

**WTHI**  
**EEO PUBLIC FILE REPORT**  
**March 22, 2015 - March 28, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Director	1-4, 6-10, 12-17, 20-22, 24-32, 34-39, 41-42, 44, 46, 48-51, 53-61, 63, 65-74, 76-78, 80, 82, 84-87	85
Multi-Platform Journalist	1-10, 12-16, 18-51, 53-78, 80, 82-87	40
Anchor/News Reporter	1-10, 12-18, 20-39, 41-51, 53-80, 83-87	85
Photographer	1-18, 20-43, 45-51, 53-80, 83-87	40
Photographer/Editor	1-18, 20-22, 24-43, 46-51, 53-61, 63, 65-80, 84-87	40
Producer	5, 9, 18, 20, 23, 27-28, 31, 33-41, 43, 46-47, 53, 65-66, 69-70, 75, 79, 85	85
Photographer/Editor	5, 9, 18, 20, 23, 27-28, 31, 33-41, 43, 46-47, 53, 65-66, 69-70, 75, 79, 85	85
Weathercaster/Meteorologist	5, 9, 18, 23, 27-28, 31, 33-39, 41, 43, 46-47, 53, 65-66, 69-70, 75, 79, 81-82, 85	75
Weathercaster/Meteorologist	5, 9, 18, 23, 27-28, 31, 33-41, 43, 46- 47, 53, 65-66, 69-70, 75, 79, 81-82, 85	40
Director/TD	5, 9, 17-18, 23, 27-28, 31, 33-41, 43, 46 -47, 52-53, 65, 69, 75, 79, 81-82, 85	40

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	Anixter Center's Professional Placement Program 2001 N. Clybourn 3rd Floor Chicago, Illinois 60614 Phone : 773-248-6500 ext 248 Email : Lkaige@anixter.org Liz Kaige	N	0
2	Augustana College 639 38th Street Rock Island, Illinois 61201 Phone : 309-794-7426 Email : aaodt@augustana.edu Douglas Tschopp	N	0
3	Aurora University 347 South Gladstone Ave. Aurora, Illinois 60506 Phone : 630-892-6431 Email : career@aurora.edu Fax : 1-630-844-5463 Te Reid	N	0
4	Back of the Yards Neighborhood Council 1751 W. 47th Street Chicago, Illinois 60609 Phone : 773-523-4416 Email : yayacm@msn.com Job Placement	N	0
5	Ball State University/Dept. of Telecommunications BC 201 Muncie, Indiana 47306-0540 Email : tpollard@bsu.edu Fax : 1-765-285-9278 Tim Pollard	N	0
6	Blackburn College 700 College Ave. Carlinville, Illinois 62626 Phone : 217-854-3231 Email : johare@blackburn.edu Fax : 1-217-854-3713 Jerry O Hare	N	0

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7	Bradley University 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : lcurtis@bradley.edu Lisa Curtis	N	0
8	Bradley University, Communications and Fine Arts 1501 W. Bradley Avenue Peoria, Illinois 61625 Phone : 309-677-2510 Email : arodgers@bradley.edu Alyssa L. Rodgers	N	0
9	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
10	Cambodian Association of Illinois 2831 W. Lawrence Chicago, Illinois 60625 Phone : 773-878-7090 Fax : 1-773-878-5299 Job Coordinator	N	0
11	Chicago Defender (African American Newspaper) 2400 S. Michigan Chicago, Illinois 60616 Phone : 312-225-2400 Fax : 1-312-225-9231 Job Placement	N	0
12	Chicago State University 95th Street at King Drive Chicago, Illinois 60628 Phone : 773-995-2823 Email : mba@mbaweb.org Fax : 1-773-995-2329 Abdule Mahdi	N	0

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13	Chinese Mutual Aid Association 1016 W. Argyle Chicago, Illinois 60640 Phone : 773-784-2900 Fax : 1-773-784-2984 Romy Arrieta	N	0
14	Communications and Media Program Capital Area Career Center 2201 Toronto Road Springfield, Illinois 62712 Phone : 217-529-5431 x. 164 Fax : 1-217-529-7861 Jim Grimes	N	0
15	Community Renewal Society 332 S. Michigan Avenue Chicago, Illinois 60604 Phone : 312-427-4830 Fax : 1-312-427-6130 Althen Blakey	N	0
16	Concordia University 7400 Augusta River Forest, Illinois 60305 Phone : 708-771-8300 Email : mba@mbaweb.org Fax : 1-708-209-3176 Dan Walther	N	0
17	Current Employee	N	11
18	Depauw University Hubbard Center/Student Union 408 S. Locust Street Greencastle, Indiana 46135 Email : careercenter@depauw.edu Student Engagement	Y	0
19	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Email : tom.cath@valpo.edu Tom Cath	N	0

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20	Eastern Illinois University Career Center Room 13 Charleston, Illinois 61920 Phone : 217-581-2412 Url : <a href="http://www.eiu.edu">http://www.eiu.edu</a> Email : <a href="mailto:rdterwilliger@eiu.edu">rdterwilliger@eiu.edu</a> Fax : 1-217-581-2222 Robin Terwilliger	N	0
21	Elmhurst College 190 Prospect Elmhurst, Illinois 60126 Phone : 630-617-3190 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-630-617-3393 Annett Coduto	N	0
22	Eureka College 300 East College Ave. Eureka, Illinois 61530 Phone : 309-467-6420 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-309-467-6437 Connie Redmon	N	0
23	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : <a href="mailto:bfrye@magid.com">bfrye@magid.com</a> Fax : 1-319-377-5861 Barbara Frye	N	0
24	Governors State University One University Parkway University Park, Illinois 60466 Phone : 708-534-5000 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-708-534-1173 Robbye Peppers	N	0

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25	Greenville College 315 East College Box 159 Greenville, Illinois 62246 Phone : 618-664-6551 Email : mba@mbaweb.org Fax : 1-618-664-6555 Cary Holman	N	0
26	Harold Washington College 30 E. Lake Street Chicago, Illinois 60601 Phone : 312-553-5600 Fax : 1-312-553-3130 James W. Sloss Jr.	N	0
27	Harrison College 1378 S. St. Rd. 46 Terre Haute, Indiana 47803 Phone : 812-877-2100 Url : <a href="http://www.harrison.edu">http://www.harrison.edu</a> Fax : 1-812-877-4440 John Mace	N	0
28	Illinois Broadcasters 200 Missouri Ave. Carterville, Illinois Phone : 618-985-5555 Url : <a href="http://www.ilba.org">http://www.ilba.org</a> Fax : 1-618-985-6070 Erin Camfield	N	0
29	Illinois Center for Broadcasting 55 W. 22nd Street #240 Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:placement.chicago@beonair.com">placement.chicago@beonair.com</a> Chip Egan	N	0
30	Illinois College 1101 West College Ave. Jacksonville , Illinois 62650 Phone : 217-245-3040 Email : mba@mbaweb.org Fax : 1-217-245-3071 Jennifer Reif	N	0

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31	Illinois Dept. Of Employment Security 255 N, Schuyler Kankakee, Illinois 60901 Phone : 800-247-4984 Url : <a href="http://www.ides.state.il.us">http://www.ides.state.il.us</a> Fax : 1-217-557-1947 Bernita McGee	N	0
32	Illinois School of Broadcasting - Placements 55 W. 22nd Street Suite 240 Lombard Lombard, Illinois 60148 Phone : 630-916-1700 Email : <a href="mailto:gary@beonair.com">gary@beonair.com</a> Fax : 630-916-1764 Mike Kendall	N	0
33	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Email : <a href="mailto:dave@indianabroadcasters.org">dave@indianabroadcasters.org</a> Fax : 1-317-770-0972 Dave Arland	N	0
34	Indiana State University Afro-American Cultural Center Terre Haute, Indiana 47809 Phone : 812-237-3811 Url : <a href="http://www.indstate.edu/afr">http://www.indstate.edu/afr</a> Fax : 1-812-237-8079 Julia Bruce	N	0
35	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : <a href="mailto:career-center@indstate.edu">career-center@indstate.edu</a> Mary Kelly	N	0
36	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : <a href="mailto:jnickles@indiana.edu">jnickles@indiana.edu</a> Job Placement	N	0

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37	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
38	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
39	Indiana Workforce Development 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Email : l.burris@workonewest.com Fax : 1-812-234-0242 Laury Burris	N	0
40	Internal Transfer/Promotion	N	8
41	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2282 Jaime Frey Manual Posting	N	0
42	Kenwood Oakland Community Organization 1005 E. 43rd Street Chicago, Illinois 60653 Phone : 773-548-7500 Fax : 1-773-548-9264 Brian Malone	N	0
43	Lake Land College 5001 Lake Land Blvd. WLKL 89.9 FM Mattoon, Illinois 61938 Phone : 217-234-5335 Url : www.lakelandcollege.edu Email : gpowers@lakeland.cc.il.us Greg Powers	Y	0



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44	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : <a href="http://www.linmedia.com">www.linmedia.com</a> Email : <a href="mailto:WTHI_TV@linmedia.com">WTHI_TV@linmedia.com</a> Claudia Balcewicz	N	0
45	Loyola University of Chicago 820 North Michigan Ave. Chicago, Illinois 60611 Phone : 312-915-7301 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-312-915-7315 John Bradarich	N	0
46	<a href="http://mediageneral.com/careers">mediageneral.com/careers</a> 333 E. Franklin Street Richmond, Virginia 23219 Phone : 812-514-7265 Leslie May Manual Posting	N	0
47	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
48	Millikin University 1184 West Main Street Decatur, Illinois 62522 Phone : 271-424-6637 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-217-362-6407 Pam Haru	N	0
49	Millikin University 1184 W. Main Street Decatur, Illinois 62522 Phone : 217-424-6294 Email : <a href="mailto:career-center@millikin.edu">career-center@millikin.edu</a> Pam Folger	N	0

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50	Monmouth College 700 East Broadway Monmouth, Illinois 61462 Phone : 309-457-2115 Email : mba@mbaweb.org Fax : 1-309-457-2363 Mindy Damewood	N	0
51	Moody Bible Institute Chicago Chicago, Illinois Phone : 312-329-4414 Email : patrick.friedline@moody.edu Fax : 312-329-8976 Patrick Friedline	N	0
52	NATAS-Ohio Valley Chapter PO Box 24796 Dayton, Ohio 45424 Cherie Housley Manual Posting	N	0
53	National Assn Of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : 301-405-0248 Url : <a href="http://www.nabj.org">http://www.nabj.org</a> Fax : 1-301-314-1714 HR Dept.	N	0
54	National Black MBA Association 180 North Michigan Ave. Suite 1400 Chicago, Illinois 60601 Phone : 312-580-8070 Email : adella.green@mbmbaa.org Fax : 1-312-236-0390 Adella Green	N	0
55	North Central College 30 North Brainard Street Box 3063 Naperville, Illinois 60566 Phone : 630-637-5142 Email : mba@mbaweb.org Fax : 1-630-637-5146 Jeff Denard	N	0

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56	North Central College 30 N. Brainard Street Naperville, Illinois 60540 Phone : 630-637-5141 Email : career.development@noctrl.edu Marlene Starzyk	N	0
57	Northeastern Illinois University 5550 North St. Louis Ave. Chicago, Illinois 60625 Phone : 773-442-4693 Email : mba@mbaweb.org Fax : 1-773-442-4690 Lorn Coleman	N	0
58	Northwestern University 2840 Sheridan Road Evanston, Illinois 60201 Phone : 847-491-3707 Email : mba@mbaweb.org Fax : 1-847-467-7778 Lonnie Dunlap	N	0
59	Oakton Community College 1600 East Golf Road Des Plaines, Illinois 60016 Phone : 847-635-1735 Email : careerservices@oakton.edu Fax : 1-847-635-2636 Annette Partak	N	0
60	Parkland College 2400 W. Bradley Avenue A175 Champaign, Illinois 61821 Phone : 217-351-2536 Fax : 1-217-351-2882 Carolyn Martin	N	0
61	Peoria Community Action Agency 711 W. McBean Peoria, Illinois 61605 Phone : 309-671-3900 Fax : 1-309-671-3913 Connie Johnson	N	0

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62	Quincy University 1800 College Ave. Quincy, Illinois 62301 Phone : 217-228-5288 Email : mba@mbaweb.org Fax : 1-217-228-5240 Linda Godley	N	0
63	Richland Community College One College Park Decatur, Illinois 62526 Phone : 217-875-7211 Fax : 1-217-875-7783 Michael Diggs	N	0
64	Robert Morris College 180 North Lasalle Street Chicago, Illinois 60601 Phone : 312-935-4050 Email : mba@mbaweb.org Fax : 1-312-935-4081 Jill McGinty	N	0
65	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : www.sbe.org/jobline.html Email : kjones@sbe.org Fax : (317) 846-9120 Scott Jones	N	0
66	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : www.spj.org/careers_jobpost.asp Email : questions@spj.org Fax : 1-317-920-4789 Director of Placement	N	0
67	Southern Ill. Univ Carbondale Carbondale, Illinois Phone : 618-536-7555 Email : phtylisj@yahoo.com Fax : 618-453-6982	N	0

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68	Southern Illinois University-Edwardsville Campus Box 1620 SIUE Edwardsville, Illinois 62026 Phone : 618-650-3656 Email : careerdevelopment@siue.edu Fax : 1-618-650-3656 Susan Seibert	N	0
69	St. Mary Of The Woods College Placement Services St. Mary Of The Woods, Indiana 47876 Phone : 812-535-5151 Url : <a href="http://www.smwc.edu">http://www.smwc.edu</a> Fax : 1-812-535-5169 Susan Gresham	N	0
70	Sycamore Career Link 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : <a href="http://indiana-state-csm.symplicity.com">http://indiana-state-csm.symplicity.com</a> Email : ISU-Career-Center@mail.indstate.edu Fax : 1-812-237-4392 Teresa Dwyer	N	0
71	The JobFile 815 Long Road Glenview, Illinois 60025 Phone : 847-729-6397 Email : borowmaq@aol.com Bob Roberts	N	0
72	The Rainbow Push Coalition 930 E. 50th Street Chicago, Illinois 60615 Phone : 773-256-2771 Fax : 1-773-373-4999 Demetria Crowder	N	0
73	Tri-County Urban League 317 South McArthur Peoria, Illinois 61605 Phone : 309-672-4363 Email : agordon@tcpul.com Fax : 1-309-672-4366 Annie Gordon	N	0

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74	Triton College 2000 Fifth Avenue River Grove, Illinois 60171 Phone : 708-456-0300 Email : careerservices@triton.edu Fax : 1-708-583-3108 Julie Troik	N	0
75	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	11
76	University of Illinois Alumni Career Center 200 S. Wacker Drive First Floor, MC200 Chicago, Illinois 60606 Phone : 312-575-7830 Email : careers@uillinois.edu Alumni Career Center	N	0
77	University of Illinois at Springfield One University Plaza Student Affairs Building, Room 50 Springfield, Illinois 62703 Phone : 217-206-6508 Email : careerservices@uis.edu Student Affairs	N	0
78	University of Illinois Chicago 601 South Morgan-M/C 102 Chicago, Illinois 60607 Phone : 312-996-2969 Email : mba@mbaweb.org Fax : 1-312-413-0383 Andres Garza	N	0
79	Valparaiso University Career Center 1509 Chapel Drive Harre Union Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : www.valpo.edu/career Email : career.center@valpo.edu Fax : 1-219-464-5519 Lisa Grubb	Y	0

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80	Veterans Assistance Commission 157 N. Main Street Suite 115 Edwardsville, Illinois 62025 Phone : 618-296-4752 Email : dlbellm@co.madison.il.us Fax : 1-618-692-8958 David Belm	N	0
81	VFW Department of Indiana 9555E. 59th Street Indianapolis, Indiana 46216 Email : lnorthcuttvfwqm@att.net Larry Northcutt	N	0
82	Vincennes University Broadcasting Dept. 1200 N. 2nd St. Vincennes, Indiana 47591 Phone : 812-888-5344 Url : http://www.vinu.edu Email : jballinger@vinu.edu Jill Ballinger	N	0
83	Western Illinois University 1 University Circle Macomb, Illinois 61445 Phone : 309-298-1838 Email : mba@mbaweb.org Fax : 1-309-298-1838 Al Waters	N	0
84	Wheaton College 501 College Ave. Wheaton , Illinois 60187 Phone : 630-752-5048 Email : mba@mbaweb.org Fax : 1-630-752-5448 Jared Abuhl	N	0
85	WTHI-TV 800 Ohio Street Terre Haute, Indiana 47807 Phone : 812-232-9481 Url : http://www.wthitv.com Email : sarnold@wthitv.com Scott Arnold	N	21

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86	WTMX 130 Randolph #270 Chicago, Illinois 60601 Phone : 312-946-4798 Email : awicklund@bonnevillechicago.com Amy Wicklund	N	0
87	WZND Radio at Illinois State University Illinois State University Campus Box 4481 Normal, Illinois 61790 Phone : 309-438-7409 Email : dllesse@ilstu.edu Deb Lesser	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>51</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	4/15/2015	Participation in Job Fairs	WTHI-TV/MYFOX10 participated in the NABEF Career Fair in Las Vegas, NV April 15, 2015.  Station personnel interacted with attendees and promoted career opportunities at the Station.	1	Business Administrator
2	5/11/2015	Establishment of an intern program designed to assist members of the community	During the period of May 11, 2015 -July 31, 2015, one student participated in the internship program at WTHI-TV/MYFOX10.  This student was entering into his senior year at Indiana State University. He received credit for the completion of this internship. He interned with the News Department/Sports. Division. During this internship he would shoot games and then edit them for the newscasts. He learned how to shoot his own stand ups and how to shoot his own interviews and then incorporating these into his own sports packages. Near the end of this internship, he practiced anchoring on the sports set. He was supervised by the Sports Director, a Sports Anchor/Report and an Anchor/Managing Editor.	3	Sports Director Sports Anchor/Reporter Anchor/Managing Editor
3	9/2/2015	Provision of training to management	Station personnel participated in a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that provided an overview and explanation of the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
4	2/24/2016	Participation in Job Fairs	WTHI-TV/MYFOX10 participated in the 2016 Indiana State University Spring Career Fair on February 24, 2016.  Station personnel interacted with attendees and promoted career opportunities at the Station.	4	Director of Operations Local Sales Manager Digital Director Face of Fox

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	3/18/2016	Participation in other activities designed by the station employment unit	During this reporting period, WTHI-TV/MYFOX 10 hosted five individuals for the purpose of job shadowing. -Three High School Students -One Indiana University Student -One Professor from Eastern Illinois University	10	Reporter Sports Director/Photographer Producer Digital Ex. Producer/Assignment Editor/Anchor
6	3/18/2016	Participation in other activities designed by the station employment unit	Vincennes University/WTHI-TV Southern Indiana News Bureau is a partnership between Vincennes University and WTHI-TV. Station equipment and personnel are regularly available to interested students. Interested students receive hands on experience in shooting and editing videotape and reporting news stories under the supervision of Southern Bureau Chief, Eric Stidman.	1	Southern Bureau Chief