

WTHI
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
News Producer	2-3, 6-8, 10-11, 14-25	24
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-21, 23-25	6
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-21, 23-25	5
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-21, 23-25	6
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-21, 23-25	1
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-21, 23-25	24
M-F Morning Anchor	2-3, 6-8, 10-11, 13-21, 23-25	13
Weather Anchor/MMJ	2-3, 6-8, 10-12, 14-21, 23-25	3
Weekend AM Anchor/Producer/MMJ	2-3, 6-8, 10-21, 23-25	13
Weekend PM Anchor/MMJ/Producer	2-3, 6-8, 10-21, 23-25	13
Director/TMP Operator	1-3, 6-8, 10-11, 13-21, 23-25	13
Director/TMP Operator	1-3, 6-8, 10-11, 13-21, 23-25	13
Director/TMP Operator	1-3, 6-8, 10-11, 13-21, 23-25	13
Southern Bureau Account Executive	2-4, 6-8, 10-11, 14-21, 23-25	4
Photographer/Editor	2-3, 6-8, 10-11, 13-21, 23-25	13
Assignment Editor	1-3, 6-8, 10-11, 13-21, 23-25	13
Director of Sales	1-3, 6-8, 10-21, 23-25	13
Digital/Sales Assistant	1-3, 6-11, 14-21, 23-25	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University/Dept. of Telecommunications BC 201 Muncie, Indiana 47306-0540 Phone : 765-285-4002 Email : tjheifetz@bsu.edu Terry Heifetz	N	1
2	Depauw University Hubbard Center/Student Union 408 S. Locust Street Greencastle, Indiana 46135 Phone : 765-658-4622 Student Engagement Manual Posting	Y	0
3	Eastern Illinois University 600 Lincoln Avenue Charleston, Illinois 61920 Phone : 217-581-7356 Url : http://www.eiu.edu Email : kagoodwin@eiu.edu Kelly Goodwin	N	2
4	Employee Referral	N	1
5	Former Employee Referral	N	1
6	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 612-216-0745 Url : http://www.magid.com Email : jseebold@magid.com Julie Seebold	N	17
7	Illinois Broadcasters 200 Missouri Ave. Carterville, Illinois Phone : 618-985-5555 Url : http://www.ilba.org Email : iba@ilba.org Fax : 1-618-985-6070 Erin Camfield	N	0

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8	Illinois Dept. Of Employment Security 255 N, Schuyler Kankakee, Illinois 60901 Phone : 800-247-4984 Url : http://www.ides.state.il.us Fax : 1-217-557-1947 Bernita McGee	N	0
9	Indeed.com	N	2
10	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : http://www.indianabroadcasters.org Sam Klemet Manual Posting	N	0
11	Indiana Workforce Development (Indiana Career Connect) 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Laury Burris Manual Posting	N	0
12	Internal Candidate	N	9
13	Internal Transfer/Promotion	N	9
14	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2282 Jaime Frey Manual Posting	N	0
15	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	1
16	Medialine Talent 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : jobs@medialinetalent.com Rick Iler	N	0

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17	NATAS-Ohio Valley Chapter (Emmy Online) PO Box 24796 Dayton, Ohio 45424 Phone : 937-233-3303 Cherie Housley Manual Posting	N	0
18	St. Mary Of The Woods College Placement Services St. Mary Of The Woods, Indiana 47876 Phone : 812-535-5151 Url : http://www.smwc.edu Susan Gresham Manual Posting	N	0
19	Sycamore Career Link (Indiana State University) 567 N. 5th Street Terre Haute, Indiana 47809 Phone : 812-237-5000 Url : http://indiana-state-csm.symplicity.com Teresa Dwyer Manual Posting	N	0
20	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	3
21	Valparaiso University Career Center 1509 Chapel Drive Harre Union Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : www.valpo.edu/career Email : tom.cath@valpo.edu Fax : 1-219-464-5519 Tom Cath	Y	0
22	VFW Department of Indiana 9555E. 59th Street Indianapolis, Indiana 46216 Phone : 317-377-1795 Email : tkingvfwqm@att.net Fax : 1-317-377-1797 Troy King	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
23	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
24	WTHI-TV 800 Ohio Street Terre Haute, Indiana 47807 Phone : 812-232-9481 Url : http://www.wthitv.com Email : christopher.essex@wthitv.com Christopher Essex	N	29
25	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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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	9/15/2021	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the Indiana State University Job Fair on September 15, 2021. Station personnel interacted with attendees and promoted career opportunities at the Station.	2	General Manager Operations Manager
2	10/26/2021	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the Indiana Broadcasters Association Job Fair on October 26, 2021. Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager
3	1/25/2022	Participation in scholarship programs	WTHI-TV/MYFOX10/THECW10 participated in The Indiana Broadcasters Foundation 2022 Scholarship Program which assists deserving High School Seniors and College Students. WTHI-TV/MYFOX10/THECW10 supported the scholarship both monetarily and by airing promotional spots on all three networks.	1	General Manager
4	2/22/2022	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the Virtual Eastern Illinois University Job Fair on February 22, 2022. Station personnel interacted with the attendees virtually.	1	General Manager
5	3/4/2022	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THECW10 participated in a speaking engagement with the Paris, Illinois High School on March 4, 2022. The station employee spoke with students, showed a presentation on the different careers in broadcasting and answered questions on what it takes to have a career in journalism, broadcasting and or media.	1	Meteorologist

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6	3/9/2022	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THWCW10 participated in a speaking engagement at Rivet Middle School, Vincennes, IN on March 9, 2022.</p> <p>Our Chief Meteorologist spoke with the students on the various aspects of weather. How it forms and what causes it. The students were then allowed to ask questions regarding weather and broadcasting.</p>	1	Chief Meteorologist
7	3/16/2022	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THWCW10 participated in a speaking engagement with the 4th and 5th grade combined at New Hebron Christian School in Robinson, IL on March 16, 2022.</p> <p>The station employee talked about how forecasts are created. He then discussed major weather events, including tornadoes as an example and then he told them about safety tips and explained watches and warnings issued for each event.</p>	1	Meteorologist
8	3/24/2022	Participation in events sponsored by organizations representing the community	<p>WTHI-TV/MYFOX10/THWCW10 participated in a speaking engagement with Happiness Bag, a community organization for individuals with disabilities, on March 24, 2022.</p> <p>Our Chief Meteorologist spoke with them about the factors of weather, which consist of clouds, rain, wind and snow.</p>	1	Chief Meteorologist
9	3/25/2022	Provision of training to management	<p>WTHI-TV/MYFOX10/THWCW10 participated in workplace harassment training, Behave At Work, on March 25, 2022.</p> <p>The training aims at improving awareness of inappropriate behavior, improving communication, and encourage a workplace that is respectful, productive, and free of harassment.</p>	1	General Manager

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10	3/26/2022	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the Indiana Broadcasters Association 2022 Spring Job Fair on March 26, 2022. Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager