

**WTHI**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2019 - March 31, 2020**

**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
Local Sales Account Executive	1-2, 4-23, 26-31, 33	7
Weekend AM Anchor/Producer	1-2, 4-6, 8-9, 11-13, 15-31, 33	4
Sports Anchor/Sports Reporter/Photographer	1-2, 4-6, 8-9, 11-13, 15-31, 33	4
MMJ/Producer	1-3, 5-6, 8-9, 11-13, 15-31, 33	5
MMJ/Producer	1-3, 5-6, 8-9, 11-13, 15-31, 33	5
MMJ/Editor	1-2, 4-6, 8-9, 11-13, 15-18, 20-23, 25- 31, 33	4
Director/TMP Operator	1-2, 4-6, 8-9, 11-13, 15-33	4
Weathercaster/Meteorologist	1, 5-6, 8-9, 11-13, 20-23, 26-33	32

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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 Email : tpollard@bsu.edu Fax : 1-765-285-9278 Tim Pollard	N	1
2	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
3	Career Fair	N	4
4	Current Employee/Internal Promotion	N	6
5	Depauw University Hubbard Center/Student Union 408 S. Locust Street Greencastle, Indiana 46135 Phone : 765-658-4622 Student Engagement Manual Posting	Y	2
6	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
7	Employee Referral	N	6
8	Facebook 800 Ohio Street Terre Haute, Indiana 47807 Phone : 8122329481 Email : christopher.essex@wthitv.com Chris Essex	N	0
9	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

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10	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
11	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
12	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
13	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
14	Indiana State University Afro-American Cultural Center Terre Haute, Indiana 47809 Phone : 812-237-3811 Url : <a href="http://www.indstate.edu/afro">http://www.indstate.edu/afro</a> Fax : 1-812-237-8079 Julia Bruce	N	0
15	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

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16	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
17	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0
18	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
19	Indiana Workforce Development (Indiana Career Connect) 30 North 8th Street Terre Haute, Indiana 47807 Phone : 812-230-2023 Laury Burris Manual Posting	N	0
20	Ivy Tech Placement Office 7999 US 41 South Terre Haute, Indiana 47802 Phone : 812-298-2282 Jaime Frey Manual Posting	N	0
21	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
22	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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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	NATAS-Ohio Valley Chapter (Emmy Online) PO Box 24796 Dayton, Ohio 45424 Phone : 937-233-3303 Cherie Housley Manual Posting	N	0
24	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : (317) 846-9000 Url : <a href="http://www.sbe.org/jobline.html">www.sbe.org/jobline.html</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Fax : (317) 846-9120 Scott Jones	N	0
25	Society of Professional Journalists 3909 N. Meridian St. Indianapolis, Indiana 46208 Phone : (317) 927-8000 Url : <a href="http://www.spj.org/careers_jobpost.asp">www.spj.org/careers_jobpost.asp</a> Email : <a href="mailto:questions@spj.org">questions@spj.org</a> Fax : 1-317-920-4789 Director of Placement	N	0
26	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
27	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
28	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

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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>
29	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:tom.cath@valpo.edu">tom.cath@valpo.edu</a> Fax : 1-219-464-5519 Tom Cath	Y	0
30	VFW Department of Indiana 9555E. 59th Street Indianapolis, Indiana 46216 Phone : 317-377-1795 Email : <a href="mailto:tkingvfwqm@att.net">tkingvfwqm@att.net</a> Fax : 1-317-377-1797 Troy King	N	0
31	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
32	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:sarnold@wthitv.com">sarnold@wthitv.com</a> Scott Arnold	N	4
33	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>23</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	4/23/2019	Provision of training to management	WTHI-TV/MYFOX10/THE CW10 participated in the Form I-9 and E-Verify Employee Rights Webinar on April 23, 2019.	1	Business Administrator
2	4/26/2019	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 hosted a student from Indiana State University for the purpose of job shadowing.  The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about a career in broadcasting.	2	Anchor Sports Anchor
3	5/14/2019	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 hosted a station tour. The attendees were students enrolled in the Mass Communications Class at Riverton Parke High School.  The students got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.	1	Meteorologist
4	7/25/2019	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 hosted a station tour. The attendees were from South Korea, but are attending Rose Hulman Institute of Technology.  The students got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.	4	Creative Services Director Meteorologist Executive Producer Photographer
5	8/13/2019	Participation in events or programs sponsored by educational institutions	WTHI-TV/MYFOX10/THE CW10 hosted a student from Indiana University for the purpose of job shadowing.  The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.	1	Sports Anchor

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6	8/23/2019	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THE CW10 participated in the job fair at Indiana State University on Friday, August 23, 2019.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the station.</p>	2	Director of Operations Chief Photog/Assign. Ed.
7	8/29/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 hosted a station tour. The attendees were from three schools in Hong Kong. This is part of a yearly exchange program with South Vermillion High School.</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>	3	Anchor/Reporter Meteorologist Marketing Manager
8	10/7/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 hosted a station tour. The attendees were from the Radio/TV Class at North Vermillion High School.</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	Sports Anchor
9	10/16/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 hosted a student from North Daviess High School for the purpose of job shadowing.</p> <p>The student got a "behind-the-scenes" view of our station and had the opportunity to ask questions about careers in broadcasting.</p>	3	Director of Operations Creative Services Director Graphic Artist
10	10/23/2019	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THE CW10 participated in the Indiana Broadcasters Association Fall Career Fair on October 23, 2019.</p> <p>Station personnel interacted with attendees and promoted career opportunities at the station.</p>	1	General Manager

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11	10/31/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 (SOUTHERN BUREAU) hosted a student from Vincennes University for the purpose of job shadowing.</p> <p>The student got a "behind-the-scenes" view of the Southern Bureau, which is a "one person team".</p>	1	MMJ
12	11/25/2019	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX10/THE CW10 hosted a station tour. The attendees were students enrolled in their Mass Media Class at Riverton Parke High School.</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>	3	Anchor/Reporter Meteorologist Anchor/Reporter
13	1/22/2020	Establishment of an intern program designed to assist members of the community	<p>During this reporting period, one student from Vincennes University participated in the internship program at WTHI-TV/MYFOX10/THE CW10.</p> <p>The intern worked in studio services which included camera, audio, character generator, technical media producer and teleprompter operations. The intern was supervised by our Director of Operations.</p>	3	Director of Operations Technical Director Technical Director
14	3/11/2020	Participation in events or programs sponsored by educational institutions	<p>WTHI-TV/MYFOX/THE CW10 hosted a station tour. The attendees were students enrolled in Media Classes at Sarah Scott Middle School.</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	MMJ
15	3/28/2020	Participation in Job Fairs	<p>WTHI-TV/MYFOX10/THE CW10 participated in the Indiana Broadcasters Association Virtual Job Fair on March 28, 2020.</p> <p>Station personnel interacted with the attendees virtually.</p>	1	General Manager