fwurbanleague.org">rhamilton@fwurbanleague.org</a>
45	Indianapolis Urban League	Kimberly Simmons	*	777 Indiana Ave.		Indianapolis	IN	46202	317/693-7641	<a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>
48	Urban League of Madison County	Kathy Stapleton	*	1210 West 10th Street		Anderson	IN	46016	765/649-7126	<a href="mailto:kathy@ulmadco.comcastbiz.net">kathy@ulmadco.comcastbiz.net</a>
52	Dispatch Broadcast Group Website			770 Twin Rivers Dr		Columbus	OH	43215		
53	Radio & Television News Director Assoc.	Derrick Hinds		The National Press Building	529 14th Street, NW, Suite 1240	Washington	DC	20045	202/495-8730	<a href="mailto:derrickh@rtdna.org">derrickh@rtdna.org</a>
55	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	317/846-9000	<a href="mailto:kjones@sbe.org">kjones@sbe.org</a>
56	MediaRecruiter.com	Sue Arno		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	303/881-5600	<a href="mailto:sue@MediaRecruiter.com">sue@MediaRecruiter.com</a>
57	CareerBuilder.com	N/A							800/891-8880	
58	IndySHRM	Mark Records		8945 South Street		Fishers	IN	46038	317/841-3236	<a href="mailto:cmp@indyshrm.org">cmp@indyshrm.org</a>
60	Internal Posting FT to FT	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317/655-5613	<a href="mailto:cstephens@wthr.com">cstephens@wthr.com</a>
62	Monster.com	n/a							800/666-7837	
63	Rick Gevers and Associates	Rick Gevers		355 E Ohio St, #303		Indianapolis	IN	46204	317/635-7912	<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>
64	Mediabistro	Alexandra Spign esi		770 Broadway		New York	NY	10003	212/547-7899	<a href="mailto:alexandra@mediabistro.com">alexandra@mediabistro.com</a>
65	Collective Talent	Michael Bille		1721 Richardson Place		Tampa	FL	33606	813/254-9695	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>
66	TVNewsCheck.com	Phil Kirk		24 W Lancaster Ave	Suite 205	Ardmore	PA	19003	516/674-4914	<a href="mailto:pkirk@newscheckmedia.com">pkirk@newscheckmedia.com</a>
67	Society of Professional Journalists	Billy O'Keefe		3909 N. Meridian St.,		Indianapolis	IN	46208	317/927-8000	<a href="mailto:billyok@mac.com">billyok@mac.com</a>
68	Veteran Staffing	Joe Clinard	*	1805 N Shadeland Ave		Indianapolis	IN	46209	317/447-5229	<a href="mailto:veteranstaffing@gmail.com">veteranstaffing@gmail.com</a>
69	Indeed	Jason Coppola		177 Broad St, 6th Floor		Stamford	CT	6901	203/653-5241	<a href="mailto:jcoppola@indeed.com">jcoppola@indeed.com</a>
70	B-roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	202/486-8842	<a href="mailto:kev@b-roll.net">kev@b-roll.net</a>
71	National Press Photographers Association	Thomas Kenniff		3200 Croasdaile Dr	Suite 306	Durham	NC	27705	919/383-7246 opt 0	<a href="mailto:tkenniff@nppa.org">tkenniff@nppa.org</a>
72	LinkedIn	n/a		2029 Steirlin Ct		Mountain View	CA	94043		

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
73	Operation: Job Ready Veterans	Ed Perez	*	2154 Intelliplex Dr		Shelbyville	IN	46176	317/760-6154	<a href="mailto:eperez@jobreadyvets.org">eperez@jobreadyvets.org</a>
74	Easter Seals Crossroads	Robin Close	*	4740 Kingsway Dr		Indianapolis	IN	46205	317/466-1000 x2533	<a href="mailto:rclose@eastersealscrossroads.org">rclose@eastersealscrossroads.org</a>
75	Ideanet/602 Communications <sup>5</sup>	Sandy Lizik		4349 E. Colter Street		Phoenix	AZ	85018	602/954-8373	<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>
76	Michigan Association of Broadcasters (MAB) <sup>6</sup>	Dan Kelly		819 N. Washington Avenue		Lansing	MI	48906	517/484-7444	<a href="mailto:dkelley@michmab.com">dkelley@michmab.com</a>
77	HVAF of Indiana <sup>7</sup>	Robin Close	*	964 N. Pennsylvania St.		Indianapolis	IN	46204	317/951-0688 x2111	<a href="mailto:rclose@hvaf.org">rclose@hvaf.org</a>
78	Storytellers <sup>8</sup>	Matt Mrozinski		401 N. Senate Ave. #534		Indianapolis	IN	46204	724/316-2059	<a href="mailto:tvnstorytellers@gmail.com">tvnstorytellers@gmail.com</a>

\* Denotes referrals requesting vacancies within Indiana

<sup>5</sup> This source was added to the list during the reporting period on December 2, 2014.

<sup>6</sup> This source was added to the list during the reporting period on December 2, 2014.

<sup>7</sup> This source was added to the list during the reporting period on January 20, 2015. Because this source requested to receive notice of all full-time vacancies, the source was notified of all available vacancies for which recruitment occurred after this date.

<sup>8</sup> This source was added to the list during the reporting period on March 1, 2015.