

WNDU-TV, WSJV
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
OFFICE MANAGER/ EXECUTIVE ASSISTANT - WNDU	2-12, 14-15, 19-32	9
DIGITAL MEDIA ACCOUNT EXECUTIVE (Chicago) - WNDU	2-12, 14-15, 19-32	7
MMJ/ (W/END) NEWS ANCHOR - WNDU	2-12, 14-15, 19-32	7
MMJ/ (W/END) NEWS ANCHOR - WNDU	2-12, 14-15, 19-32	7
SPORTS DIRECTOR - WNDU	2-12, 14-15, 19-32	7
NEWS PRODUCER - WNDU	2-12, 14-15, 19-32	7
NEWS PRODUCER - WNDU	2-12, 14-15, 19-32	7
DIGITAL CONTENT MANAGER - WNDU	2-12, 14-15, 19-32	7
DIGITAL NEWS ANCHOR/REPORTER - WNDU	2-12, 14-15, 19-32	7
MULTIMEDIA JOURNALIST - WNDU	2-12, 14-15, 19-32	7
METEOROLOGIST - WNDU	2-12, 14-15, 19-32	7
NEWS PHOTOGRAPHER/EDITOR - WNDU	2-12, 14-15, 19-32	7
DIGITAL MEDIA ACCOUNT EXECUTIVE (Chicago) - WNDU	1-32	7
NEWS PHOTOGRAPHER/EDITOR - WNDU	2-12, 14-15, 19-32	7
MULTIMEDIA CONSULTANT - WNDU	1-32	7
SPORTS REPORTER/MMJ - WNDU	2-12, 14-15, 19-32	7
METEOROLOGIST (W/END) - WNDU	1-32	7
NEWS PRODUCER (PRIMARY) - WNDU	2-12, 14-15, 19-32	7
NEWS PRODUCER (PRIMARY) - WNDU	2-12, 14-15, 19-32	7
NEWS PRODUCER (PRIMARY) - WNDU	2-12, 14-15, 19-32	7
ASSISTANT NEWS DIRECTOR - WNDU	1-32	7
EXECUTIVE PRODUCER (MORNING) - WNDU	1-4, 6-32	10

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

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	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
2	Ball State University Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-2436 Email : clhershman@bsu.edu Cindy Hershman	Y	0
3	Ball State University , Indiana Phone : 765-285-6007 Url : ccimoutreach.com College Recruiter Manual Posting	Y	0
4	Boston University, College of Communication , Indiana College Recruiter Manual Posting	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	0
6	Grand Valley State University , Indiana College Recruiter Manual Posting	N	0
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	153
8	Holy Cross College , Indiana College Recruiter Manual Posting	N	0

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
10	Indiana Broadcaster Association , Indiana Job Board Manual Posting	N	1
11	Indiana University – South Bend , Indiana College Recruiter Manual Posting	N	0
12	Ivy Tech Community Colleges , Indiana College Recruiter Manual Posting	N	0
13	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
14	Michigan State University 290 Spartan Way East Lansing, Michigan Phone : 517-884-1305 College Recruiter Manual Posting	Y	0
15	Montana State University , Indiana Phone : 406-994-4353 Url : http://www.myinterfase.com/montanastate/employer/h Sharon Falkenstein Manual Posting	Y	0
16	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
18	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najaneersroom.com/ Diversity Posting Manual Posting	N	0
19	Northwestern University Medill School of Journalism , Indiana College Recruiter Manual Posting	N	0
20	Nowhiring.com , Indiana Url : https://nowhiring.com/home/ Job Board Manual Posting	N	0
21	Purdue University Fort Wayne , Indiana College Recruiter Manual Posting	N	0
22	South Bend (City of) , Indiana Career Listings Manual Posting	N	0
23	South Bend School Corporation 215 S St Joseph St South Bend, Indiana 46601 Phone : 574-283-8159 Email : Sbell@sbcsc.k12.in.us Shelley Bell	Y	0
24	St Mary's College 31 Spes Unica Room 114 Notre Dame, Indiana 46556 Phone : 574-284-4775 Email : cco@saintmarys.edu College Recruiter	Y	0

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	Y	0
26	UCAN, University Career Action Network , Indiana College Recruiter Manual Posting	N	0
27	University of Notre Dame , Indiana College Recruiter Manual Posting	N	0
28	USI 8600 University Blvd Evansville, Indiana 47712 Phone : 812-461-5201 Email : jmmorris@usi.edu John Morris	Y	0
29	Valparaiso University , Indiana College Recruiter Manual Posting	N	0
30	Western Michigan University , Indiana College Recruiter Manual Posting	N	0
31	WorkOne 430 Waterfall Drive Elkhart, Indiana 46516 Phone : 574-237-9765 Url : https://www.indianacareerconnect.com/vosnet/logini Job Listings Manual Posting	Y	0

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT

April 1, 2023 - March 31, 2024

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			159

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/3/2023	Participation in events or programs sponsored by educational institutions	University of Notre Dame multimedia students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
2	4/20/2023	Provision of training to management	Participated in a webinar on the FCC's EEO Rules and Regulations provided by Wiley Rein.	1	Office Manager
3	Ongoing Event	Establishment of an intern program designed to assist members of the community	Station provide a robust internship program. Students have the opportunity to work in different departments and receive hands on experience of jobs in broadcasting. During this reporting year, the station hosted [#] students. The students were from the following schools: St. Mary's College, Indiana University Bloomington, University of Notre Dame, Indiana University South Bend, Goshen College, Holy Cross College	8	News Intern News Intern News Intern News Intern
4	4/25/2023	Participation in events or programs sponsored by educational institutions	Holy Cross College Journalism Class students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	5	Assignment Editor Anchor Meteorologist Producer
5	4/26/2023	Participation in events or programs sponsored by educational institutions	Holy Cross College Journalism/digital media class 9 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
6	5/22/2023	Participation in events or programs sponsored by educational institutions	Trinity Lutheran School from Berrien Springs, Michigan Technology Class 7th/8th Graders 25 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
7	6/28/2023	Participation in other activities designed by the station employment unit	6/28/2023 VP General Manager & News Director meet with Rob Taylor of Elkhart Indiana Black Expo to discuss education program.	2	VP & GENERAL MANAGER NEWS DIRECTOR
8	7/11/2023	Participation in events or programs sponsored by educational institutions	University of Notre Dame Summer Journalism Class 13 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	7/17/2023	Participation in other activities designed by the station employment unit	7/17/2023 VP General Manager visits Tami Hicks in Goshen at Boys Girls Club Elkhart to discuss education program	1	VP & GENERAL MANAGER
10	7/24/2023	Participation in events or programs sponsored by educational institutions	7/24/2023 VP General Manager meeting with UND Tim Sexton to discuss education program	1	VP & GENERAL MANAGER
11	7/31/2023	Establishment of an intern program designed to assist members of the community	Anchor mentoring 4 kids who are involved in the St. Joseph County 4H Kids Group, who will compete at the Indiana State Fair in August. Tricia listened to their speeches, provided feedback & gave a tour of our station & they sat in on the noon show.	1	Anchor Anchor Anchor
12	Ongoing Event	Co Sponsoring Job Fair	VP General Manager attended & was a Presentation Speaker at the 2023 National Association of Black Journalist Convention and Career Fair, August 2-6, 2023	1	VP & GENERAL MANAGER
13	8/8/2023	Participation in events or programs sponsored by educational institutions	8/8/2023 VP General Manager visits Justin Zobrosky of Purdue Polytech School discuss education program	1	VP & GENERAL MANAGER
14	8/9/2023	Participation in other activities designed by the station employment unit	8/9/2023 VP General Manager & News Director Meeting with Pokagon Nation Administration team to extend information regarding our open jobs & to collaborate on community initiatives.	2	VP & GENERAL MANAGER NEWS DIRECTOR
15	8/10/2023	Participation in events or programs sponsored by educational institutions	8/10/2023 VP General Manager visits Juan Carlos Alarcon ELKHART EDUCATION FOUNDATION to discuss education program	1	VP & GENERAL MANAGER
16	9/27/2023	Participation in events or programs sponsored by educational institutions	Holy Cross College Video Art students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	4	NEWS OPS MGR Managing Editor/ Anchor Anchor Assignment Desk
17	10/2/2023	Co Sponsoring Job Fair	INDIANA BROADCASTERS ASSOCIATION CAREER FAIR	3	VP & GENERAL MANAGER NEWS DIRECTOR EXECUTIVE PRODUCER NEWS OPS MGR

WNDU-TV, WSJV
EEO PUBLIC FILE REPORT
April 1, 2023 - March 31, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	10/4/2023	Participation in events or programs sponsored by educational institutions	University of Notre Dame Broadcasting Class 15 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
19	10/17/2023	Participation in events or programs sponsored by educational institutions	Logan Center students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
20	11/16/2023	Co Sponsoring Job Fair	BALL STATE UNIVERSITY CCIM Career Internship Fair attended by Gary Wordlaw News Director/Hiring Manager.	1	News Director
21	11/16/2023	Participation in events sponsored by organizations representing the community	Goshen First Church tour 25-30 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
22	12/6/2023	Participation in events or programs sponsored by educational institutions	North Liberty Christian School students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	3	Sales Assistant Anchor Anchor
23	1/30/2024	Participation in events or programs sponsored by educational institutions	1/30/2024 St. Joseph County Homeschooling Learning Co-op 20 students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	4	VP & GENERAL MANAGER National Sales Assistant Anchor Assignment Desk Scheduler
24	2/7/2024	Participation in other activities designed by the station employment unit	2/7/2024 Logan Center 6 people visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	4	News Director Anchor Anchor National Sales Assistant
25	3/18/2024	Participation in events or programs sponsored by educational institutions	3/18/2024 UND Journalism Class students visited the station. They toured the station and had the opportunity to meet with our anchors and observe a newscast.	5	Sales Assistant Anchor Anchor Anchor
26	3/23/2024	Co Sponsoring Job Fair	3/23/2024 co-sponsor IBA Job Fair	2	VP & GENERAL MANAGER NEWS DIRECTOR