April 6, 2018

Mr. Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, D.C. 20554

Re: WTHR(TV), Indianapolis, IN (Facility ID 70162)
Response to 2018 Random EEO Audit

Dear Mr. Pulley:

VideoIndiana, Inc. ("VideoIndiana"), licensee of television station WTHR, Indianapolis, Indiana (Facility ID 70162) ("WTHR"), hereby responds (the "Response Letter") to your letter dated February 26, 2018, stating that the employment unit that includes WTHR has been randomly selected for an EEO audit. The employment unit also includes station WALV-CD, Indianapolis, Indiana (Facility ID 70161), licensed to VideOhio, Inc. (together with WTHR, the "Stations" or the "Employment Unit").

The responses below, provided in the order of the requests in Section 3 of your letter, were prepared under my supervision in conjunction with Ms. Cherilyn Stephens, the Stations' Human Resources Manager and Mrs. Tani Mann, Vice President of Human Resources for WBNS TV, Inc., Columbus, Ohio, which provides human resources and certain other administrative services to the Employment Unit.

3(a) "Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6)."

The license renewal filing anniversary date for the Stations is April 1. Thus, Exhibit A attaches the Employment Unit's EEO Public File Reports for the periods April 1, 2016, through March 31, 2017, and April 1, 2017, through March 31, 2018. The cover sheets supplied in Exhibit B identify the dates of each full-time hire covered by the reports. The Stations' most recent EEO public file report is accessible at www.wthr.com and via hyperlink on WTHR's website: https://www.wthr.com/sites/wthr.com/files/WTHR%202018%20Public%20File%20Report.pdf .

3(b) "For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii)."

During the two-year reporting period covered by the two most recent EEO Public File Reports, the Stations hired 23 full-time employees. Exhibit A includes the Stations' EEO Public File Reports, which identify the recruiting sources used for each of those openings. Exhibit B includes a cover sheet for each opening that is followed by a copy of the job notice that was sent to the sources list in Exhibit A, and examples of one or more e-mails, letters, or other communications that were made to recruitment sources to notify them of the vacancy (including all announcements sent to sources that had requested notification of job openings). The Stations retain copies of all letters, emails, and notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). As demonstrated by the documentation accompanying Exhibit B, the Employment Unit broadly disseminated notice of all job vacancies filled during the reporting period.

3(c) "In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports."

Each of the two Annual EEO Public File Reports attached as Exhibit A provides the total number of interviewees for all full-time Employment Unit vacancies filled during the reporting

period and the referral sources of the interviewees. The coversheets in Exhibit B further indicate the number of interviewees for each position and the referral source for each interviewee and for the hiree.

3(d) **"Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time."**

Exhibit C includes a cover sheet for each of five supplemental outreach initiatives undertaken by the Employment Unit between April 1, 2016, and March 31, 2018. Each cover sheet is followed by documentation that reflects the Stations' participation in the applicable initiative. In addition, the corresponding cover sheet identifies the personnel involved to the extent that information is not reflected in accompanying documentation. Summaries of the Employment Unit's remaining supplemental outreach initiatives are included in the Station's Annual EEO Public File Reports attached as Exhibit A.

The Stations currently have 163 full-time employees. The Stations in the Employment Unit are located in an OMB metropolitan area with a population of greater than 250,000 persons. Accordingly, the Stations are not located in a "smaller market," as defined in Section 73.2080 of the FCC's rules, and the Employment Unit is therefore required to perform four supplemental initiatives over the course of the two-year period covered by these reports.

3(e) **"Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition."**

During the Stations' current license term, no such complaints have been filed against the Stations.

3(f) "In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program."

As the President and General Manager, I am responsible for ensuring that the Employment Unit carries out its responsibilities as an equal opportunity employer. I am closely assisted in this regard by Cherilyn Stephens, Human Resources Manager, and Tani Mann, Vice President of Human Resources for WBNS TV, Inc. Among other human resource services provided to the Employment Unit, Ms. Stephens oversees the record-keeping requirements necessary for demonstrating broad outreach recruitment efforts, and for maintaining files related to job applicants, job/career fairs, internship programs, employee training, and recruitment sources. Further, those employees at the Director and Manager level ("managers") are responsible for understanding and observing the Stations' EEO policy and applying it in all employment decisions to avoid discrimination and to promote equal employment opportunity.

Performance actions affecting an employee, including opportunity for promotion, demotion (if necessary), and salary considerations, are reviewed in advance and approved by me to ensure that decisions are made in compliance with EEO policies. All managers are held accountable, however, for ensuring that the recommendations they make with respect to employment, promotion, demotion, and discipline are based on merit and company policy.

Managers receive training through both individual developmental training and group training activities. In addition, as soon as personnel become managers, they are trained on the Employment Unit's hiring processes so that they are able to comply with necessary EEO requirements. Part of this training includes instructing managers to work directly with the Human Resources Manager, who provides important human resource, administrative and consultative services to the Stations.

Managers also receive regular training from Human Resources on performance reviews, disciplinary procedures, anti-discrimination and anti-harassment policies.

The Employment Unit utilizes an array of resources to educate and communicate their EEO and sexual harassment policies to employees and job applicants. Notice of the Employment Unit's EEO policy is included for applicants on all job postings, promotional recruitment materials, employment application, and on the company website. In addition to these locations, employees are informed about the Employment Unit's EEO and sexual harassment policies in more depth at orientation and through the employee handbook, which is given to all employees.

3(g) "In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis."

Working with the Vice President of Human Resources for WBNS TV, Inc., and Ms. Susie Bobb, Corporate Executive Assistant of the Dispatch Printing Company who is involved in oversight of FCC and FCC EEO compliance activities, Ms. Stephens conducts a yearly internal audit of the Employment Unit's recruitment activities, referral sources, record keeping, and EEO initiatives such as training, internships, job fairs, and other community participation. On the basis of that audit, goals and initiatives are planned for the coming year.

Our most recent review confirms, as reflected in the Annual EEO Public File Reports and the other documentation submitted with this response, that the Employment Unit has utilized a wide variety of referral sources in a manner well designed to achieve broad and inclusive outreach throughout our community. It further shows that the Employment Unit engages in meaningful supplemental outreach activities, including internships, training, participation in events relating to career opportunities in broadcasting sponsored by educational institutions, and participation in job fairs. In addition, the Stations have instituted a practice of annually soliciting and re-verifying continued interest from local organizations, providing an avenue to update our records with each organization's key contact information.

3(h) "In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants."

Compensation plans are reviewed formally on an annual basis by the Vice President of Human Resources of WBNS TV, Inc., and Mr. Andrew Rice, Senior Analyst – Compensation and Benefits, and less formally at various times throughout the year. Compensation plans are also viewed in light of industry compensation salary survey results. As the President and General Manager, I, along with the pertinent Department Manager and the Human Resource Manager, approve all compensation changes and adjustments at the station level, as part of the process designed to ensure integrity with hiring rates, promotional increases, parity issues, and pay compression. These officials also review and approve all performance reviews. The Employment Unit does not have a seniority program, with the exception of the Technical and Production departments which are unionized under the International Brotherhood of Electrical Workers ("IBEW"). The labor agreement between the Employment Unit and its IBEW union includes an effective nondiscrimination clause, and managers work to ensure that hiring and

employment practices with regard to unionized employees are consistent with all legal requirements.

3(i) **"If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives."**

This request is not applicable.

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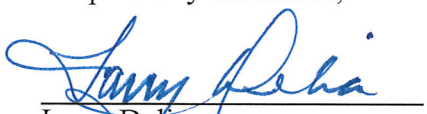
If there is more information that would be useful to you in this process, or if you have any questions about the materials provided in this Response Letter, please do not hesitate to contact me at ldelia@wthr.com or (317) 655-5600.

I certify that the statements in this Response Letter are true, correct, and complete to the best of my knowledge and belief, and are made in good faith.

Respectfully submitted,



Larry Delia
President and General Manager
VideoIndiana, Inc., and VideOhio, Inc.

Attachments (Exs. A–C)