

**WPTA/WISE-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer Open Date: 9/25/2018 Hire Date: 7/15/2019	2, 4-8, 12-20, 22, 24, 26-39, 41-47	38
Multimedia Journalist Open Date: 1/24/2019 Hire Date: 8/16/2019	2, 4-8, 12-16, 18-20, 22, 24, 26-31, 33-39, 41-47	38
Account Executive Open Date: 2/18/2019 Hire Date: 11/25/2019	2, 4-7, 12-16, 18-20, 22, 24, 26-31, 33-39, 41-47	38
Weekend Meteorologist Open Date: 2/28/2019 Hire Date: 6/19/2019	2, 4-8, 10, 12-16, 18-20, 22, 24, 26-31, 33-39, 41-47	8
Weekend Meteorologist Open Date: 2/28/2019 Hire Date: 6/4/2019	2, 4-8, 10, 12-16, 18-20, 22, 24, 26-31, 33-39, 41-47	38
Marketing Manager Open Date: 3/20/2019 Hire Date: 10/17/2019	2, 4-6, 12-16, 18-20, 22-24, 26-31, 33-37, 39-47	28
Creative Services Producer Open Date: 4/24/2019 Hire Date: 6/3/2019	2, 4-6, 9, 12-16, 18-20, 22, 24, 26-31, 33-37, 39, 41-47	9
Senior Newscast Director Open Date: 6/14/2019 Hire Date: 8/26/2019	2, 4-6, 9, 12-16, 18-22, 24, 26-31, 33-39, 41-47	15
Traffic Coordinator Open Date: 6/14/2019 Hire Date: 7/8/2019	2, 4-6, 10, 12-16, 18-22, 24-31, 33-37, 39, 41-47	15
News Anchor Open Date: 6/19/2019 Hire Date: 3/9/2020	1-2, 4-6, 11-16, 18-22, 24, 26-31, 33-39, 41-47	11
Producer Open Date: 8/15/2019 Hire Date: 12/30/2019	2-6, 10, 12-16, 18-22, 24, 26-31, 33-37, 39, 41-47	10
Producer Open Date: 8/15/2019 Hire Date: 9/4/2019	2-6, 10, 12-16, 18-22, 24, 26-31, 33-37, 39, 41-47	15
Producer Open Date: 8/15/2019 Hire Date: 10/9/2019	2-6, 10, 12-16, 18-22, 24, 26-31, 33-37, 39, 41-47	41

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Anchor / Multimedia Journalist Open Date: 8/15/2019 Hire Date: 10/15/2019	1-2, 4-6, 9-10, 12-16, 18-24, 26-31, 33-39, 41-47	28
Anchor / Multimedia Journalist Open Date: 8/15/2019 Hire Date: 1/27/2020	1-2, 4-6, 9-10, 12-16, 18-24, 26-31, 33-39, 41-47	27
Anchor / Multimedia Journalist Open Date: 8/15/2019 Hire Date: 1/13/2020	1-2, 4-6, 9-10, 12-16, 18-24, 26-31, 33-39, 41-47	9
Director Open Date: 11/21/2019 Hire Date: 1/6/2020	2, 4-6, 9, 12-16, 18-22, 24, 26-31, 33-39, 41-47	9
Weekend Meteorologist Open Date: 11/26/2019 Hire Date: 1/15/2020	2, 4-6, 8, 10, 12-16, 18-22, 24, 26-31, 33-39, 41-47	8
Anchor / Multimedia Journalist Open Date: 1/24/2020 Hire Date: 2/17/2020	1-2, 4-6, 12-16, 18-22, 24, 26-31, 33-37, 39, 41-47	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Agency Referral	N	3
2	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-2436 Email : mrharlan@bsu.edu Marisha Renee Harlan	Y	0
3	Career Fair	N	1
4	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
5	College-Ivy Tech Community College 3800 North Anthony Boulevard Fort Wayne, Indiana 46805 Phone : 260-480-4223 Email : rmc michael3@ivytech.edu Joe McMichael	Y	0
6	College-Ivy Tech Community College-Warsaw Campus 3755 Lake City Highway Warsaw, Indiana 46580 Phone : 574-267-5428 Email : jbaker86@ivytech.edu Joyce Baker	Y	0
7	Common Place 514 South Shelley Street Peoria, Illinois 61605 Phone : 309-674-3115 Email : info@commonplacepeoria.org Nancy Rakoff	N	0
8	Corporate Recruiter	N	10
9	Current Employee	N	5
10	Employee Referral	N	6
11	Former Employee	N	1

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12	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : rhamilton@fwurbanleague.org Fax : 1-260-745-3100 Rufus C. Hamilton	Y	0
13	Handshake 600 4th Street #113 San Francisco, California 94107 Url : <a href="https://app.joinhandshake.com/">https://app.joinhandshake.com/</a> Cindy Bennett Manual Posting	N	0
14	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
15	Indeed 6433 Champion Grandview Way Austin, Texas Phone : 1(800)462-5842 Robert Faulkner Manual Posting	N	16
16	Indiana Broadcasters Association 3003 E 98th St # 161 Indianapolis, Indiana 46280 Phone : 248-229-6898 Url : <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a> Dave Arland Manual Posting	N	0
17	Job Fair	N	1
18	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : <a href="http://www.kbjr.com">http://www.kbjr.com</a> Email : kmmartin@kbjr.com Kayla Martin	N	0

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19	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
20	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
21	KVOA- Angela Betzhold P.O. Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
22	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
23	Linked In	N	2
24	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Mark Shillstone	N	0
25	Non-Employee Referral	N	1
26	Northeast Indiana Regional Partnership 200 East Main Street Suite 910 Fort Wayne, Indiana 46802 Phone : 260.469.3468 Url : <a href="http://www.neindiana.com/jobs">www.neindiana.com/jobs</a> Jaclyn Goldsborough Manual Posting	N	0

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27	QMI- Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	2
28	Quincy Media Corporate Website 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3418 Url : <a href="https://quincymediacaers.com">https://quincymediacaers.com</a> Lesley Van Ness Manual Posting	N	5
29	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Hallway Manual Posting	N	3
30	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0
31	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : <a href="http://www.waow.com">http://www.waow.com</a> Email : kfuller@waow.com Kelly Fuller	N	0
32	Wayne Township Trustee Office 320 East Superior Street Fort Wayne, Indiana 46802 Phone : 260-449-7000 Email : information@waynetwp.org James Graham	N	0

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33	WBNG- Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847223 Email : cgarger@wbngtv.com Kate Garger	N	0
34	WEEK- Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096933784 Url : www.week.com Email : tstonesifer@week.com Teddi Stonesifer	N	0
35	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
36	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
37	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
38	Word of Mouth Referral	N	17
39	WPTA Internal Posting 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	0

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40	WPTA On Air Announcement 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : <a href="http://www.wpta21.com">http://www.wpta21.com</a> Cindy Bennett Manual Posting	N	0
41	WPTA Website 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : <a href="http://www.wpta21.com">http://www.wpta21.com</a> Cindy Bennett Manual Posting	N	15
42	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : <a href="mailto:twesseln@wrex.com">twesseln@wrex.com</a> Theresa Wesseln	N	0
43	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : <a href="mailto:amoubray@qni.biz">amoubray@qni.biz</a> Amber Moubray	N	0
44	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : <a href="mailto:asluss@wvva.com">asluss@wvva.com</a> Audrey Sluss	N	0
45	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0



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46	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
47	YWCA of Northeast Indiana 2417 Fairfield Avenue Fort Wayne, Indiana 46807 Phone : 260-424-7977 Email : mkocks-hamrick@ywcaerew.org Marty Kocks-Hamrick	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>88</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/2/2019	Establishment of training programs for station personnel	On April 2-4, 2019, Bret Angel and Doug Barrow, The Station's Chief Engineer and GSM attended the 2019 Walker Broadcast Management Institute, presented by the University of Wisconsin-Madison's School of Business. The Institute, the first of its kind sponsored by a State Broadcasters Association, was held on the campus of the University of Wisconsin-Madison in conjunction with the UW School of Business. The 3 day Institute discussed Financial Marketing 1, Leading in Every Moment and Strategic Thinking for Change.	2	Chief Engineer General Sales Manager
2	4/18/2019	Participation in Job Fairs	The University of Indianapolis Communication Department and the Professional Edge Center had the Spring 2019 Communication Career Fair on Thursday, April 18, 2019 from 11:00 am - 3:00 pm. WPTA and WISE recruited for full-time and part-time jobs as well as internships. WPTA and WISE met with students and collected resumes for future consideration. The two WPTA representatives were the News Director and the Creative Services Manager.	2	News Director Creative Services Manager

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3	4/30/2019	Establishment of an intern program designed to assist members of the community	<p>WPTA / WISE TV offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted six student internships during the Spring of 2019 through March 31, 2020.</p> <p>We had two Telecommunication, Ball State University students, one interned with the Newscast Directors team and the second with the Creative Service department.</p> <p>Another Ball State student majoring in Meteorology and Climatology interned with the WPTA Meteorologists.</p> <p>A student majoring in Digital video Production and Journalistic Storytelling interned with the News Department.</p> <p>We also had a Purdue University Fort Wayne Student majoring in Communication with Journalism concentration and Media production intern with the News Department.</p> <p>Our final Quintern, a student of Indiana University who has a major in Journalism- Broadcast News and Reporting interned with the News department and also had the chance to actually be on TV reporting a few stories.</p> <p>All the Quinterns learned a lot from the experience and appreciated the opportunity.</p>	6	<p>News Director</p> <p>Creative Service Manager</p> <p>Executive Producer</p> <p>Chief Meteorologist</p>

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4	6/28/2019	Participation in other activities designed by the station employment unit	Station Tours 2019-2020. The Employment Unit conducts tours through out the year to community groups and educational institutions and viewers who request the opportunity to visit the station. The station tours typically run 30 minutes to an hour. The tour features various discussions by station personnel about their jobs, how they got started in their careers in broadcasting. They also learn about various aspects of the television station and news operations and how a newscast is produced. Station tours wind down with offering guests a 10-15 minutes view of a live newscast. During the year we had groups from various schools, churches, boys and girls scout groups and many others.	10	News Director Creative Services Manager Executive Producer Assignment Editor
5	9/16/2019	Establishment of training programs for station personnel	WPTA Representatives from the News Department, Interactive Department and the Creative Services Department (Promotions and Marketing) attended the Quincy Media Leadership Summit in Wisconsin. The event took place on September 16-20, 2019.	4	Creative Services Manager News Director Social Media and Digital Content Manager Producer
6	9/18/2019	Participation in Job Fairs	The Fall Cardinal Job Fair was held on September 18, 2019 and was attended by WPTA'S General Sales Manager and Content Manager who recruited for open positions. The Career Center hosts career fairs each semester, bringing employers to campus who are actively recruiting Ball State students for full-time employment, internships, part-time jobs, and more.	2	General Sales Manager Content Manager
7	10/23/2019	Participation in Job Fairs	The Station Representatives, the Local Sales Manager and News Director attended the Indiana Broadcasters Fall Career Fair in Carmel, Indiana. The representatives worked in the booth collecting resumes and interviewing qualified candidates.	2	Local Sales Manager News Director

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8	1/16/2020	Participation in events or programs sponsored by educational institutions	We had one participant in a Job Shadowing event. An Indiana Institute of Technology student shadowed the Creative Service department for a few hours in January 2020. He shadowed a commercial production, watched a newscast, toured the news studios learning about the various roles in the news room. He was also given a tour of the whole station. He also learned about the duties of team members in the Creative Services department.	3	Creative Service Manager Creative Service Producer Promotions Producer
9	2/19/2020	Participation in Job Fairs	The Employment unit had two representatives, the General Sales Manager and News Director participate at the Spring Cardinal Fair on February 19, 2020 recruiting for open positions. The Fair was organized by Ball State University. The Career Center hosts career fairs each semester, bringing employers to campus who are actively recruiting Ball State students for full-time employment, internships, part-time jobs, and more. This event brings around 200 employers that are recruiting Ball State students of all majors.	2	General Sales Manager News Director

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10	2/22/2020	Participation in events or programs sponsored by educational institutions	<p>News Director, Jonathan Shelley participated in the 2020 Indiana Association of School Broadcasters High school and College Contest at Carroll High School on February 22, 2020. Jonathan was on the panel of Judges, judging entries from students who produced radio, television and multimedia content in a variety of categories.</p> <p>Jonathan was also at the 2019 Fall CTE Advisory Board meeting which was on October 18, 2019. The purpose of the advisory committee is to provide assistance and recommendations for the continuous improvement of the CTE (State Approved Career and Technical Education) programs. He has been identified as an individual with expertise in the Television area. This is held annually by Carroll High School which is part of the North West Allen County schools districts.</p> <p>On April 30, 2019, Charity Freeman, INSIGHT Host and Jonathan Shelley spent the latter part of that afternoon over at Carroll High School (NACS) as participants on the district's Career and Technical Advisory Committee. They worked with the representative who leads the Carroll television and media program.</p>	2	News Director INSIGHT Host
11	2/25/2020	Participation in events or programs sponsored by educational institutions	WPTA's News Director represented the Station at the Eagle Tech's Academy in Columbia City, Indiana to offer some insights to the Mass Media learners. The issues discussed were personal bias, media bias as well as personal and media ethics. The News Director participated with the professional panel which conducted a class discussions analyzing media through the lens of bias and ethics.	1	News Director

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12	3/6/2020	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of March 6, 2020, all employees at the station were required to participate in a session entitled "We're all different." These courses require each employee to individually view an online presentation lasting approximately 13 minutes, followed by a 10-question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	84	VP/General Manager General Sales Manager Chief Engineer News Director