

**WTHI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 31, 2024**

**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
Weather Anchor/MMJ	1-3, 5, 7-9, 11-15, 17, 19-27	14
MMJ/Producer	1-3, 7-12, 15, 17-18, 20-27	26
Digital Sales Coordinator	1-4, 7-12, 15, 17, 20-27	10
Local Sales Account Executive	1-4, 7-12, 15, 17, 20-27	4
Local Sales Account Executive	1-4, 7-12, 15, 17, 20-27	4
MMJ/Digital Producer	1-3, 6-12, 15-17, 20-27	16
MMJ/Digital Producer	1-3, 6-12, 15-17, 20-27	10
MMJ/Digital Producer	1-3, 6-12, 15-17, 20-27	26
Digital Sales Coordinator	1-3, 7-12, 15, 17, 20-27	26
Weekend PM Anchor/MMJ/Producer	1-3, 7-12, 14-15, 17, 20-27	14

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

<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	Ball State University/Dept. of Telecommunications BC 201 Muncie, Indiana 47306-0540 Phone : 765-285-4002 Email : tjheifetz@bsu.edu Terry Heifetz	N	0
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 : <a href="http://www.eiu.edu">http://www.eiu.edu</a> Email : kagoodwin@eiu.edu Kelly Goodwin	N	0
4	Employee Referral	N	4
5	Facebook 800 Ohio Street Terre Haute, Indiana 47807 Phone : 8122329481 Chris Essex Manual Posting	N	0
6	Former Employee Referral	N	1
7	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 612-216-0745 Url : <a href="http://www.magid.com">http://www.magid.com</a> Email : jseebold@magid.com Julie Seebold	N	1

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8	Illinois Broadcasters 200 Missouri Ave. Carterville, Illinois Phone : 618-985-5555 Url : <a href="http://www.ilba.org">http://www.ilba.org</a> Email : <a href="mailto:iba@ilba.org">iba@ilba.org</a> Fax : 1-618-985-6070 Erin Camfield	N	0
9	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
10	Indeed, Inc. Indeed Tower 200 West 6th Street, Floor 36 Austin, Texas 78701 Url : <a href="https://www.indeed.com">https://www.indeed.com</a> Job Board Manual Posting	N	3
11	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> Sam Klemet Manual Posting	N	0
12	Indiana Workforce Development (Indiana Career Connect) 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Laury Burris Manual Posting	N	0
13	Internal Candidate	N	2
14	Internal Transfer/Promotion	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2282 Jaime Frey Manual Posting	N	0
16	Job Fair	N	2
17	Lake Land College 5001 Lake Land Blvd. WLKL 89.9 FM Mattoon, Illinois 61938 Phone : 217-234-5335 Url : <a href="http://www.lakelandcollege.edu">www.lakelandcollege.edu</a> Email : <a href="mailto:gpowers@lakeland.cc.il.us">gpowers@lakeland.cc.il.us</a> Greg Powers	Y	0
18	Linked In - Not Directly Contacted by SEU	N	1
19	Medialine Talent 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : <a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a> Rick Iler	N	0
20	NATAS-Ohio Valley Chapter (Emmy Online) PO Box 24796 Dayton, Ohio 45424 Phone : 937-233-3303 Cherie Housley Manual Posting	N	0
21	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> Susan Gresham Manual Posting	N	0
22	Sycamore Career Link (Indiana State University) 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> Teresa Dwyer Manual Posting	N	0

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<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>
23	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Holloway Manual Posting	N	0
24	Valparaiso University Career Center 1509 Chapel Drive Harre Union Valparaiso, Indiana 46383 Phone : 219-464-5005 Url : <a href="http://www.valpo.edu/career">www.valpo.edu/career</a> Email : <a href="mailto:career.center@valpo.edu">career.center@valpo.edu</a> Career Center	Y	1
25	Vincennes University Broadcasting Dept. 1200 N. 2nd St. Vincennes, Indiana 47591 Phone : 812-888-5344 Url : <a href="http://www.vinu.edu">http://www.vinu.edu</a> Email : <a href="mailto:jballinger@vinu.edu">jballinger@vinu.edu</a> Jill Ballinger	N	0
26	WTHI-TV 800 Ohio Street Terre Haute, Indiana 47807 Phone : 812-232-9481 Url : <a href="http://www.wthitv.com">http://www.wthitv.com</a> Email : <a href="mailto:christopher.essex@wthitv.com">christopher.essex@wthitv.com</a> Christopher Essex	N	14
27	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>31</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	4/13/2023	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THECW10 participated in the UIndy Spring Communication Career Fair at the University of Indianapolis on April 13, 2023.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the station.</p>	1	General Manager
2	4/27/2023	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THECW10 hosted a station tour for the Media News Class of Lincoln Trail College.</p> <p>The students got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.</p>	1	Local Sales Manager
3	4/28/2023	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THECW10 participated in Career Day at Crestwood Junior High School.</p> <p>Station personnel interacted with the students. He spoke about what it takes to have a career in journalism, broadcasting and/or media.</p>	1	Meteorologist
4	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>During this reporting period, two college juniors participated in the internship program at WTHI-TV/MYFOX10/THECW10. One junior was from Eastern Illinois University majoring in Journalism and Sports Media Relations and the other junior was from Indiana University majoring in Media-Film/Digital Production.</p> <p>The students were employed to work in studio services and the news department, which include camera, audio, character generator, technical media producer, teleprompter operations and writing stories for both broadcast and web. They also went in the field and shot video. The interns are supervised by our Director of Operations.</p>	2	Director of Operations Assistant News Director

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5	10/2/2023	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THECW10 participated in the Fall 2023 Indiana Broadcasters Association Career Fair.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the station.</p>	2	General Manager News Director
6	1/24/2024	Participation in scholarship programs	<p>WTHI-TV/MYFOX10/TheCW10 participated in the Indiana Broadcasters Foundation 2024 Scholarship Program which assists deserving High School Seniors and College Students.</p> <p>WTHI-TV/MYFOX10/THECW10 supported the scholarship both monetarily and by airing promotional spots on all three networks.</p>	1	General Manager
7	1/25/2024	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THECW10 was a guest speaker for the Sports Broadcasting Class at Indiana State University.</p> <p>The station employee shared his professional experiences, which included his career to date. He answered questions on what it takes to produce segments for the newscasts.</p>	1	Sports Anchor/Reporter