

WISE-TV, WPTA
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
News Producer	2, 4-8, 10-14, 16, 18, 20-27, 29-34	21
News Producer	2, 4-8, 10-14, 16, 18, 20-27, 29-34	7
Senior News Director	2, 4-8, 10-14, 16-18, 20, 22-27, 29-34	17
Creative Service Producer	2-8, 10, 12-14, 16, 18, 20, 22-27, 29-34	12
Creative Service Producer	2-8, 10, 12-14, 16, 18, 20, 22-27, 29-34	7
Local Sales Assistant	1-2, 4-6, 8, 10, 12-14, 16, 18, 20, 22-27, 29-34	14
National Sales Assistant	1-2, 4-6, 8, 10, 12-14, 16, 18-20, 22-27, 29-34	19
News Producer	2-6, 10-16, 18-20, 22-23, 25-34	19
Multimedia Journalist	2-6, 10-16, 18, 20-27, 29-34	21
Anchor / Multimedia Journalist	2-7, 9-16, 18, 20, 22-27, 29-34	9
Newscast Director	2-7, 10-16, 18, 20, 22-27, 29-34	7
Multimedia Journalist	2-7, 10-16, 18, 20, 22-27, 29-34	11
Multimedia Journalist	2-7, 10-16, 18, 20, 22-27, 29-34	7
Assistant News Director	2-6, 10-18, 20, 22-27, 29-34	17
News Producer	2-6, 10-16, 18, 20, 22-27, 29-34	11
Digital Desk Anchor	1-7, 10-16, 18, 20, 22-27, 29-34	7
Digital Content Producer	2-6, 10-16, 18, 20, 22-27, 29-34	11
Business Growth Consultant	2-6, 10-16, 18, 20, 22-27, 29-34	12
Master Control Operator	2-6, 10-16, 18, 20, 22-34	28
INsight Host	2-6, 10-18, 20, 22-27, 29-34	17

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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	Application on file	N	3
2	Ball State University 2000 West University Avenue Munice, Indiana 47306 Phone : 765-285-2436 Marisha Renee Harlan Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
4	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
5	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
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	Employee Referral	N	9
8	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : swade@fwurbanleague.org Fax : 1-260-745-0405 Sylvia Wade	Y	0
9	Google Jobs - Not Directly Contacted by SEU	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Gray TV 4370 Peachtree Road NE Atlanta, Georgia Phone : 8663440890 Diane Douglas Manual Posting	N	0
11	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	11
12	Handshake 3401 Butler Road Fort Wayne, California 46808 Phone : 2604227972 Url : https://app.joinhandshake.com/ Email : misty.mettler@21alivenews.com Misty Mettler	N	2
13	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
14	Indeed 6433 Champion Grandview Way Austin, Texas Phone : 1(800)462-5842 Robert Faulkner Manual Posting	N	2
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	2
16	Indiana Broadcasters Association 3003 E 98th St # 161 Indianapolis, Indiana 46280 Phone : 248-229-6898 Url : www.indianabroadcasters.org Dave Arland Manual Posting	N	0

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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
17	Internal Transfer/Promotion	N	3
18	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
19	Linked In - Not Directly Contacted by SEU	N	3
20	Northeast Indiana Regional Partnership 200 East Main Street Suite 910 Fort Wayne, Indiana 46802 Phone : 260.469.3468 Url : www.neindiana.com/jobs Jaclyn Goldsborough Manual Posting	N	0
21	Station website posting	N	2
22	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	0
23	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	47
25	WBNG- Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847223 Email : cgarger@wbngtv.com Kate Garger	N	0

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26	WEEK- Mary Shawgo 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096933784 Url : www.week.com Email : mshawgo@week.com Mary Shawgo	N	0
27	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
28	Word of Mouth Referral	N	2
29	WPTA Internal Posting 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 2604227972 Url : http://www.wpta21.com Misty Mettler Manual Posting	N	0
30	WPTA On Air Announcement 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 2604227972 Url : http://www.wpta21.com Misty Mettler Manual Posting	N	0
31	WPTA Website 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260 422 7972 Url : http://www.wpta21.com Misty Mettler Manual Posting	N	0
32	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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33	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
34	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

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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	4/6/2022	Sponsorship of events in the community designed to increase public awareness	I visited the Boys and Girls Club of Adams County this afternoon in Decatur! We spoke about college studies and career paths as a meteorologist for the middle and high schoolers, and basic weather lessons for the elementary schoolers. We had a great turn out for K-12. Lots of fun!	1	Meterologist
2	4/13/2022	Sponsorship of events in the community designed to increase public awareness	Norwell High School's distinction program this Wednesday, April 13 at 7PM. I'll be talking about how high school has impacted life and job, from successes to struggles to work ethic to grades.	1	Meterologist
3	4/27/2022	Participation in events or programs sponsored by educational institutions	I'll be taking part in a panel discussion/webinar focused on "finding your first job" in broadcasting (sponsored by the National Association of Television Arts and Sciences).	1	News Director
4	5/11/2022	Sponsorship of events in the community designed to increase public awareness	Corn Cob 4-H Club of Huntington County. I spoke to 30 kids aged 8-18 and their parents about what I do as a meteorologist, how we forecast the weather, and went over some ideas for their 4-H fair weather presentations.	1	Meterologist
5	5/12/2022	Participation in events or programs sponsored by educational institutions	Gray J-Lab at Loyola University. Gray Provides six professionals to speak to students on a specific virtually, then visit in person one weekend on campus in New Orleans. One request was to have a young Gray professional talk about their start at a Gray Station and the day-to-day life of an MMJ/Anchor early on in their career. I am proud to be a Gray TV ambassador.	1	Anchor/MMJ

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6	8/5/2022	Participation in events or programs sponsored by educational institutions	The National Society of High School Scholars Annual Scholar's Day in Atlanta. It is a two-day educational conference. This prestigious event is a celebration of academic excellence, where each member in attendance will be honored for their academic achievement.	1	Anchor/MMJ
7	10/21/2022	Participation in events or programs sponsored by educational institutions	FWCS' College & Career Readiness program. On this day, I spoke to 700+ students from grades 6-8 about careers in journalism and media	1	Anchor/MMJ Meteorologist
8	11/9/2022	Co Sponsoring Job Fair	JA JobSpark 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).	1	Anchor/MMJ
9	11/18/2022	Participation in events sponsored by organizations representing the community	The National Society of High School Scholars Annual Scholar's Day in Atlanta. It is a two-day educational conference that will feature several educational workshops, a college and career fair, and countless networking opportunities. This prestigious event is a celebration of academic excellence, where each member in attendance will be honored for their academic achievement. Hosted both days for both events, also returned in August in Washington, D.C. second day, on panel with other fellows to discuss college applications and scholarships. In addition to being appointed as the NSHSS Fellows Board's Vice President of Communications. NSHSS Scholars Day (Atlanta) - November 18th & 19th, 2022	1	Anchor/MMJ

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10	12/16/2022	Participation in events or programs sponsored by educational institutions	FWCS' College & Career Readiness Program On this day, I spoke to 700+ students from grades 6-8 about careers in journalism and media over a span of 5 hours at the school. The kids were able to ask questions and express their interest.	1	Anchor/MMJ