

WPTA
EEO PUBLIC FILE REPORT
November 1, 2015 - March 31, 2016

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local Sales Assistant	13	13
Administrative Assistant	13	13
CS Commercial Producer	2-9, 11-12, 14-16, 18-21, 23-26, 28-37	11
Sports Anchor	1-2, 5-10, 12, 14-16, 18-21, 23, 25-37	10
Multimedia Journalist	2, 5, 7-9, 14-37	24

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-289-1241 Email : tpollard@bsu.edu Tim Pollard	Y	0
3	Brightpoint 227 East Washington Boulevard PO Box 10570 Fort Wayne, Indiana 46802 Phone : 260-420-3546 x 203 Email : pambrookshire@mybrightpoint.org Pamela Brookshire Prong 2 Ended Date: 12/21/2015	N	0
4	Bulletin Board	N	2
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	College-International Business College 5699 Coventry Lane Fort Wayne, Indiana 46804 Phone : 800-589-6500 Email : acosgrove@ibcindianapolis.edu Amy Cosgrove Prong 2 Ended Date: 1/11/2016	N	0
7	College-Ivy Tech Community College 3800 North Anthony Boulevard Fort Wayne, Indiana 46805 Phone : 260-480-4223 Email : rmcmichael3@ivytech.edu Joe McMichael	Y	0

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8	College-Ivy Tech Community College-Warsaw Campus 3755 Lake City Highway Warsaw, Indiana 46580 Phone : 574-267-5428 Email : rsullivan7@ivytech.edu Rebecca Sullivan	Y	0
9	Columbia College Chicago 600 South Michigan Avenue Chicago, Illinois 60605 Phone : 312-369-6956 Email : asheridon@colum.edu Angela Sheridon	Y	0
10	Corporate Office	N	1
11	Current Employee - Transfer/Promotion	N	1
12	Employee Referral	N	2
13	Exigent Circumstances	N	2
14	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : rhamilton@fwurbanleague.org Rufus C. Hamilton	Y	0
15	Fort Wayne Women's Bureau 3521 Lake Avenue Suite 1 Fort Wayne, Indiana 46085 Phone : 260-424-7977 Email : rhardy@womensbureau.org Rose Hardy	Y	0
16	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
17	KBJR - Valerie Tillman 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : http://www.kbjr.com Email : vtillman@kbjr.com Valerie Tillman	N	0

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18	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
19	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
20	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
21	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	1
22	None indicated (Source Unknown)	N	1
23	QNI- Shanna Church 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3334 Email : schurch@qni.biz Shanna Church	N	0
24	Quincy Media Corporate Website 130 S 5th St Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.careersatquincy.com Shanna Church Manual Posting	N	3

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25	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	8
26	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0
27	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0
28	Wayne Township Trustee Office 320 East Superior Street Fort Wayne, Indiana 46802 Phone : 260-449-7000 Email : information@waynetwp.org James Graham	Y	0
29	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
30	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0

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31	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
32	WPTA Internal Posting 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : http://www.21alive.com Cindy Bennett Manual Posting	N	0
33	WPTA Website 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.21alive.com Cindy Bennett Manual Posting	N	0
34	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
35	WSJV- Teddi Tesch PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : ttesch@fox28.com Teddi Tesch	N	0
36	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0

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37	WXOW/WQOW- Theresa Wopat PO Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			23

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	11/1/2015	Participation in events or programs sponsored by educational institutions	On at least four occasions during the reporting period, WPTA's General Sales Manager visited local schools to discuss his career in sales and broadcasting, and he explained to students how staying in school and getting an education can lead to a career in sales and broadcasting. He also answered questions that the students had about TV stations and being a General Sales Manager. December 2015: Glenwood Park Elementary January 2016: Glenwood Park Elementary February 2016: Leo High School March 2016: Leo High School	1	General Sales Manager
2	1/27/2016	Participation in Job Fairs	On January 27, 2016, WPTA's News Director attended the Northwestern University Job fair which was organized by Northwestern University School of Communication in Evanston, IL. Journalism students and graduate students who were interested in broadcasting attended the job fair. WPTA's News Director and a representative from another Quincy Media station talked to students about WPTA opportunities, Quincy Media opportunities, and careers in broadcasting and journalism generally, and answered questions from attendees. During the process, our News Director had an opportunity to review and critique the work of some students who asked for feedback.	1	News Director

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3	2/1/2016	Establishment of an intern program designed to assist members of the community	WPTA 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.	3	News Director Assignment Manager Producer
4	2/23/2016	Participation in other activities designed by the station employment unit	WPTA routinely provides tours of the station to community groups and educational institutions who request the opportunity to visit the station. For example, in February 2016, we gave a tour to a communications class for students from Riverview Middle School in Huntington, IN. Tours typically run an hour, and features discussions by various station personnel about their positions, how they started their careers in broadcasting, how a newscast is produced, and various other aspects of television station and news operations	2	News Director News manager