

WTHI
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023

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
MMJ/Editor	1-3, 5-8, 10-11, 14-16, 18-24	23
Director/TMP Operator	1-4, 6-24	4
Director/TMP Operator	1-4, 6-24	13
Local Sales Account Executive	1-4, 6-11, 14-24	4
Local Sales Account Executive	1-4, 6-11, 14-24	4
Local Sales Manager	1-3, 6-15, 17-24	13
MMJ/Producer	1-4, 6-11, 14-15, 17-24	4
MMJ/Producer	1-4, 6-11, 14-15, 17-24	23
MMJ/Producer	1-4, 6-11, 14-15, 17-24	9
News Bureau Position	1-3, 6-11, 14-15, 17-24	23

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	1
4	Employee Referral	N	9
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	16
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, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : https://www.indeed.com Job Board Manual Posting	N	4
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	1
12	Internal Candidate	N	4
13	Internal Transfer/Promotion	N	2
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	0

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16	Medialine Talent 2515 Sparrow Crest Dr. Katy, Texas 77494 Phone : 913-217-0685 Email : jobs@medialinetalent.com Rick Iler	N	0
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	1
21	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 Career Center	Y	0

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22	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
23	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	18
24	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:			58

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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	4/13/2022	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the UIndy Communication Career Fair at the University of Indianapolis on April 13, 2022. Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager
2	5/24/2022	Hosting of Job Fair	WTHI-TV/MYFOX10/THECW10 hosted a job fair at the new Terre Haute Convention Center on May 24, 2022. Station personnel and other employers from the Wabash Valley actively recruited for open positions.	2	Director of Sales Local Sales Manager
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	During this reporting period, two students from the Vigo County School Corporation participated in the Indiana Office Of Learning and Apprenticeship through the Vigo County School Corporation at WTHI-TV/MYFOX10/THECW10. High School Seniors are employed to work in studio services which include camera, audio, character generator, technical media producer and teleprompter operations. These students get a "behind-the-scenes" view of a career in broadcasting. The students are supervised by our Director of Operations.	2	Director of Operations Creative Services Director
4	10/3/2022	Participation in Job Fairs	WTHI-TV/MYFOX10/THECW10 participated in the Indiana Broadcasters Association 2022 Broadcaster Fall Career Fair on 10/3/2022 in Carmel, Indiana. Station personnel interacted with attendees and promoted career opportunities at the Station.	1	General Manager

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5	10/18/2022	Hosting of Job Fair	<p>WTHI-TV/MYFOX10/THECW10 hosted a job fair at the new Terre Haute Convention Center on October 18, 2022.</p> <p>Station personnel and other employers from the Wabash Valley actively recruited for open positions.</p>	2	Director of Sales Local Sales Manager
6	1/25/2023	Participation in scholarship programs	<p>WTHI-TV/MYFOX10/THECW10 participated in The Indiana Broadcasters Foundation 2023 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	3/22/2023	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THECW10 hosted a Senior from Oblong High School, Oblong, IL for the purpose of job shadowing.</p> <p>After graduation, this student will attend the University of Illinois, majoring in Meteorology.</p> <p>The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about a career in broadcasting.</p>	1	Meteorologist