

**WTHR-TV/WALV-CD, Indianapolis, Indiana**  
**EEO PUBLIC FILE REPORT**  
(Period covered: April 1, 2018 through March 31, 2019)

**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.

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

Digital Desk Editor (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 63, 64, 68)  
[Hiree # 5, 118]  
Job #26

Graphic Designer (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 63, 64, 68)  
[Hiree # 31]  
Job #42

Anchor/Reporter (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 63, 64, 68)  
[Hiree # 5]  
Job #51

Producer (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 63, 68)  
[Hiree # 5]  
Job #63

Account Executive (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 45, 48, 68)  
[Hiree # 5]  
Job #64

Editor (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 45, 48, 68)  
[Hiree # 5]  
Job #68

IS Technician (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 68)  
[Hiree # 31]  
Job #65

Producer (#2, 5, 9, 14, 20, 26, 29, 31, 32, 33, 34, 35, 36, 45, 48, 63, 68)  
[Hiree # 5]  
Job #71

Photographer I (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 45, 48, 68)  
[Hiree # 5]  
Job #75

Graphic Designer (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 45, 48, 68)  
[Hiree # 5]  
Job #76

Sales/Marketing Coordinator (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 38, 45, 48, 68)  
[Hiree # 31]  
Job #77

Director I (#2, 5, 9, 14, 20, 26, 29, 31, 32, 34, 35, 36, 45, 48, 63, 68)  
[Hiree # 118]  
Job #90

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

58

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

#5 (27 people), #9 (1 person), #31 (18 people), #48 (1 person), #63 (1 person), #83 (7 person), #94 (1 person), and #999 (2 people)

## **SUPPLEMENTAL OUTREACH ACTIVITIES**

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in two job fairs. (FCC Menu Option 1):

- The station participated in the UIndy Communication Job Fair at the University of Indianapolis in Indianapolis, Indiana on April 19, 2018. Scott Hums, Digital Content Director, participated in the event.
- The station participated in and sponsored the WTHR Channel 13 Employment Opportunity Fair at the Indiana Black Expo, on July 19, 2018. The event took place in Indianapolis, Indiana. The following managers participated: Cherilyn Stephens, Human Resources Manager; Brent Denny, National Sales Manager; Joshua Witzke, Production Manager; Matt Whisner, Chief Photographer; Angel Mattix, Director of Traffic; Kelly Richards, On-Air Promotions 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 7 students from the following universities participated: Ball State University, Arizona State University, Indiana University, and University of Indianapolis. 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):

- On August 13, 2018, Seth Kever, Manager of Technology & Operations, hosted a group incoming freshman from Ball State University's Early Start program. During the visit, the students were given a tour of the facility, sat in the control room during a

newscast and had a Q&A session with Matt Whisner, Chief Photographer; Scott Hums, Digital Content Director; and Seth Kever.

- Ben Hill, Anchor, spoke to students at Pike High School's Career Speaker Day on September 27, 2018. He spoke to them about careers in broadcast media.
- Kathy Hostetter, News Director, participated in the Fall News Roundup at Ball State University on October 12, 2018. She participated as a panelist and conducted portfolio reviews/critiques with the senior students. This event was hosted by the Department of Telecommunications at Ball State University.

By way of a station initiative, employees attended 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):

- Scott Hums, Digital Content Director; Sabrina Russello, Social Media Manager; and Kathy Hostetter, News Director, attended the Facebook Journalism Project News Day in Cincinnati, Ohio on June 12, 2018. The event was hosted by Facebook and included presentations, discussion and networking focused on giving attendees an opportunity to learn more about Facebook and Instagram as platforms for building a community around local and community news.
- Susan Batt, Special Projects Producer, attended Covering and Protecting Your Elections Sign-up Sheet, hosted by the SPJ in association with Google News Initiative at WFYI in Indianapolis, Indiana on September 5, 2018. Topics covered during the program include verification & fact checking, safety & security online, data journalism, and journalism ethics.
- Several staff members attended the Indiana Broadcasters Association Broadcast News Seminar on September 22, 2018 at the Flix Brewhouse in Carmel, Indiana. Session topics included "How to Fight Fake News", a panel on "Staying Fair and Reputable with Political Communications Staff", and "What Journalists Need to Know About Guns and Ammo". Attendees included Ben Hill, Anchor; Mary Stirsman, Producer; Susan Batt, Special Projects Producer; Lauren Stream, Producer; Mary Milz, Reporter; Ashley Hancock, Producer; Evan Hoffmeyer, Digital Desk Editor; Taylor Beck, Executive Producer; AnneMarie Tiernon, Anchor; Anna Carrera, MMJ; and Kathy Hostetter, News Director.
- Several staff members attended the Indiana Broadcasters Association Broadcasters Conference on November 1, 2018 at the 502 East Event Centre in Carmel, Indiana. Seth Kever, Manager of Technology & Operations; Tim Conner, IS Manager; Jay Cory, Maintenance Technician; and Roberta Barmore, Maintenance Technician; attended the Engineering workshop which covered topics such as safety & security, grounding & lighting protection; broadcasting on the move; cyber security, and tower structure & site security.

- Tim Conner, IS Manager, attended the SMPTE Seminar in Washington, DC on November 28, 2018. The event was held during the Government Video Expo and offered sessions related to the new SMPTE standards for converting a broadcast news station to a full IP plant.
- Michael Buchler, Digital Sales Manager; and Brian Fields, Research Director; conducted a training session titled OTT 101 with the sales staff to educate them on the subject of OTT (over the top). The session on February 14, 2019 covered items such as understanding the OTT ecosystem, learning the acronyms, and acknowledging the trends. Participants included Tim Warner, Director of Sales; Brent Denny, General Sales Manager; Curt Young, Account Executive; Doug Ripperger, Account Executive; Angela Goodwin-Volpert, Account Executive; Jeffrey Higgens, Digital Media Web Coordinator; Jennifer Blotkamp, Media & Research Sales Coordinator; David Copple, Account Executive; Erin Peckinpaugh, Account Executive; Renee Ray, Digital Account Executive; Eric Ratner, Account Executive; Donna Meade, Account Executive; Randy Watson, Account Executive; and Sue Layton, Account Executive.
- Michael Buchler, Digital Sales Manager; and Brian Fields, Research Director; conducted a training session titled OTT 201 with the sales staff to continue their learning from the OTT 101 session held previously. The session on March 7, 2019 covered items such as latest OTT research, what we have to sell in OTT, OTT + broadcast TV, and a review of the items covered in OTT 101. Participants included Tim Warner, Director of Sales; Curt Young, Account Executive; Doug Ripperger, Account Executive; Angela Goodwin-Volpert, Account Executive; Jeffrey Higgens, Digital Media Web Coordinator; Jennifer Blotkamp, Media & Research Sales Coordinator; Erin Peckinpaugh, Account Executive; Renee Ray, Digital Account Executive; Donna Meade, Account Executive; Randy Watson, Account Executive; Erika Will, Account Executive; and Sue Layton, Account Executive.
- Staff from the Sales department attended the Digital Media Essentials program offered by Centro in Chicago, Illinois. The program covered topics such as web exploration, digital landscape, payment models, defining success, digital channels, inventory types, programmatic advertising, data types, and media planning. Michael Buchler, Digital Sales Manager; Renee Ray, Digital Account Executive; Jeffrey Higgens, Digital Media Web Coordinator; and Jennifer Blotkamp, Media & Research Sales Coordinator; attended this program on March 14, 2019.
- The Sales department made several web – based training sessions available to employees during the reporting period:
  - “Money Call” hosted by Jim Doyle Associates; Tim Warner, Director of Sales; Brian Fields, Research Director; Curt Young, Account Executive; Doug Ripperger, Account Executive; Angela Goodwin-Volpert, Account Executive; Brent Denny, General Sales Manager; and Sue Layton, Account Executive; participated in this webinar on June 29, 2018.
  - “The Future of TV” hosted by S<sup>3</sup>; Brian Fields, Research Director; Curt Young, Account Executive; Doug Ripperger, Account Executive; Angela Goodwin-Volpert, Account Executive; Erika Will, Account Executive; Jeffrey Higgens,

Digital Media Web Coordinator; Jennifer Blotkamp, Sales Assistant; David Copple, Account Executive; Erin Peckinpaugh, Account Executive; Renee Ray, Digital Account Executive; and Sue Layton, Account Executive; participated in this webinar on August 7, 2018.

- TVB Forward Conference via livestream; Brian Fields, Research Director; Curt Young, Account Executive; Angela Goodwin-Volpert, Account Executive; Erika Will, Account Executive; Jeffrey Higgens, Digital Media Web Coordinator; Jennifer Blotkamp, Sales Assistant; David Copple, Account Executive; Erin Peckinpaugh, Account Executive; Renee Ray, Digital Account Executive; Eric Ratner, Account Executive; Lisa Willey, Local Sales Manager; Michael Buchler, Digital Sales Manager; and Sue Layton, Account Executive, participated in this webinar on September 27, 2018.
- 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, three employees were reimbursed for a portion of their tuition expenses. The program is overseen by Cherilyn Stephens, Human Resources Manager.

The station participated in the Indiana Broadcasters Association EEO/Scholarship Program for 2019. WTHR promoted the scholarship through WTHR.com and public service announcements that ran in January and February of 2019. In addition, WTHR contributed \$1,000 towards the scholarship. Cherilyn Stephens, Human Resources Manager, reviewed submissions from students and submitted recommendations to the IBA. (FCC Menu Option 7)

Management level personnel participated in a training course, The Road to a Harassment Free Workplace, onsite at WTHR in Indianapolis, Indiana. The training module focused on preventing discrimination and maintaining an environment free from harassment. The following individuals attended the training on July 20, 2018: Michael Buchler, Digital Sales Manager; Phil Cannelongo, Executive Producer – Digital Content; Kathy Hostetter, News Director; David Jones, Director of Technology & Operations; Alex Jud, Executive Producer; Seth Keever, Manager of Technology & Operations; Judy McQuoid, Director of Finance; Kelly Richards, Manager of On-Air Promotions; Cherilyn Stephens, HR Manager; Joshua Witzke, Production Manager; Steve Coffey, Facilities Manager; Matt Wright, Safety & Security Manager; and Larry Delia, President & General Manager. The following individuals attended the training on July 31, 2018: Tim Warner, Director of Sales; Brent Denny, National Sales Manager; Angel Mattix, Director of Traffic Operations; Tim Conner, IS Manager; Jennifer Atherton, Executive Producer; Matt Whisner, Chief Photographer; Kyle Thomas, Digital Desk Manager; Michael Brouder, Creative Services Director; Scott Hums, Digital Content Director; and Jeff Rosetti, Assistant News Director. (FCC Menu Option 14)

The station employment unit aired public service announcements during the reporting 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-CD  
EEO Public File  
(Period covered: April 1, 2018 through March 31, 2019)  
Referral Sources  
Appendix A

DF#	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
2	WTHR Internal Posting	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317-655-5613	<a href="mailto:cherilyn.stephens@wthr.com">cherilyn.stephens@wthr.com</a>
5	WTHR.com Career Site	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317-655-5613	<a href="mailto:cherilyn.stephens@wthr.com">cherilyn.stephens@wthr.com</a>
9	Ball State University - Career Center	Jennifer Randall	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765/285-2431	<a href="mailto:careercenter@bsu.edu">careercenter@bsu.edu</a>
11	B-roll.net	Kevin Johnson		2302 Monroe St NE		Washington	DC	20018	202/486-8842	<a href="mailto:kev@b-roll.net">kev@b-roll.net</a>
14	Career Consultants - Oi Partners, Inc.	Patty Prosser	*	32 E Washington St	Ste 900	Indianapolis	IN	46204	317/264-4178	<a href="mailto:p prosser@cciindy.com">pprosser@cciindy.com</a>
16	Collective Talent	Michael Bille		5134 Sandy Beach Ave		Sarasota	FL	34242	813/494-4555	<a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>
20	DePauw University - Hubbard Center for Student Engagement	Erin Duffy	*	408 South Locust St		Greencastle	IN	46135	765/658-4138	<a href="mailto:erinduffy@depauw.edu">erinduffy@depauw.edu</a>
26	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>
29	HVAF of Indiana	Alberta Platt	*	964 N. Pennsylvania St.		Indianapolis	IN	46204	317/951-0688	<a href="mailto:aplatt@hvaf.org">aplatt@hvaf.org</a>
31	Indeed	N/A		177 Broad St, 6th Floor		Stamford	CT	6901		<a href="http://www.indeed.com">www.indeed.com</a>
32	Indiana Black Expo	Lynna Townsend	*	3145 N. Meridian Street		Indianapolis	IN	46208	317/925-2702	<a href="mailto:ltownsend@indianablackexpo.com">ltownsend@indianablackexpo.com</a>
33	Indiana Broadcasters Association	Dave Arland, Sam Klemet		P.O Box 902		Carmel	IN	46082	317/701-0084	<a href="mailto:iba@indianabroadcasters.org">iba@indianabroadcasters.org</a>
34	Indianapolis Urban League	Kimberly Simmons	*	777 Indiana Ave.		Indianapolis	IN	46202	317/693-7641	<a href="mailto:ksimmons@indplsul.org">ksimmons@indplsul.org</a>
35	International Business College	Diane Dalton	*	7205 Shadeland Station Ave		Indianapolis	IN	46256	317/813-2346	<a href="mailto:ddalton@ibcindianapolis.edu">ddalton@ibcindianapolis.edu</a>
36	IVY Tech - Career Services	Holly Wunder	*	50 W Fall Creek Parkway	T221	Indianapolis	IN	46208	317/921-4834	<a href="mailto:hwunder@ivytech.edu">hwunder@ivytech.edu</a>
38	LinkedIn	N/A		2029 Steirlin Ct		Mountain View	CA	94043		<a href="http://www.linkedin.com">www.linkedin.com</a>
39	Medialine	Rick Iler		2515 Sapprow Crest Dr		Katy	TX	77494	913/217-0685	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>
40	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	303/400-5150	<a href="mailto:art@MediaRecruiter.com">art@MediaRecruiter.com</a>
41	National Assoc. of Black Journalist			8800 Lakewood Dr	#117	Windsor	CA	95492	626/792-3846	<a href="mailto:info@nabicareers.org">info@nabicareers.org</a>
45	Illinois Media School - Chicago Campus	Francesca Muller	*	455 Eisenhower Lane South	Suite 200	Lombard	IL	60148	630/916-1700	<a href="mailto:fmuller@beonair.com">fmuller@beonair.com</a>

DF#	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
48	Ohio Media School - Columbus Campus	Lee Wagner	*	5330 E. Main St. Suite 200		Columbus	OH	43213	614/230-0461	<a href="mailto:lwagner@beonair.com">lwagner@beonair.com</a>
54	National Assoc. of Hispanic Journalist			PO Box 117		Windsor	CA	95492	626/792-3846	<a href="mailto:info@nahicareers.org">info@nahicareers.org</a>
54	RTDNA: Radio & Television News Director Assoc.	Karen Hansen		The National Press Building	529 14th Street, NW, Suite 1240	Washington	DC	20045	202/662-7257	<a href="mailto:karenh@rtdna.org">karenh@rtdna.org</a>
55	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>
56	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>
59	Talent Dynamics	Julie Pumphrey		600 E. Las Colinas Blvd.		Irving	TX	75039	214/640-3180	<a href="mailto:pumphrey@talentdynamics.com">pumphrey@talentdynamics.com</a>
63	TVJobs	Mark Holloway		P.O. Box 4116		Oceanside	CA	92058	800/374-0119	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>
64	University of Evansville	Donna Schmitt		1800 Lincoln Ave.		Evansville	IN	47722	812/488-1083	<a href="mailto:career@evansville.edu">career@evansville.edu</a>
67	Facebook	N/A								<a href="http://www.facebook.com">www.facebook.com</a>
68	Operation: Job Ready Veterans	Mike Espinda	*	9130 Otis Avenue	Suite A	Indianapolis	IN	46216	855/456-2732	<a href="mailto:mespinda@jobreadyvets.org">mespinda@jobreadyvets.org</a>
72	Ideanet/602 Communications	Theodema Maliza		4349 E. Colter Street		Phoenix	AZ	85018	602/954-8373	<a href="mailto:tmaliza602@gmail.com">tmaliza602@gmail.com</a>
73	Work in Entertainment.com			7010 E Chauncey Lance	Ste 115	Phoenix	AZ	85054	480/779-4798	<a href="mailto:PostAJob@WorkInEntertainment.com">PostAJob@WorkInEntertainment.com</a>
74	I/DO/PROMOZ blog	Don Smith				San Antonio	TX			<a href="mailto:donsjr@hotmail.com">donsjr@hotmail.com</a>
78	TVNewsCheck.com	Patty Hersh		24 W Lancaster Ave	Suite 205	Ardmore	PA	19003	610/420-6003	<a href="mailto:phersh@newscheckmedia.com">phersh@newscheckmedia.com</a>
81	Spots-n-Dots			SND Publishing LLC	1635 Old Highway 41 Ste 112-338	Kennesaw	GA	30152	888/884-2630 x 701	<a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>
83	Word of Mouth									
84	Agent									
85	Investigative Reporters & Editors (IRE)	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	573/884-7321	<a href="mailto:jobpostings@nicar.org">jobpostings@nicar.org</a>
86	IUPUI: IU School of Journalism at IUPUI	Fred Bagg		425 University Blvd	Cavanaugh Hall, CA 303G	Indianapolis	IN	46202	317/278-5326	<a href="mailto:fbagg@iupui.edu">fbagg@iupui.edu</a>
87	Indiana University - The Walter Center for Career Achievement	Sarah Bird		625 N. Jordan Ave.		Bloomington	IN	47405	812/855-0576	<a href="mailto:IUWalter@indiana.edu">IUWalter@indiana.edu</a>

DF#	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
88	Promax	Karen Page		5700 Wilshire Blvd	Suite 275	Los Angeles	CA	90036	310/789-1521	<a href="mailto:karen.page@promaxbda.org">karen.page@promaxbda.org</a>
89	IndySHRM	Mark Records		8945 South Street		Fishers	IN	46038	317/841-3236	<a href="mailto:info@indyshrm.org">info@indyshrm.org</a>
90	Mediabistro	Iman Edwards		825 8th Avenue	29th Fl	New York	NY	10019	917/258-0988	<a href="mailto:support@mediabistro.com">support@mediabistro.com</a>
91	Society of Professional Journalists	Billy O'Keefe		3909 N. Meridian St.	Suite 200	Indianapolis	IN	46208	317/927-8000	<a href="mailto:billyok@mac.com">billyok@mac.com</a>
92	National Press Photographers Association	Thomas Kenniff		120 Hooper St		Athens	GA	30602	919/237-1782	<a href="mailto:tkenniff@nppa.org">tkenniff@nppa.org</a>
93	Anderson University	Katie Mitchell		1100 E 5th Street		Anderson	IN	46012	765/641-4196	<a href="mailto:career@anderson.edu">career@anderson.edu</a>
94	University of Indianapolis c/o The Professional Edge Center	Betsy Knott		1400 East Hanna Ave	c/o Schwitzer Student Center 209	Indianapolis	IN	46227	317/788-3923	<a href="mailto:proedge@uindy.edu">proedge@uindy.edu</a>
999	Other Source(s) Not Notified by Employment Unit									

\* Denotes referrals requesting vacancies within Indiana