

ANNUAL EEO PUBLIC FILE REPORT

WEHT

APRIL 1, 2014 through March 31, 2015

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WEHT

The information contained in this Report covers the time period beginning April 1, 2014 to and including March 31, 2015 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: WEHT

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Master Control Operator	4/20/14	C	5	A-D, F-J, L-Z, BB
2	Associate Producer/Editor	4/21/14	V	3	A-B, D-J, L-V, X-Z
3	Local Sales Manager	4/24/14	C	6	A-D, F-J, L-AA
4	Web Producer	4/30/14	V	3	A,B, D-J, L-Z
5	Special Projects Producer/Editor	5/5/14	C	6	A-J, L-Z
6	Account Executive	5/16/14	V	7	A-Z
7	Master Control Operator	5/27/14	BB	4	A-J, L-Z, BB
8	Account Executives (3)	6/2/14	C,V,V	8	A-Z
9	Producer	6/2/14	E	4	A-B, D-J, L-Z
10	Photographer	9/4/14	V	5	A, B, D-J, L-Z, CC
11	Multi-Media Journalist	9/17/14	E	3	A-B, D-J, L-Z
12	Master Control Operator	11/7/14	C	4	A-J, L-Z, BB
13	Account Executive	12/8/14	V	6	A-J, L-Z
14	Morning Anchor/Reporter	12/22/14	C	4	A-J, L-Z
15	Multi-Media Journalist	1/5/15	E	3	A-B, D-J, L-Z
16	Multi-Media Journalist	1/20/15	J	3	A,B, D-J, L-Z
17	Account Executive	1/26/15	CC	5	A-J, L-Z, CC
18	Producer	2/13/15	C	3	A-J, L-Z
19	Sports Multi Media Journalist	2/15/15	E	4	A-B, D-J, L-Z

Total Number of Persons Interviewed During Applicable Period: 86

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: WEHT

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	WEHT Station Posting	None	800 Marywood Dr. Henderson, KY 42420	800-879-8542	N	14
B	Nexstar Broadcasting Website/Hire Centric	None	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	5
C	Referral	N/A	N/A	N/A	N	16
D	University of Southern Indiana	Pam Doerter	8600 University Blvd. Evansville, IN 47712	812-464-1865	Y	0
E	TV Jobs.com	None	info@tvjobs.com	800-885-6222	N	11
F	Indiana Broadcasting Association Career Services	Gwenn Penning	14074 Trade Center Dr. Suite 141 Fishers, IN 46038	317-770-0970	Y	0
G	Ivy Tech Career Services	Mary Fleeger	3501 N. 1 st Ave Evansville, IN 47710	812-429-1422	Y	0
H	Kentucky Wesleyan College	Margaret Cambron	3000 Frederica St. Owensboro, KY 42301	270-852-3302	Y	0
I	Western Kentucky University	Student Services	1906 College Heights Bowling Green, KY 42101	270-745-3095	N	0
J	Broadcast Compliance Services	Robin Cooper	1700 Rockville Pike Rockville, Maryland 20852	866-227-4336	N	4

K	University of Southern Indiana Job Fair	Pam Doerter	8600 University Blvd. Evansville, IN 47712	812-464-1865	N	5
L	Career Development Center	Carol Hudgions	500 Second St. Evansville, IN 47719	812-421-4534	N	0
M	Daymar College	Charlotte Traas	3361 Buckland Square Owensboro, KY 42301	270-926-4040	N	0
N	Henderson Community College	Doris Capehart	2660 South Green St. Henderson, KY 42420	270-831-9737	Y	0
O	Daviess County Impact-Red Door	Mark Hunter	2212 East National Highway Washington, IN 47501	812-254-4471	N	0
P	Department of Employment Services	Ben Salmon	121 East Second St. Owensboro, KY 42303	270-687-7297	N	0
Q	Indiana Department of Human Services	Hun Kim	Southwest Indiana Regional Council 7 11 Southeast 7 th St. Evansville, IN 47708	812-464-7802	N	0
R	Oakland City University	Robert Gulick	110 S. Green River Rd. Evansville, IN 47715	812-479-6808	N	0
S	Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Dr. Valley View, OH 44125	216-447-9117	N	0
T	Vincennes University	Jeff Beshaeers	1002 North First St. Vincennes, IN 47591	812-888-4501	N	0
U	WorkOne Evansville	Betty	700 North Weinbach Ave. Evansville, IN 47711	812-475-1147	N	0
V	WEHT station Website	None	www.tristatehomepage.com	800-879-8542	N	22
W	Employment and Training Henderson	Shannon Axton	212 North Water St. Henderson, KY 42420	270-826-5335	N	0
X	NCAAP Indianapolis	Natalie Bryant	300 East Fall Creek Pkway Dr. Indianapolis, IN 46208	317-925-5127	N	0
Y	Owensboro Area Career Center	Donald McGlothlin	121 East Second St. Suite 10 Owensboro, KY 42303	270-687-7297	N	0
Z	University Of Evansville	Diane Austin	1800 Lincoln Ave Evansville, IN 47714	812-479-2663	N	0
AA	Media Recruiter	www.mediarecruiter.com	9457 S. University Bd. #303 Highlands Ranch, CA 80126	303-400-5150	N	2

BB	Evansville Courier & Press	None	300 E. Walnut St. Evansville, IN 47708	812-424-7711	N	3
CC	Walk In/Word of Mouth	None	800 Marywood Dr. Henderson, KY 42420	800-879-8542	N	4

Appendix 3 to Annual EEO Public File Report

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WEHT

	Recruitment Initiative	Description
1	Participating in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Again during this period the station has partnered with Evansville Vanderburg School Corporation to create EVSC Student Journalist weekly training program. In partnership with EVSC High School Broadcasting and TV students and educators, the station team works with students to create a weekly Student Journalist feature that airs both on air and online. The student program participants have also had the opportunity to have 2 onsite sessions of hands-on training at the WEHT studios where they learned about story telling, interviewing and creating packages. They have also all been given the opportunity to watch news created live in the studio and meet the news and production team. Below is the EVSC Student Journalist Press Release from the school districts web site from the fall 2013 launch. Program Ran Fall 2013 to June 2014.
2	Participating in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	The team has also participated in three job fairs which were hosted by educational institutions. At each of the job fairs management engaged with the students about career opportunities in broadcasting. Job fairs were at USI, University of Evansville and Ivy Tech. In addition, the WEHT's VP/General Manager spoke at University of Southern Indiana's TV Management Class Wednesday October 8, 2014 on the topic of opportunities in broadcasting management. Finally, WEHT's Lead Evening Anchor spoke at the University of Evansville Journalism class on November 25, 2014 on the topic of broadcast journalism career opportunities.

2a	Participation in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Management attended and participated in the University of Southern Indiana Career Fair in September 24, 2014, and another on February 17, 2015. The General Manager, General Sales Manager, Production Manager, and Creative Services Director met with students and potential candidates.
2b	Participation in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions	The management team was present on the University of Evansville Career Fair on February 16, 2015. The Local Sales Manager, General Sales Manager, Production Manager, and Creative Services Director were on site recruiting for open position and internship opportunities.
2c	Participation in at least 4 job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Ivy Tech Career Fair March 19, 2015. Management was on site recruiting for both open positions and overall broadcasting career opportunities. The Local Sales Manager and Production Manager attended.
3	Participation in scholarship programs, and other programs designed to promote outreach generally	WEHT team partnered with Evansville Vanderburgh School Corporation foundation as part of the Eyewitness News Student Journalist and sponsored a \$500 Student Broadcast Journalist scholarship. The scholarship winner was presented the award at her High School Senior Awards Night. The Ball State University Freshman was also given the opportunity to work part time over holiday break December of 2014 at WEHT to get a hands on look and early experience working in a newsroom.
4	Participation in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities	Through its membership in the Indiana Broadcasters Association, WEHT participates in BCS, Broadcast Compliance Services recruitment tool usage. Station VP General Manager is on the IBA Board of Directors and attended January meeting in person and March 18th 2015 meeting via phone. Station also participates in IBA Scholarship Program. Station General Manager attended IBA annual meeting summer of 2014. Station also participates in various training programs and recruitment programs offered by the IBA.

5	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Production Department - Creative Services and News Departments both spent great deal of time cross training employees to help them become qualified for advancement. In addition, managers in sales and digital media also opened up opportunities for training internal candidates for cross departmental advancement. 3 examples: camera person trained and promoted to digital media producer, editor trained and promoted to account executive, and commercial producer promoted to senior commercial producer.
6	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	General Manager reviewed recruitment policy each quarter with all hiring managers and HR coordinators as a group in April 2014 and individually with each vacancy recruitment.