

WTHR, Indianapolis, Indiana¹
EEO PUBLIC FILE REPORT
(Period covered: April 1, 2016 through March 31, 2017)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

Weekday Sunrise Anchor/Reporter (#5, 9, 12, 13, 15, 17, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 64, 68, 69, 73, 74, 77)

[Hiree # 17]

Job #300-SA

Morning Executive Producer (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 72, 73, 74, 77)

[Hiree # 16]

Job #300-KG

News Photojournalist (#9, 15, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 71, 73, 74, 77)

[Hiree # 21]

Job #300-CC

Producer (#9, 15, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 77, 82, 85)

[Hiree # 9, 9]

Job #300-AM

IT Operations Support Tech (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 69, 72, 73, 77, 82)

[Hiree # 21]

Job #300-IS

Administrative Assistant (Sales) (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 69, 73, 77)

[Hiree # 16]

Job #300-LB

General Assignment Reporter (#9, 15, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 73, 77, 82)

[Hiree # 21]

Job #300-KK

Local Sales Assistant (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 73, 77)

[Hiree # 21]

Job #300-JL

¹ The employment unit also includes station WALV-CD, Indianapolis, Indiana (Facility ID 70161).

Associate Producer (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 69, 73, 77, 82)
[Hiree # 21]
Job #300-AT

Digital Account Executive (#21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 52, 69, 72, 73, 77, 82)
[Hiree # 16]
Job #300-DAE

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

45

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#9 (4 people), #15 (1 person), #16 (12 people), #17 (2 people), #21 (13 people), #22 (1 person), #23 (1 person), #52 (3 people), #69 (6 people), #72 (2 people)

SUPPLEMENTAL OUTREACH ACTIVITIES

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in and sponsored two job fairs. (FCC Menu Options 1&3):

- The station participated in and sponsored the WTHR Channel 13 Employment Opportunity Fair at the Indiana Black Expo, on July 14, 2016. The event took place in Indianapolis, Indiana. The following managers participated: Young-Hee Yedinak, Community Affairs Manager; Cherilyn Stephens, Human Resources Manager; Judy McQuoid, Director of Finance; Al Grossniklaus, Director of Engineering; Matt Whisner, Chief Photographer; Brent Denny, National Sales Manager; Jack Tapp, Technical Services Manager; and Kathy Hostetter, News Director. Young-Hee Yedinak served on the planning committee for the event. Committee responsibilities included approval of workshops and seminars; venue setup planning and assignment; evaluation of attendance and demographics of participants; and final review of workshop evaluations and comments received from participants. Additionally, the station provided publicity of the event.
- The station participated in the Indiana Broadcasters Association Career Fair in Carmel, Indiana on February 18, 2017. Matt Whisner, Chief Photographer; Joshua Witzke, Production Manager; Kyle Thomas, Digital Desk Manager; and Cherilyn Stephens, Human Resources Manager, participated in the event. The station promoted the event on the website, via Twitter, and with mentions in newscasts.

During the reporting period, the station maintained an internship program in the News department for college juniors and seniors, in which 13 students from the following universities participated: Ball State University, Butler University, Indiana University, Indiana University Purdue University of Indianapolis, Liberty University, and University of Indianapolis. The staff member coordinating the program for the News department was Kyle Thomas. (FCC Menu Option 5)

The station embarked on a new endeavor with the University of Indianapolis and Scott Uecker, Faculty Member and General Manager of UIndyTV. The program was designed to offer paid internship opportunities to students at the University of Indianapolis which allowed them an opportunity to work with the Digital Content Director, Scott Hums, on the station's digital strategy and content. The program is funded by the University of Indianapolis. One student accepted the offer to participate in the program for the Spring 2017 semester. (FCC Menu Option 5)

During the reporting period, members of the station's employment unit participated in career events sponsored by educational institutions. (FCC Menu Option 10):

- Larry Delia, President and General Manager, spoke to a group of students at Indiana University in Bloomington, Indiana on September 21, 2016. He spoke to the students about the broadcast industry, leadership versus management, the future of broadcast, and preparing for a career in media.
- Kathy Hostetter, News Director; and Kevin Rader, Reporter, participated in the "Everything You Need to Know About the Business" career panel at the Fall News Roundup at Ball State University on September 30, 2016. This event was hosted by the Department of Journalism and Department of Telecommunications at Ball State University.
- Several staff members were presenters at the Indiana Association of School Broadcasters 14th Annual Broadcasting Conference on March 13, 2017 at the University of Indianapolis. Students from high schools and universities across the state attended sessions in a variety of tracks related to careers in broadcast. The presenters and their session titles include, Rich Nye, Sports Reporter, "Telling Great Stories on TV"; Matt Whisner, Chief Photographer, "Digital, Broadcast, and Moments... Oh My!"; Alex Jud, Executive Producer, "Producing Television News"; and Kelly Richards, Manager On-Air Promotions, "The Most Fun You'll Have in TV".

By way of a station initiative, employees attended training programs and conferences enabling them to acquire skills that could qualify them for higher-level job vacancies. During the reporting period, station personnel participated in the following programs. (FCC Menu Option 8):

- Matt Wright, Safety and Security Manager attended a seminar titled "Workplace Violence Plan Review and Audit" on June 23, 2016 at the offices of the Indiana Chamber of Commerce in Indianapolis, Indiana. The program covered statistics and trends in the area of workplace violence, establishing a TIPS program, situational awareness and aggression management, strategies for preventing and diffusing aggressive behavior, and strategies for managing physical confrontations.
- Michael Buchler, Digital Sales Manager, conducted internal training on June 30, 2016 where he educated the sales team on best practices and case studies for our online contest engine. Attendees included Sue Layton, Account Executive; Angela Goodwin-Volpert, Account Executive; Eric Ratner, Account Executive; David Copple, Account Executive; Erika Will, Account Executive; Eric Peckinpugh, Account Executive; Alan

Figg, Account Executive; Brent Denny, National Sales Manager; Lisa Willey, Local Sales Manager; Tim Warner, Director of Sales; and Jeffrey Higgens, Digital Media Web Coordinator.

- Jeffrey Higgens, Digital Media Web Coordinator, has passed two certification exams and is now a DoubleClick Studio Certified Partner. The HTML5 Studio Certification demonstrates he knows how to build HTML5 rich media ads that run across all platforms and understands the DoubleClick Studio interface. The QA Certification, QA standing for Quality Assurance, demonstrates he understands how to test and diagnose problems in rich media ads. Both certifications allow WTHR to create and approve HTML5 rich media format ads for local clients.
- Several staff members attended the Indiana Broadcaster Association Conference on November 17, 2016 at the 502 East Event Centre in Carmel, Indiana. Curt Young, Account Executive, and Eric Ratner, Account Executive, attended the program titled, “To Sell the Truth” presented by Paul Weyland. Young-Hee Yedinak, Community Affairs Manager, attended the program titled “Grow Your Audience” presented by Valerie Geller. Al Grossniklaus, Director of Engineering; David Jones, Chief Engineer; Jay Cory, Maintenance Technician; and Roberta Barmore, Maintenance Technician; attended the Engineering workshop which covered topics such as the future of drones, studio lighting, next gen TV, EAS and tower maintenance.
- On December 15, 2016, Jonathan Muzio from Adcellerant, conducted training on new 3rd party digital solutions, including targeted display and video, search and email. The training included a review of case studies and success stories from other markets; as well as an introduction to the new digital reporting dashboard and proposal generator. The training attendees included Susan Carr, Account Executive; Erika Will, Account Executive; Randy Watson, Account Executive; Alan Figg, Account Executive; Lisa Willey, Local Sales Manager; Sue Layton, Account Executive; David Cople, Account Executive; Angela Goodwin-Volpert, Account Executive; Curt Young, Account Executive; Doug Ripperger, Account Executive; Eric Ratner, Account Executive; Mike Buchler, Digital Sales Manager; Jeffrey Higgens, Digital Media Web Coordinator; Scott Hums, Digital Content Director; Renee Ray, Digital Account Executive; Larry Delia, President and General Manager; and Tim Warner, Director of Sales.
- Michael Buchler, Digital Sales Manager, conducted internal training on February 23, 2017 where he educated the sales team on incorporating content marketing into our digital strategy. Attendees included Curt Young, Account Executive; Sue Layton, Account Executive; Eric Ratner, Account Executive; Randy Watson, Account Executive; Renee Ray, Digital Account Executive; David Cople, Account Executive; Erika Will, Account Executive; Alan Figg, Account Executive; Brent Denny, National Sales Manager; Lisa Willey, Local Sales Manager; Tim Warner, Director of Sales; Brian Fields, Research Director; and Jeffrey Higgens, Digital Media Web Coordinator.
- The Sales, Human Resources, and Digital Media departments made several web – based training sessions available to employees during the reporting period:
 - “Automotive Playbook Launch” hosted by TVB; Angela Goodwin-Volpert, Account Executive; Eric Ratner, Account Executive; Lisa Willey, Local Sales

Manager; Tim Warner, Director of Sales; and Brian Fields, Research Director; participated in this webinar on April 13, 2016.

- “Developing Your Emerging Leaders” hosted by FlashPoint; Cherilyn Stephens, Human Resources Manager, participated in this webinar on May 17, 2016.
 - “New FLSA Overtime Exemption Rule” hosted by Seyfarth Shaw; Cherilyn Stephens, Human Resources Manager, participated in this webinar on May 18, 2016.
 - “CODE Red – Reviving Your Flatlined Healthcare Revenue” hosted by Jim Doyle Associates; Erin Peckinpaugh, Account Executive; Susan Carr, Account Executive; Sue Layton, Account Executive; David Copple, Account Executive; Mike Buchler, Digital Sales Manager; Doug Ripperger, Account Executive; Lisa Willey, Local Sales Manager; Alan Figg, Account Executive; Curt Young, Account Executive; and Randy Watson, Account Executive; participated in this webinar on November 10, 2016.
 - “Success with a Seamless Digital Onboarding Process” hosted by Society of Human Resource Management; Cherilyn Stephens, Human Resources Manager, participated in this webinar on February 6, 2017.
 - “IP Workflow Evolution: Best Practices & Next Steps to Future Proof Broadcast Workflows” hosted by TVTechnology; Tim Conner, IS Manager, and David Jones, Chief Engineer, participated in this webinar on February 23, 2017.
 - “How to Win with Home Improvement” hosted by TVB; Susan Carr, Account Executive; David Copple, Account Executive; Doug Ripperger, Account Executive; Alan Figg, Account Executive; Curt Young, Account Executive; and Eric Ratner, Account Executive; participated in this webinar on February 28, 2017.
- As part of the benefit package provided by the employment unit, employees who have met eligibility requirements qualify for tuition assistance. During the reporting period, three employees were reimbursed for a portion of their tuition expenses. The program is overseen by Cherilyn Stephens, Human Resources Manager.

The station participated in the Indiana Broadcasters Association EEO/Scholarship Program for 2017. WTHR promoted the scholarship through Facebook, WTHR.com and public service announcements that ran in February of 2017. In addition, WTHR contributed \$1,000 towards the scholarship. Cherilyn Stephens, Human Resources Manager, and Kathy Hostetter, News Director, reviewed submissions from students and submitted their recommendations to the IBA. (FCC Menu Option 7)

The station employment unit aired public service announcements during the reporting period informing the public that the station is an equal opportunity employer and offering organizations an opportunity to request the station’s job vacancy listings. The announcements also inform viewers that the station’s job vacancy information is available via the station’s website.

WTHR-TV/WALV-CD
EEO Public File
(Period covered: April 1, 2016 through March 31, 2017)
Referral Sources
Appendix A

No.	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
5	Talent Dynamics	Julie Pumphrey		600 E. Las Colinas Blvd.		Irving	TX	75039	314/640-3180	pumphrey@talentdynamics.com
6	NATAS Lower Great Lakes Chapter	Gary Manke		1440 Rockside Rd	Suite221	Cleveland	OH	44134	440/526-3669	administrator@natasgl.org
8	Medialine	Rich Everitt		1209 Wood Valley Rd		Augusta	GA	30909	706-364-7564	medialine@medialine.com
9	TVJobs	Mark Holloway		P.O. Box 4116		Oceanside	CA	92052	800/374-0119	admin@tvjobs.com
10	Spots-n-Dots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste 112-238	Kennesaw	GA	30152	888/884-2630 x 701	ads@spotsndots.com
12	National Assoc. of Black Journalist	Amanda Herrell		8800 Lakewood Dr	#117	Windsor	CA	95492	626/792-3846	info@nabcareers.org
13	National Assoc. of Hispanic Journalist	N/A		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	202/662-7168	nahj@nahj.org
15	Indiana Broadcasters Association	Dave Arland, Sam Klemet		P.O Box 902		Carmel	IN	46082	317/770-0970	iba@indianabroadcasters.org
16	Word of Mouth	N/A								
17	Agent	N/A								
19	Investigative Reporters & Editors (IRE)	Sarah Hutchins		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	573/882-8969	jobpostings@nicar.org
21	WTHR Website	Scott Hums		1000 N Meridian St		Indianapolis	IN	46204	317/655-5750	scott.hums@wthr.com
22	WTHR Internal Posting	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317-655-5613	cstephens@wthr.com
23	Ball State University - Career Center	Amy Logan	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765/285-2431	careercenter@bsu.edu ; ajlogan@bsu.edu
24	Career Consultants - Oi Partners, Inc.	Jane Richardson	*	32 E Washington St	Ste 900	Indianapolis	IN	46204	317/264-4149	jrichardson@cciindy.com
28	DePauw University - Hubbard Center for Student Engagement	Jennifer Schepers	*	408 South Locust St		Greencastle	IN	46135	765/658-4569	jenniferschepers@depauw.edu
29	IUPUI: IU School of Journalism at IUPUI	Julie Vincent		755 W Michigan St	UL3100B	Indianapolis	IN	46202	317/278-5326	juvincen@iupui.edu
30	Indiana Black Expo	Lynna Townsend	*	3145 N. Meridian Street		Indianapolis	IN	46208	317/923-3043	ltownsend@indianablackexpo.com
32	Indiana University Arts & Sciences Career Services	Rhian Bucholz		625 N. Jordan Ave.		Bloomington	IN	47405	812/855-0576	IUWalter@indiana.edu
33	International Business College	Amy Cosgrove	*	7205 Shadeland Station Ave		Indianapolis	IN	46256	317/813-2346	acosgrove@ibcindianapolis.edu

34	IVY Tech - Career Services	Holly Wunder	*	50 W Fall Creek Parkway	T221	Indianapolis	IN	46208	317/921-4834	hwunder@ivytech.edu
40	University of Evansville	Donna Schmitt	*	1800 Lincoln Ave.		Evansville	IN	47722	812/488-1083	career@evansville.edu
41	University of Indianapolis c/o The Professional Edge Center	Betsy Knott		1400 East Hanna Ave	c/o Schwitzer Student Center 209	Indianapolis	IN	46227	317/788-3923	proedge@indy.edu
43	Indiana Dept. of Workforce Development (WorkOne)			3400 Lafayette Rd		Indianapolis	IN	46222	317/246-5400	ICC@dwd.in.gov
44	Fort Wayne Urban League, Inc.	Rufus Hamilton	*	2135 S Hanna St		Fort Wayne	IN	46803	260/745-3100	rhamilton@furbanleague.org
45	Indianapolis Urban League	Kimberly Simmons	*	777 Indiana Ave.		Indianapolis	IN	46202	317/693-7641	ksimmons@indplsul.org
48	Urban League of Madison County ²	Kathy Stapleton		1210 West 10th Street		Anderson	IN	46016	765/649-7126	kathy@ulmadco.comcastbiz.net
49	Promax	Kevin Berk		2029 Century Park E.	Suite 555	Los Angeles	CA	90067	301-788-7600	membership@promaxbda.org
52	Dispatch Broadcast Group Website			770 Twin Rivers Dr		Columbus	OH	43215		www.dispatchbroadcast.com
53	Radio & Television News Director Assoc.	Derrick Hinds		The National Press Building	529 14th Street, NW, Suite 1240	Washington	DC	20045	202/495-8730	derrickh@rtdna.org
55	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	317/846-9000	kjones@sbe.org
56	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	303/881-5600	art@MediaRecruiter.com
57	CareerBuilder.com	N/A		200 N LaSalle St		Chicago	IL		800/891-8880	www.careerbuilder.com
58	IndySHRM	Mark Records		8945 South Street		Fishers	IN	46038	317/841-3236	info@indyshrm.org
62	Monster.com	N/A							800/666-7837	www.monster.com
63	Rick Gevers and Associates	Rick Gevers		355 E Ohio St, #303		Indianapolis	IN	46204	317/635-7912	rick@rickgevers.com
64	Mediabistro	Alexandra Spignesi		825 8th Avenue	29th Fl	New York	NY	10019	917/258-0990	support@mediabistro.com
65	Collective Talent	Michael Bille		1721 Richardson Place		Tampa	FL	33606	813/254-9695	bille@michaelsmedia.com

² Source #48 was removed from the list of recruitment sources as of April 5, 2016 after failing to respond to an audit of recruitment sources with current contact information. Prior to April 5, 2016 this recruitment source had requested to receive vacancy information and therefore is listed among the recruitment sources used for those positions posted prior to April 5, 2016.

66	TVNewsCheck.com	Patty Hersh		24 W Lancaster Ave	Suite 205	Ardmore	PA	19003	484/412-8287	phersh@newscheckmedia.com
67	Society of Professional Journalists	Joe Skeel		3909 N. Meridian St.		Indianapolis	IN	46208	317/927-8000	jskeel@spj.org
68	Veteran Staffing ³	Joe Clinard		1805 N Shadeland Ave		Indianapolis	IN	46209	317/447-5229	veteranstaffing@gmail.com
69	Indeed	N/A		177 Broad St, 6th Floor		Stamford	CT	6901		www.indeed.com
70	B-roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	202/486-8842	kev@b-roll.net
71	National Press Photographers Association	Thomas Kenniff		120 Hooper St		Athens	GA	30602	313/237-1782	tkenniff@nppa.org
72	LinkedIn	N/A		2029 Steirlin Ct		Mountain View	CA	94043		www.linkedin.com
73	Operation: Job Ready Veterans	Mike Espinda	*	9130 Otis Avenue	Suite A	Indianapolis	IN	46216	855/456-2732	mespinda@jobreadyvets.org
74	Easter Seals Crossroads ⁴	Carolyn Baumgardle		4740 Kingsway Dr		Indianapolis	IN	46205	317/466-1000 x2533	
75	Ideanet/602 Communications	Sandy Lizik		4349 E. Colter Street		Phoenix	AZ	85018	602/954-8373	slizik@602communications.com
76	Michigan Association of Broadcasters (MAB)	Dan Kelley		819 N. Washington Avenue		Lansing	MI	48906	517/484-7444	dkelley@michmab.com
77	HVAF of Indiana	Kevin Hillman	*	964 N. Pennsylvania St.		Indianapolis	IN	46204	317/951-0688	khillman@hvaf.org
80	I/DO/PROMOZ blog	Don Smith				San Antonio	TX			donsjr@hotmail.com
81	Anderson University	Katie Mitchell		1100 E 5th Street		Anderson	IN	46012	765/641-4196	career@anderson.edu
82	Ohio Media School ⁵	Alvis Moore	*	5330 E. Main St. Suite 200		Columbus	OH	43213	614/655-5250	amoore@beonair.com
83	Mississippi State University Career Services	Cathy Green/Amy Skelton		300 Montgomery Hall	PO Box P	Mississippi State	MS	39762	662/325-3344	cgreen@career.msstate.edu ; askelton@career.msstate.edu
84	Penn State University Career Services	N/A		100 Eisenhower Road		University Park	PA	16802	814/865-2377	interviewing@psu.edu

³ Source #68 was removed from the list of recruitment sources as of April 5, 2016 after failing to respond to an audit of recruitment sources with current contact information. Prior to April 5, 2016 this recruitment source had requested to receive vacancy information and therefore is listed among the recruitment sources used for those positions posted prior to April 5, 2016.

⁴ Source #74 was removed from the list of recruitment sources as of April 5, 2016 after failing to respond to an audit of recruitment sources with current contact information. Prior to April 5, 2016 this recruitment source had requested to receive vacancy information and therefore is listed among the recruitment sources used for those positions posted prior to April 5, 2016.

⁵ This source was added to the list during the reporting period on September 21, 2016.

85	Illinois Media School ⁶	Francesca Muller	*	455 Eisenhower Lane South	Suite 200	Lombard	IL	60148	216/930-4339	fmuller@beonair.com
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* Denotes referrals requesting vacancies within Indiana

⁶ This source was added to the list during the reporting period on December 2, 2016.