

WTHI
EEO PUBLIC FILE REPORT
April 1, 2022 - March 31, 2023¹

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	23, 25	23
Director/TMP Operator	4*	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

* *Exigent Circumstances*

¹ This Report was revised in April 2024 to address reporting issues.

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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	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 : http://www.eiu.edu Email : kagoodwin@eiu.edu Kelly Goodwin	N	0
4	Employee Referral	N	8
5	Former Employee Referral	N	0
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	0
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. Indeed Tower 200 West 6th Street, Floor 36 Austin, Texas 78701 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	1
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	1
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	0
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	7
24	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
25	Job Fairs (as described in Section III)	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	4/13/2022	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THECW10 participated in the UIndy Communication Career Fair at the University of Indianapolis on April 13, 2022.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the Station.</p>	1	General Manager
2	5/24/2022	Hosting of Job Fair	<p>WTHI-TV/MYFOX10/THECW10 hosted a job fair at the new Terre Haute Convention Center on May 24, 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
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>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.</p> <p>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.</p>	2	Director of Operations Creative Services Director
4	10/3/2022	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THECW10 participated in the Indiana Broadcasters Association 2022 Broadcaster Fall Career Fair on 10/3/2022 in Carmel, Indiana.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the Station.</p>	1	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
5	10/18/2022	Hosting of Job Fair	WTHI-TV/MYFOX10/THECW10 hosted a job fair at the new Terre Haute Convention Center on October 18, 2022. Station personnel and other employers from the Wabash Valley actively recruited for open positions.	2	Director of Sales Local Sales Manager
6	3/25/2023	Participation in scholarship programs	WTHI-TV/MYFOX10/THECW10 participated in The Indiana Broadcasters Foundation 2023 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
7	3/22/2023	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THECW10 hosted a Senior from Oblong High School, Oblong, IL for the purpose of job shadowing. After graduation, this student will attend the University of Illinois, majoring in Meteorology. The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about a career in broadcasting.	1	Meteorologist