

**WPTA & WISE**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2021 – March 31, 2022**

**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
Multimedia Journalist	1-5, 6-15, 18-19, 22-23, 25-28, 31-33, 35-37, 39	5
Producer	1-5, 6-15, 18-19, 22-23, 25-28, 31-33, 35-37, 39	33
Creative Service Producer	1-5, 6-15, 18-19, 22-23, 25-28, 31-33, 35-37, 39	6
Sports Anchor/Multimedia Journalist	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	33
Sports Anchor (W/END)	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	33
Morning News Editor	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-39	38
Creative Service Producer	1-5, 6-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	6
Newscast Director	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	9
Master Control Operator	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	20
National Sales Manager	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 30-33, 36-37, 39	33
Sports Anchor Weekends	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 30-33, 36-37, 39	31
Chief Engineer	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 30-33, 36-37, 39	31
Social Media & Digital Content Manager	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 30-33, 36-37, 39	31
Assignment Editor	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	9
Master Control Editor (F/T)	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	8
Office Manager	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 30-33, 36-37, 39	31
IT Manager	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	8
News Anchor/Multimedia Journalist	1-5, 7-12, 14-15, 18-19, 22-23, 25-27, 33, 36-37, 39	5
Meteorologist/MMJ	1-9, 11, 13-17, 22-23, 24-29, 31-36, 38	15
Newscast Director	1-5,8,9,11, 13-17, 22-23, 24-29, 31-36, 38-39	5
Digital Sales Manager	8,9,11, 13-17, 22-23, 24-29, 30-36, 38-39	30

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant Creative Services Director	1-4, 8,9,11, 13-17, 22-23, 24-29, 31-36, 38	11
Multimedia Journalist	1-4, 8,9,11, 13-17, 22-23, 24-29, 31-36, 38	16

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University Marisha Renee Harlan 2000 West University Avenue, Muncie Indiana 47306 765-285-2436	N	0
2	Collective Talent Michael Bille 1721 Richardson Place Tampa Florida 33606 813-254-9665	N	0
3	Ivy Tech Community College Joe McMichael 3800 North Anthony Blvd Fort Wayne IN 46805 260-480-4223	Y	0
4	Ivy Tech Community College Warsaw Campus Joyce Baker 3755 Lake City Highway Warsaw Indiana 46804 574-267-5428	Y	0
5	Employee Referral	N	3
6	Former Employee	N	2
7	Fort Wayne Urban League Carmen Lowe 2135 South Hanna Street Fort Wayne IN 46803 260-745-3100	Y	0
8	Gray Tv Diane Douglas 4370 Peachtree Road NE Atlanta Georgia 866-344-0890	Y	1
9	Handshake Val Sundquist 600 4 <sup>th</sup> Street #113 San Francisco CA 94107 260-422-7972 Manual Posting	N	2

<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>
10	Huntington University Martha Smith 2303 College Avenue Huntington Indiana 46750	Y	0
11	Indeed Robert Faulkner 6433 Champion Grandview Way Austin Texas 800-462-5742	Y	1
12	Indiana Broadcasters Association Dave Arland 3003 E 98 <sup>TH</sup> ST # 161 Indianapolis IN 248-229-6898	N	0
13	KBJR- Kayla Martin 246 South Lake Avenue Duluth Minnesota 558802 218-720-9658	N	0
14	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City Iowa 51108 712-226-5420	N	0
15	KTTC -Jodi Neyens 6301 Bandel Rd NW Rochester Minnesota 55901 507-535-8904	N	1
16	KVOA- Angela Betzhold PO BOX 5188 Tuscon Arizona 85703 520-884-4601	N	1
17	KWWL- Sandy Youngblut 500 East 4 <sup>th</sup> St Waterloo Iowa 50703 319-291-1259	N	0
18	Medialine PO BOX 51909 Pacific Grove CA 93950 800-237-8073	N	0
19	Northeast Indiana Regional Partnership Jaclyn Goldsborough 200 Main Street Suite 910 Fort Wayne IN 46802 260-469-3468	Y	0
20	QMI-Lesley Van Ness 130 S 5 <sup>TH</sup> St Quincy Illinois 62306 217-221-3418	N	1
21	Quincy Media Corporate Website 130 s 5 <sup>th</sup> St Quincy Illinois 62301 217-221-3418	N	0

<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>
22	Tv Jobs Mark Holloway PO BOX 4166 Oceanside CA 92052 760-754-8177	N	0
23	University of St Francis Jane Martin 2701 Spring St Fort Wayne 46808 260-399-7700	Y	0
24	WAOW- Aimee Paszkot 1908 Grand Avenue Wausau WI 54403 715-843-9236	N	0
25	WBNG- Kate Garger 560 Columbia Drive Johnson City NY 13790	N	0
26	WEEK – Mary Shawgo 2907 Springfield Road East Peoria Illinois 61611 309-693-3784	N	0
27	WGEM – Terri Stutheit 513 Hampshire St PO Box 80, Quincy Illinois 62306 217-228-6621	N	0
28	WHIG- Christina Wilson PO BOX 909 Quincy Illinois 62306 217-221-3409	N	0
29	WKOW- Bonnie Beer 5727 Tokay Blvd Madison WI 53719 608-661-2767	N	0
30	Word of Mouth Referral	N	1
31	WPTA Internal Posting Val Sundquist 3401 Butler Road Fort Wayne IN 46808 260-422-7972	Y	4
32	WPTA On Air Announcements Val Sundquist 3401 Butler Road Fort Wayne IN 46808 260-422-7972	Y	0
33	WPTA Website Val Sundquist 3401 Butler Road Fort Wayne IN 46808 260-422-7972	Y	4
34	WREX- Theresa Wesseln PO Box 530 Rockford Illinois 61105 815-335-7856	N	0

<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>
35	WSJV- Amber Moubray PO BOX 28 South Bend IN 46624 574-274-9006	N	0
36	WVVA- Audrey Sluss 6052 Big Laurel Hwy Bluefield West Virginia 24701 304-324-0659	N	0
37	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago Illinois 60606 336-553-062	N	0
38	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse WI 54602 507-895-9872	N	1
39	YMCA Of Northeast Indiana Marty Kocks-Hamrick 2417 Fairfield Avenue Fort Wayne IN 46807 260-424-7977	Y	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			23

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Scholarship Program	WPTA AND WISE successfully participated in the Indiana Broadcasters Association 2021 Scholarship Program through the Indiana Broadcasters Foundation by making a specified contribution to the Indiana Broadcasters Foundation Scholarship Fund, running Scholarship PSA's for the station's community of license, and judging Scholarship applications. Our General Manager, On-Air Talent/Anchor and Business Manager participated.
<b>2</b>	Participated in Job Fair (2)	<p>On November 9, 2021, our On-Air Talent participated in a Job Fair at Ball State University.</p> <p>On 2/16/2022, our News Director participated in the Spring Cardinal job fair at Balls State University. He met with students interested in pursuing a job in broadcasting.</p>
<b>3</b>	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting. (3)	On November 9, 2021, our On-Air Talent participated in Junior Achievement JobSpark. This is a massive career expo designed for 8th grade students to learn more about career opportunities by doing activities within 8 different industry clusters to give them a feel for what a career in that career pathway would be like. 26 schools from 6 counties attended to the two-day event (4200 students). Our station's booth had giveaways, a table presentation resume reel work from the station, as well as a hands-on activity.

		<p>On 12/27/2021, our News-Director spoke with a Chapman University Broadcast News Class about what a news director looks for from journalists applying for jobs.</p> <p>On 2/25/2022, our Morning Anchor met with students at Lane Middle School about jobs in broadcasting.</p>
4	Participate in Events Sponsored by Community Groups interested in Broadcast Employment Issues. (2)	<p>On 11/13/2021, our Meteorologist was on a panel at the Indiana Storm Chasers Convention to discuss "A Severe Weather Day in the Life," going over the importance of local storm chaser's weather reports during severe weather situations and helping keep up good relations with our WPTA storm spotters</p> <p>On 1/25/2022, our Morning Anchor hosted a panel at PRSA Hoosier Chapter Meet the Media on combatting fake news.</p>
5	Networking and Mentorship program	On 3/17/2022, our MMJ participated in a Nothing but NETworking event geared towards professional development
6	EEO Management Training	2/17/2022, our General Manager and Business Manager participated in a webinar on the FCC'S Rules and Regulations Training provided by Joan Stewart of Wiley Rein LLP