

WPTA Television Inc
EEO PUBLIC FILE REPORT

April 2, 2016 - March 31, 2017

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
Sales Assistant	1-9, 12, 16-18, 23-25, 28, 32, 35, 37-39, 42-44, 46, 48-52	9
Executive Producer	1, 4-8, 16-18, 23-25, 27-28, 32-33, 35, 37-39, 42-44, 46, 48-52	33
Main Anchor	1, 4-8, 12, 16-18, 23-25, 28, 32-33, 35, 37-39, 42-44, 46, 48-52	12
Multimedia Journalist	1, 4, 6-8, 16-18, 22-25, 27-28, 30-33, 35, 37-39, 42-44, 46, 48-52	35
Morning Meteorologist	1, 4, 6-8, 12, 16-18, 20, 22-25, 28, 31-35, 37-46, 48-52	12
Morning Meteorologist	1, 4, 6-8, 12, 16-18, 20, 22-25, 28, 31-35, 37-46, 48-52	12
Meteorologist / Multi Media Journalist	1, 4, 6-8, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46-52	35
Meteorologist / Multi Media Journalist	1, 4, 6-8, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46-52	35
Morning Anchor	1, 4, 6-9, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46-52	35
Chief Meteorologist	1, 4, 6-8, 16-18, 20, 22-25, 27-28, 32-33, 35-44, 46, 48-52	35
Internet Director	1, 4, 6-9, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	33
Director	1, 4, 6-8, 10-12, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	11
Director	1, 4, 6-8, 10-12, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	11
Director	1, 4, 6-8, 10-12, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	10
Producer	1, 4, 6-9, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	9
Producer	1, 4, 6-8, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	33
Producer	1, 4, 6-9, 16-18, 20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	9
Sports Anchor	1, 4, 6-8, 16-18, 20, 22-25, 28, 32-35, 37-44, 46, 48-52	33
Morning Producer	1, 4, 6-8, 15-18, 20-25, 28, 32-33, 35, 37-44, 46, 48-52	21
Production Assistant	1, 3-4, 6-8, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46-52	3
Multimedia Journalist	1, 4, 6-8, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-53	35

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Multimedia Journalist	1, 4, 6-8, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-53	33
Local Sales manager	1, 4, 6-8, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46-52	33
Morning Anchor	1, 4, 6-9, 12, 14, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-52	12
Morning Anchor	1, 4, 6-9, 12, 14, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-52	12
Morning News Editor	1, 4, 6-8, 11-12, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-52	11
Morning Anchor	1, 4, 6-9, 12, 14, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-52	12
Photojournalist	1, 4, 6-8, 16-18, 20, 23-25, 28, 32-33, 35, 37-44, 46, 48-52	33
Evening Meteorologist	1, 4, 6-9, 12, 16-18, 20, 23-25, 28, 32- 33, 35, 37-44, 46, 48-52	9
News Director	1, 4, 6-8, 12, 16-18, 20, 23-26, 28, 31- 33, 35, 37-46, 48-52	45
Local Sales Manager	1, 4, 6-8, 12, 16-18, 20, 22-25, 28-29, 32-33, 35, 37-44, 46, 48-52	12
Traffic Assistant	1, 4, 6-8, 13, 16-18, 20, 22-25, 28, 32- 33, 35, 37-44, 46, 48-52	13
Creative Services Director	1, 4, 6-8, 11, 17-18, 20, 22-25, 28, 32- 33, 35, 37-44, 46, 48-52	11
Multimedia Journalist	1, 4, 6-8, 12, 16-18, 20, 22-25, 28-29, 32-33, 35, 37-44, 46, 48-52	12
Sales Assistant	1, 4, 6-8, 16-20, 22-25, 28, 32-33, 35, 37-44, 46, 48-52	19

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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 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-289-1241 Email : tpollard@bsu.edu Tim Pollard	Y	0
2	Brightpoint 227 East Washington Boulevard PO Box 10570 Fort Wayne, Indiana 46802 Phone : 260-420-3546 x 203 Email : pambrookshire@mybrightpoint.org Pamela Brookshire	N	0
3	Bulletin Board	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-International Business College 5699 Coventry Lane Fort Wayne, Indiana 46804 Phone : 800-589-6500 Email : acosgrove@ibcindianapolis.edu Amy Cosgrove	N	0
6	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
7	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

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8	Columbia College Chicago 600 South Michigan Avenue Chicago, Illinois 60605 Phone : 312-369-6956 Email : asheridon@colum.edu Angela Sheridan	Y	0
9	Current Employee	N	8
10	Current Employee - Transfer/Promotion	N	1
11	Current Employee/Internal Promotion	N	4
12	Employee Referral	N	21
13	Former Employee	N	1
14	Former Employee Referral	N	1
15	Former Intern	N	1
16	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
17	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
18	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
19	Indeed 6433 Champion Grandview Way Austin, Texas Phone : 1(800)462-5842 Robert Faulkner Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Indiana Broadcasters Association 3003 E 98th St # 161 Indianapolis, Indiana 46280 Phone : 248-229-6898 Url : www.indianabroadcasters.org Dave Arland Manual Posting	N	2
21	Job Fair	N	4
22	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
23	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
24	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
25	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
26	Linked In	N	2
27	MediaJobs - Not Directly Contacted by SEU	N	12
28	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Non-Employee Referral	N	3
30	None indicated (Source Unknown)	N	1
31	Other Source	N	3
32	QNI- Shanna Church 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3334 Email : schurch@qni.biz Shanna Church	N	0
33	Quincy Media Corporate Website 130 S 5th St Quincy, Illinois 62301 Phone : 217-223-5100 Url : www.careersatquincy.com Shanna Church Manual Posting	N	32
34	Talent Agency - Not Directly Contacted by SEU	N	4
35	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	35
36	United Hispanic Americans, Incorporated 2424 Fairfield Avenue Fort Wayne, Indiana 46807 Phone : 260-456-5000 x 8008 Email : ccastro@uha-bjc.org Carla Castro	Y	0
37	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	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
39	Wayne Township Trustee Office 320 East Superior Street Fort Wayne, Indiana 46802 Phone : 260-449-7000 Email : information@waynetwp.org James Graham	Y	0
40	WBNG- Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847223 Email : cgarger@wbngtv.com Kate Garger	N	0
41	WEEK- Teddi Stonesifer 2907 Springfield Road East peoria, Illinois 61611 Phone : 3096933784 Url : www.week.com Email : tstonesifer@week.com Teddi Stonesifer	N	0
42	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
43	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	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
45	Word of Mouth Referral	N	2
46	WPTA Internal Posting 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	7
47	WPTA On Air Announcement 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	0
48	WPTA Website 3401 Bulter Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	6
49	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
50	WSJV- Teddi Tesch PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : ttesch@fox28.com Teddi Tesch	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
52	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
53	YouTube - Not Directly Contacted by SEU	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			160

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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	4/30/2016	Establishment of a mentoring program	The producers at WPTA went for a Producer workshop at their Sister Station in Madison, Wisconsin. The workshop was held on 4/30/16 from 10am to 3pm. It was held to help producers improve the content, pace and showcasing of news casts.	4	News Director Producer producer Producer
2	5/16/2016	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. We had a few interns during the Spring and Summer.	3	News Director Assignment Manager Producer
3	6/15/2016	Provision of training to management	Training Managers about EEO Compliance. Recruiting the right employees for the right position. Not discriminating when hiring. Posting position correctly and attracting excellent candidates when writing a job posting. Trainers were the Director of Human Resource for Quincy Media and the Station Local Lawyer.	8	General Manager Admin & HR Manager News Director Sales/News/Engineering/ programming/marketing
4	7/14/2016	Participation in Job Fairs	WPTA Station representatives, the GM and the Administration and Human Resources Manager successfully participated in the Indiana Black Expo opportunity Fair on Thursday July 14, 2016. They attended the broadcasters career fair working in the booth collecting resumes and interviewing qualified candidates. Running PSA's and placing information on the community calendar promoting the broadcasters career fair from June 30, 2016 through July 14, 2016 for the station's community of license.	2	GM Admin & HR Manager

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5	7/20/2016	Provision of training to management	During two full days of meetings, July 20 & 21, 2016, convened by the Station's parent company, station personnel with substantial responsibility in HR functions attended multiple sessions regarding a wide variety of employment issues including hiring practices, personnel file maintenance and other record keeping, practices in rehires, benefits, and transition of employees from part-time to full-time, and the FCC's EEO rules. These sessions were led and moderated by a combination of outside consultants, the Company's HR Director, and outside legal counsel."	1	Admin & HR Manager
6	7/27/2016	Participation in events or programs sponsored by educational institutions	We had two participants in a job Shadowing event. One high school student interested in being a meteorologist and a high School teacher who teaches high school students about job opportunities in broadcasting. We had both of the Job shadowing event in July 2016	5	News Director Meteorologist Reporters / MMJ Producer
7	10/1/2016	Participation in Job Fairs	WPTA Station Representatives, the News Director, Local Sales Manager and Anchor successfully participated in the broadcasters career/ Internship Fair on Saturday, October 1,2016. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.	3	News Director ABC Anchor LSM

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	11/14/2016	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 We had a few Interns here at WPTA during the Fall.	4	News Director Producer Producer Assignment manager
9	2/3/2017	Participation in other activities designed by the station employment unit	WPTA routinely provides tours of the 2 station to community groups and educational institutions who request the opportunity to visit the station. For example, in February 2017, we gave a tour to about 30 students from the Fort Wayne Christian Home School, Senior Citizens from a church in Fort Wayne and 8th graders communication class from the Riverview Middle school in Huntington. Tours typically run an hour, and features discussions by various station personnel about their Jobs, how they started their careers in broadcasting, how a newscast is produced, and various other aspects of television station and news operations. These station tours also offers a 10-15 mins view of live newscast.	5	General Manager News Director Meteorologist Meteorologist
10	2/18/2017	Participation in Job Fairs	WPTA Station Representatives, the News Director, Local Sales Manager and Creative Service Manager successfully participated in the Broadcasters Career/ Internship Fair on Saturday, February 18,2017. They attended the career fair working in the booth collecting resumes and interviewing qualified candidates.	3	News Director Creative Service Manager Local Sales Manager

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11	3/8/2017	Participation in scholarship programs	The station contributed to the Indiana Broadcasters Foundation Scholarship Fund, promoted the availability of the scholarship, maintained scholarship materials to distribute upon request, and participated in evaluation of the scholarship applications.	1	General Manager
12	3/15/2017	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 We had our first Sales Intern begin at WPTA on 3/15/2017 during the spring.	4	Local Sales Manager General Sales Manager Sales Assistant

Notes

The station attempted to send all job vacancy notices during the reporting period to RS 36 and 16. In a number of instances, the email sent by the station appears not to have successfully gone through to the source.