

**WTHR, Indianapolis, Indiana<sup>1</sup>**  
**EEO PUBLIC FILE REPORT**  
(Period covered: April 1, 2013 through March 31, 2014)

**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]**

Investigative Producer (#9, 12, 13, 19, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 53)  
[Hiree # 16]  
Job #300-JH

News Director (#2, 5, 9, 12, 13, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 63, 64, 66, 67)  
[Hiree # 16]  
Job #300-KC

Associate Producer (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52)  
[Hiree # 16]  
Job #300-DF

Videographer (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52)  
[Hiree # 16, 21]  
Job #300-GW

Manager, Information Technology (#9, 15, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 55, 68, 69)  
[Hiree # 69]  
Job #300-LD

Producer (#4, 9, 12, 13, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 68, 72)  
[Hiree # 16, 16]  
Job #300-KG

Chief Photographer (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 68, 70, 71)  
[Hiree # 16]  
Job #300-BW

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

Part Time Weekend Meteorologist (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-CW

President/General Manager (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 68)

[Hiree # 16]

Job #300-JC

Digital Account Executive (#9, 21, 23, 24, 25, 28, 29, 30, 32, 33, 34, 40, 41, 42, 43, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-MH

General Assignment Reporter (#9, 12, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-RE

Associate Producer (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 16]

Job #300-WB

Meteorologist (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 16]

Job #300-CW

Sports Reporter/Anchor (#9, 12, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-EY

Producer (#9, 12, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-DB

Sales Assistant (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-AG

Web Content Writer (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68)

[Hiree # 21]

Job #300-BF

Associate Producer (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73)

[Hiree # 16]

Job #300-BM

## TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

84

## TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#9 (3 people), #12 (2 people), #16 (42 people), #19 (1 person), #21 (24 people), #34 (1 person), #43 (1 person), #52 (3 people), #63 (1 person), #68 (3 people), #69 (3 people)

## SUPPLEMENTAL OUTREACH ACTIVITIES

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

- The station participated in and sponsored the WTHR Channel 13 Employment Opportunity Fair at Indiana Black Expo, on July 20, 2013. The event took place in Indianapolis, Indiana. The following managers and employees participated: Angela Cain, Community Affairs Director; Young-Hee Yedinak, Sr. Producer; Cherilyn Stephens, Human Resources Manager; Judy McQuoid, Director of Finance; Al Grossniklaus, Director of Engineering; Jeff Rosetti, Assistant News Director; and Kathy Hostetter, News Director. 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.

During the reporting period, the station maintained an internship program in our News, Community Affairs and Sales departments for college juniors and seniors, in which 17 students from the following universities participated: Ball State University, Butler University, DePauw University, Hanover College, Indiana University, Indiana University Purdue University of Indianapolis, Indiana State University, Purdue University, and University of Indianapolis. The staff member coordinating the program for the News department was Kyle Thomas, Assignment Desk Supervisor. Jeff Teague, Local Sales Manager, supervised the intern in the Sales department. Angela Cain, Community Affairs Director, supervised the intern in the Community Affairs Department. (FCC Menu Option 5)

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

- Kathy Hostetter, News Director, participated in a panel at the Fall News Roundup at Ball State University on October 4, 2013. This event is hosted by the Department of Journalism and Department of Telecommunications at Ball State University.

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 2013; Al Grossniklaus, Director of Engineering; and Randy White, Production Manager, attended in Las Vegas, NV April 6 – 11, 2013.
- Arlene Barnett, Accounting Assistant, took an online course on Credit Law through the National Association of Credit Management. The course was held from April 29 – July 26, 2013.
- WTHR staff participated in training on new laptop editors on July 2, 2013. In attendance were Russ Hornickel, Photographer; Scott Graber, Photographer; Ross Govert, Photographer; Greg Goggans, Photographer; Matt Whisner, Photographer; Jacob Jennings, Photographer; Rob Lynch, Photographer; Mike Eckstein, Photographer; Perry Pace, Executive Producer; Jeff Rosetti, Assistant News Director; Sarah Moore, Executive Producer; Jay Cory, Maintenance Technician, Matt Bonfield, IS Technician; Tim Connor, IS Manager; Ryan Thedwall, Photographer; Doug Blake, Photographer; Ben Reiff, Photographer; John Duong, Photographer; Joel Clausen, Photographer; Sara Galer, Digital Executive Producer; and Al Grossniklaus, Director of Engineering.
- Internal training on the process for posting a story to our website via WorldNow technology was held on July 11, 2013. Participants included Brian Fetting, Producer; Ben Molin, Associate Producer; Kris Kirschner, Reporter; Perry Pace, Executive Producer; Paul Stauder, Assignment Editor; Sarah Moore, Executive Producer; Amy Parrish, Digital Media Director; Andrea McClain, Assignment Editor; Will Baker, Associate Producer; Mary Stirnsman, Producer; Greg Kathary, Producer; Tracie Hotopp, Producer; Mike Wilhite, Senior Producer; Toby Capion, Producer; Kathy Hostetter, News Director; Cyndee Hebert, Special Projects Producer; Jeff Rosetti, Assistant News Director; Bobbie Brooks, Producer; Aaron Castleman, Weekend Supervisor; Kyle Thomas, Assignment Desk Supervisor; Mike Orr, Assignment Editor; Duane Becker, Senior Producer; Jeff Benscoter, Executive Producer; Sara Galer, Digital Executive Producer; and Tony Gaver, Web Content Writer.
- 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; Sue Layton, Account Executive; Bill Legg, Account Executive; Amy Parrish, Digital Media Director; Erin Peckinpugh, Account Executive; Doug Ripperger, Account Executive; Trisha Ripperger, Account Executive; Jeff Teague, Local Sales Manager; Melissa Vierling, National Sales Manager; Tim Warner, Director of Sales; Randy Watson, Account Executive and Curt Young, Account Executive, attended this one day conference on August 1, 2013 in Columbus, OH. The conference included presentations on value creation, personal branding and marketing; and performance solutions.
- WTHR staff participated in training on the new Pixel Power system at WTHR on July 15 – 19, 2013 and August 5 - 9, 2013. Participants included Loretta Goode, Senior Director; Janet Brown, Design Director; Todd Donaldson, IS Technician; Amy Ramirez, Graphics Operator; Adam Howard, Graphics Operator; Steve Wolfe, Producer; Jason

Richards, Senior Broadcast Designer; Kris Burke, Senior Designer; Terry Ross, Graphic Designer; and Dale Smiley, Maintenance Technician.

- John Selig from Media Monitors conducted a training session with Brian Fields, Research Director, on August 8, 2013. In attendance were Melissa Vierling, National Sales Manager; Susan Carr, Account Executive; Erika Cuadrado, Account Executive; Alan Figg, Account Executive; Angela Goodwin-Volpert, Account Executive; Sue Layton, Account Executive; Bill Legg, Account Executive; Erin Peckinpaugh, Account Executive; Doug Ripperger, Account Executive; Trisha Ripperger, Account Executive; Randy Watson, Account Executive; Curt Young, Account Executive; Kol Souers, Account Executive; Steve Click, Diginet Sales Manager; and Mel Cochran, Account Executive.
- The Changing Face of DOT Compliance provided by J.J. Keller Business Services was held on August 13, 2013 at the Indianapolis Marriott East. Jack Tapp, Technical Services Manager, attended this session on updates to the changing FMCSA regulations.
- Brian Fields, Research Director, conducted a seminar on the VALS Survey on August 16, 2013. In attendance were Clyde Becker, Creative Services Director; Tim Warner, Director of Sales; Kathy Hostetter, News Director; Cathy Fee, Administrative Manager; Jeff Benscoter, Executive Producer; Bruce Kopp, Anchor; Scott Medaris, Photographer; John Kofodimos, Photographer; Mimi Pierce, Traffic Reporter; Sarah Moore, Executive Producer; Greg Kathary, Producer; Paul Stauder, Assignment Editor; Brian Fetting, Producer; Julia Moffitt, Anchor; Carrie Cline, Reporter; Kris Kirschner, Reporter; Chuck Lofton, Meteorologist; Perry Pace, Executive Producer; and Cyndee Hebert, Special Projects Producer.
- Charita Marsh, Production Assistant, received training from Sara Galer, Digital Executive Producer, on the WorldNow system so she can assist with our digital contributions. The training was held on September 17, 2013.
- WTHR Staff conducted a training session on the new Pixel Power and a new plug-in through ENPS. The training was held on September 19<sup>th</sup> and 25<sup>th</sup>. In attendance were Tracie Hotopp, Producer; Duane Becker, Senior Producer; Phil Cannelongo, Producer; Mary Stirsman, Producer; Greg Kathary, Producer; Brian Fetting, Producer; Toby Cation, Producer; Jennie Runevitch, Reporter/Anchor; Kevin Rader, Reporter; David Macanally, Reporter; Susan Batt, Special Projects Producer; Perry Pace, Executive Producer; Jeff Benscoter, Executive Producer; Angela Cain, Community Affairs Director; Young-Hee Yedinak, Community Affairs Producer; Ben Molin, Associate Producer; Jessica Smith, Associate Producer; Cyndee Hebert, Special Projects Producer; Bob Segall, Senior Investigative Reporter; Sandra Chapman, Reporter; Sarah Moore, Executive Producer; Wes Anderson, Technical Director; Jennifer Grimme, Director; John Momberg, Director; Val Jackson, Director; Rich Nye, Reporter; Matt Wilkening, Photographer; Eric Yutzy, Reporter/Anchor; Dave Calabro, Sports Director; and Carrie Cline, Reporter.
- TEDx Indianapolis 2013 was held at the Hilbert Circle Theatre in Indianapolis, IN. Angela Cain, Community Affairs Director attended this conference on October 22, 2013.

- WTHR Staff conducted a training session on story posting and web content management on January 16, 2013 and January 22, 2013. In attendance were Paul Stauder, Assignment Editor; Andrea McClain, Assignment Editor; Sarah Moore, Executive Producer; Greg Kathary, Producer; Aaron Castleman, Weekend Supervisor; Alex Jud, Producer; Susan Batt, Special Projects Producer; Tony Gaver, Web Content Writer; Amy Parrish, Digital Media Director; Dave Garlock, News Operations Supervisor; Jeff Bencotter, Executive Producer; and Theresa Ditton, Director – Planning/Politics.
- Training on Edius 7 was conducted on-site by Pat Sipes from Visual Images on February 10-14, 2014. Participants included Jason Roscoe, Production Assistant; Josh Blankenship, Production Assistant; Brad McQueen, Director; John Momberg, Director; Val Jackson, Director; Jason Thompson, Technical Director; Matt Hoke, Technical Director; Russ Henry, Technical Director; Wes Anderson, Technical Director; John Kofodimos, Photographer; Matt Whisner, Photographer; Scott Allen, Photographer; Rusty Hornickel, Photographer; Bill Reilly, Photographer; Matt Mrozinski, Chief Photographer; Ben Reiff, Photographer; Rob Lynch, Photographer; Travis Peters, Photographer; Reed Nelson, Photographer; Bill Ditton, Photographer; Matt Wilkening, Photographer; Doug Blake, Photographer; Joel Clausen, Photographer; Russ Govert, Photographer; Scott Graber, Photographer; Mike Eckstein, Photographer; Jacob Jennings, Photographer; Greg Goggans, Photographer; John Duong, Photographer; and Steve Rhodes, Photographer.
- Dispatch Media Group Leadership Conference; Jeff Teague, Local Sales Manager; Tim Warner, Director of Sales; Kathy Hostetter, News Director; Larry Delia, President & General Manager; Cherilyn Stephens, Human Resources Manager; Judy McQuoid, Director of Finance, Peggy Fox, Traffic Manager; Clyde Becker, Creative Services Director; Tim Conner, IS Manager; Al Grossniklaus, Director of Engineering; Angela Cain, Community Affairs Director; Jeff Rosetti, Assistant News Director; and Matt Mrozinski, Chief Photographer, attended this one day conference on March 11, 2014 in Columbus, OH. The conference included presentations on performance management and smart and healthy leadership.
- The Sales, Digital Media, Business Office and Production departments made several web – based training sessions available to employees during the reporting period:
  - Driving Traffic and Ad Sales Through Strategic Content Development; Amy Parrish, Digital Media Director, participated in this online training on April 16, 2013.
  - Digital Marketing webinar hosted by Frost & Sullivan; Steve Click, Diginet Sales Manager, participated in this online training on April 18, 2013.
  - Think DoubleClick; Amy Parrish, Digital Media Director, participated in this online training on June 4, 2013.
  - Borrell's Crystal Ball: Promotions are the Future; Amy Parrish, Digital Media Director, participated in this online training on June 27, 2013.

- Drive Past the Competition and Capitalize on Resurging Auto Opportunities by TVB; Brian Fields, Research Director; Steve Click, Diginet Sales Manager; Erin Peckinpugh, Account Executive; Erika Cuadrado, Account Executive; Melissa Vierling, National Sales Manager; and Randy Watson, Account Executive; participated in this webinar on July 16, 2013.
- Unveiling the New JDA Proposal Template – Turning Time Outs into Presentations by Tom Ray; Susan Carr, Account Executive; Jeff Teague, Local Sales Manager; Kol Souers, Account Executive; Erika Cuadrado, Account Executive; Steve Click, Diginet Sales Manager; Curt Young, Account Executive; Bill Legg, Account Executive; Amy Parrish, Digital Media Director; Angela Goodwin-Volpert, Account Executive; Randy Watson, Account Executive; Sue Layton, Account Executive; and Brian Fields, Research Director; participated in this webinar on August 9, 2013.
- Reporting Indiana Unclaimed Property; Jackie Weller, Assistant Business Manager, participated in this webinar on August 14, 2013.
- Affordable Care Act Advertising: Are You Ready? By TVB; Erika Cuadrado, Account Executive; Melissa Vierling, National Sales Manager; Susan Carr, Account Executive; Amy Parrish, Digital Media Director; Alan Figg, Account Executive; Steve Click, Diginet Sales Manager; Angela Goodwin-Volpert, Account Executive; and Brian Fields, Research Director; participated in this webinar on August 20, 2013.
- Break Down the Silos: Integrating Social Into Your Marketing Plan; Amy Parrish, Digital Media Director, participated in this webinar on September 24, 2013.
- Ideas, Strategies and Tactics to Maximize Your Social Media Sales by NAB/TVB; Amy Parrish, Digital Media Director, participated in this webinar on October 22, 2013.
- Jim Doyle Webinar on the digital world of auto dealers and how to sell them; Randy Watson, Account Executive; Angela Goodwin-Volpert, Account Executive; Brian Fields, Research Director; Melissa Vierling, National Sales Manager; Steve Click, Diginet Sales Manager; Kol Souers, Account Executive; Erin Peckinpugh, Account Executive; Erika Cuadrado, Account Executive; Sue Layton, Account Executive; Susan Carr, Account Executive; Tim Warner, Director of Sales; and Jeff Teague, Local Sales Manager; participated in this webinar on November 12, 2013.
- Drive Audience with Social Media; Amy Parrish, Digital Media Director, participated in this webinar on November 14, 2013.
- E-port Training from OSI; Angela Goodwin-Volpert, Account Executive participated in this online training on November 19, 2013.
- OSI Basic Training; Kol Souers, Account Executive, participated in this online training on November 21, 2013.

- Overcoming Advertisers' Top Objections to Buying Broadcast TV by TVB; Amy Parrish, Digital Media Director; Alan Figg, Account Executive; Kol Souers, Account Executive; Curt Young, Account Executive; Mel Cochran, Account Executive; Erika Cuadrado, Account Executive; Erin Peckinpaugh, Account Executive; Bill Legg, Account Executive; Susan Carr, Account Executive; Randy Watson, Account Executive; Trisha Ripperger, Account Executive; and Doug Ripperger, Account Executive; participated in this webinar on December 10, 2013.
- How to Create Meaningful Mobile Experiences with Responsive Design; Amy Parrish, Digital Media Director participated in this webinar on February 18, 2014.
- Leverage Social Media to Improve Ratings with TV Technology; Amy Parrish Digital Media Director participated in this webinar on February 27, 2014.
- 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, two employees (Brian Hanson and Michael Garner) were reimbursed for a portion of their tuition expenses.

Management level personnel participated in a workshop on preventing and addressing harassment in the workplace conducted by Kristin Michaels of Seyfarth Shaw, LLP. The training focused on types of harassment and the responsibility of managers in identifying and addressing harassment. The following individuals participated: Jeff Teague, Local Sales Manager; Melissa Vierling, National Sales Manager; Steve Click, Dignet Sales Manager; Peggy Fox, Traffic Manager; Judy McQuoid, Director of Finance; Angela Cain, Community Affairs Director; Kathy Hostetter, News Director; Steve Coffey, Facilities Manager; Mike Mattis, Security Manager; Perry Pace, Executive Producer; Jeff Bencoter, Executive Producer; Kyle Thomas, Assignment Desk Supervisor; Dave Calabro, Sports Director; Janet Brown, Design Director; Sara Galer, Executive Producer – Digital Media; Sarah Moore, Executive Producer; Jeff Rosetti, Assistant News Director; Clyde Becker, Creative Services Director; Loretta Goode, Senior Director; Al Grossniklaus, Director of Engineering; Amy Parrish, Digital Media Director; Jack Tapp, Technical Services Manager and Randy White, Operations Manager. (FCC Menu Option 14)

Management level personnel participated in workshop on interviewing skills conducted by Cherilyn Stephens, Human resources Manager. The workshop was offered on January 23, 2014 and March 20, 2014. The training focused on conducting behavioral based interviews and legally compliant interviews. The following individuals participated: Jeff Bencoter, Executive Producer; Al Grossniklaus, Director of Engineering, Tim Connor, IS Manager; and Sara Galer, Digital Executive Producer; Janet Brown, Design Director; Clyde Becker, Creative Services Director; Steve Click, Dignet Sales Manager; Perry Pace, Executive Producer; Sarah Moore, Executive Producer; and Jeff Rosetti, Assistant News Director. (FCC Menu Option 14)

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
2	Broadcasting & Cable	Zahra Majma		28 East 28th St	12th Floor	New York	NY	10016	(781) 734-8441	<a href="mailto:zmajma@nbmedia.com">zmajma@nbmedia.com</a>
4	Media Biz	John Stipe		PO Box 88396		Steilacoom	WA	98388	(206) 331-3876	<a href="mailto:jstipe@mediabizjobs.com">jstipe@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		30400 Detroit Road	Suite 304	Westlake	OH	44145	440-526-3669	<a href="mailto:administrator@natasgl.org">administrator@natasgl.org</a>
7	National Association of Broadcasters (NAB)	Amana Smith		1771 N Street NW		Washington	DC	20036	(202) 429-5424	<a href="mailto:asmith@nab.org">asmith@nab.org</a>
8	Medialine	Mark Shilstone		P.O. Box 51909		Pacific Grove	CA	93950	800-237-8073	<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:kolivas@nahi.org">kolivas@nahi.org</a>
15	Indiana Broadcasters Association	Joe Misiewicz; Gwen Piening		3003 E. 98th St., Ste. 161		Indianapolis	IN	46280	317-573-0119	<a href="mailto:joe@indianabroadcasters.org">joe@indianabroadcasters.org</a> ; <a href="mailto:gwen@indianabroadcasters.org">gwen@indianabroadcasters.org</a>
16	Word of Mouth	n/a								
17	Agent	n/a								
19	Investigative Reporters & Editors (IRE)	Tony Shick		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	(573) 882-8969	<a href="mailto:jobposting@nicar.org">jobposting@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	Cindy Hershman	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765-285-2436	<a href="mailto:clhershman@bsu.edu">clhershman@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>
25	Center for Leadership Development	Gail Bradford		2425 Dr Martin Luther King Jr St		Indianapolis	IN	46208	317-923-8111	<a href="mailto:gbradford@cldinc.org">gbradford@cldinc.org</a>
28	DePauw University - Hubbard Center for Student Engagement	Erin Mahoney	*	4085 Locust Ste 130		Greencastle	IN	46135	765-658-4278	<a href="mailto:emahoney@depauw.edu">emahoney@depauw.edu</a>

29	IUPUI: IU School of Journalism at IUPUI	Julie Vincent		535 W. Michigan St.	IT 565	Indianapolis	IN	46202	317-278-5326	<a href="mailto:juvincen@iupui.edu">juvincen@iupui.edu</a>
30	Indiana Black Expo	Lynna Townsend	*	3145 N. Meridian Street		Indianapolis	IN	46208	317-925-2702	<a href="mailto:ltowsend@indianablackexpo.com">ltowsend@indianablackexpo.com</a>
32	Indiana University Arts & Sciences Placement Ofc	Jeremy Harmon		625 N. Jordan Ave.		Bloomington	IN	47405	812-855-0576	<a href="mailto:jeharmon@indiana.edu">jeharmon@indiana.edu</a>
33	International Business College	Lori Fisher	*	7205 Shadeland Station Ave		Indianapolis	IN	46256	317-813-2346	<a href="mailto:lfisher@ibcindianapolis.edu">lfisher@ibcindianapolis.edu</a>
34	IVY Tech - Career Services	Jennifer Culver	*	One West 26th Street	Room 106	Indianapolis	IN	46208	317-921-4716	<a href="mailto:jhess35@ivytech.edu">jhess35@ivytech.edu</a>
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	Karen Childers	*	1400 East Hanna Ave		Indianapolis	IN	46227	317-788-2191	<a href="mailto:ocs@uindy.edu">ocs@uindy.edu</a>
42	Urban League of South Bend	Audrey Spencer		1555 Western Ave.		South Bend	IN	46619	574-287-2800	<a href="mailto:audreyajs@aol.com">audreyajs@aol.com</a>
43	Indiana Dept. of Workforce Development	Brittney Dougherty		10 North Senate Avenue	Room SE115	Indianapolis	IN	46204	317-232-7475	<a href="mailto:Bbdougherty@dwd.in.gov">Bbdougherty@dwd.in.gov</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	Shar'ron Mason	*	777 Indiana Ave.		Indianapolis	IN	46202	317-693-7642	<a href="mailto:smason@indplsul.org">smason@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	Margaret Thomas		770 Twin Rivers Dr		Columbus	OH	43215	(614) 460-2874	<a href="mailto:margaret.thomas@dispatchbroadcast.com">margaret.thomas@dispatchbroadcast.com</a>
53	Radio & Television News Director Assoc.	Derrick Hinds		The National Press Building	529 14th Street, NW, Suite 425	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		Birshbach 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	Mary Ann Gagnon		8044 Montgomery Rd	Suite 505	Cincinnati	OH	45236	(513) 247-2284	<a href="mailto:mary.gagnon@careerbuilder.com">mary.gagnon@careerbuilder.com</a>
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>
61	Mount Vernon Nazarene University	Debbie McLarnan, Lori Gastin		Counseling and Career Services	800 Martinsburg Road	Mount Vernon	OH	43050	740-392-6868	<a href="mailto:dmclarna@mvnu.edu">dmclarna@mvnu.edu</a> ; <a href="mailto:lori.gastin@mvnu.edu">lori.gastin@mvnu.edu</a>
62	Monster.com								317-616-5672	
63	Rick Gevers and Associates	Rick Gevers		PO Box 577		Zionsville	IN	46077	(317) 769-7900	<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>

64	Mediabistro	Carrie Rons		475 Park Avenue South	4th Floor	New York	NY	10016	(212) 547-7899	carrie@mediabistro.com
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		2 Rose Terrace		Chatham	NJ	07928	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 <sup>2</sup>	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	06901	203-653-5241	<a href="mailto:jcoppola@indeed.com">jcoppola@indeed.com</a>
70	B-roll.com	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 Ste 306	Suite 306	Durham	NC	27705	(919) 383-7246 opt 0	<a href="mailto:info@nppa.org">info@nppa.org</a>
72	LinkedIn	n/a		2029 Steirlin Ct		Mountain View	CA	94043		-
73	Operation: Job Ready Veterans <sup>3</sup>	Tricia Fox	*	2154 Intelliplex Dr		Shelbyville	IN	46176	(317)398-6046	<a href="mailto:tfox@jobreadyvets.org">tfox@jobreadyvets.org</a>
74	Easter Seals Crossroads <sup>4</sup>	Robin Close	*	4740 Kingsway Dr		Indianapolis	IN	46205	(317)466-1000 x2533	<a href="mailto:rclose@eastersealscrossroads.org">rclose@eastersealscrossroads.org</a>

\* Denotes referrals requesting vacancies within Indiana

<sup>2</sup> This source was added to the list during the reporting period on March 28, 2013. 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>3</sup> This source was added to the list during the reporting period on March 17, 2014. 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>4</sup> This source was added to the list during the reporting period on March 17, 2014. 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.