

WTHR, Indianapolis, Indiana¹
EEO PUBLIC FILE REPORT
(Period covered: April 1, 2015 through March 31, 2016)

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]

Chief Engineer (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 55, 68, 73, 74, 77, 79)
[Hiree # 16]
Job #300-CE

Account Executive (#10, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74)²
[Hiree # 16]
Job #300-MC

News Photojournalist (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 70, 71, 73, 74, 77, 78)
[Hirees # 21, 21, 78]
Job #300-ME

Sunrise Executive Producer (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 77)
[Hiree # 16]
Job #300-BM

Local Sales Manager (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 77)
[Hiree # 16]
Job #300-JT

News AP Editor (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 72, 73, 74, 77, 78)
[Hiree # 21]
Job #300-JS

Digital Sales Manager (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 77)
[Hiree # 21]
Job #300-AP

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

² Source #77 was added to the list of recruitment sources as of January 20, 2015. Because source #77 was not added to the list of recruitment sources until after recruitment for this position, the source was not among the recruitment sources used to fill this position.

Producer (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 77)
[Hiree # 16]
Job #300-PC

Digital Content Director (#9, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 72, 73, 74, 77)
[Hiree # 16]
Job #300-AC

Account Executive (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74, 77)
[Hirees # 16, 16]
Job #300-BL

Production Manager (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74, 77)
[Hiree # 16]
Job #300-GN

Writer/Producer/Editor (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 75, 77)
[Hiree # 16]
Job #300-WPE

News Photojournalist (#21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 73, 74, 77)
[Hiree # 16]
Job #300-MW

Senior Newscast Director (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74, 77)
[Hiree # 21]
Job #300-JM

Web/Broadcast Content Writer (#9, 15, 21, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 48, 52, 68, 69, 73, 74, 77)
[Hiree # 16]
Job #300-MP

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

78

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#16 (34 people), #21 (16 people), #22 (11 people), #52 (7 people), #55 (5 people), #78 (1 person), #79 (4 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 16, 2015. 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; Michael Brouder, Creative Services Director; 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 DePauw University Spring Career and Internship Fair in Greencastle, IN on February 11, 2016. Participating in the job fair were Kyle Thomas, Assignment Desk Supervisor and Internship Coordinator; and Scott Hums, Digital Content Director.

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, Purdue University, Taylor University, and Northern Illinois University. The staff member coordinating the program for the News department was Kyle Thomas. (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):

- Kathy Hostetter, News Director; and Scott Hums, Digital Content Director, participated in the "Everything You Need to Know About the Business" career panel at the Fall News Roundup at Ball State University on September 25, 2015. This event was hosted by the Department of Journalism and Department of Telecommunications at Ball State University.
- Kyle Thomas, Assignment Desk Supervisor and Internship Coordinator; and Cherilyn Stephens, Human Resources Manager, participated in a panel at the Indiana Association of Student Broadcasters Annual Fall Member Meeting on October 20, 2015. The meeting was hosted by the University of Indianapolis and was attended by representatives from broadcast programs at high schools and colleges in the state of Indiana. The topic of the panel was opportunities for students to hold internships or job shadowing that would better position them for careers in broadcast.
- Theresa Wells-Ditton, Director of Planning & Politics, spoke to high school students at the Roncalli High School Career Day on November 17, 2015. She spoke primarily with seniors about careers in broadcast television.
- Scott Hums, Digital Content Director, spoke to a class of students at Ball State University on November 23, 2015 via Skype. He spoke about digital operations at our

station and how student media could benefit, how business and editorial co-exist on digital platforms and how his position has evolved over time.

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 Mrozinski, Chief Photographer, and Larry Delia, General Manager, attended the NAB Conference in Las Vegas, NV on April 13-16, 2015.
- Matt Wright, Safety and Security Manager, attended the Fire Department Instructors Conference on April 20 – 25, 2015 at the Indiana Convention Center in Indianapolis, IN. He attended sessions titled Real-World Unified Command for Active Shooter Incidents, Fully Involved Leadership, and The Privilege of Leadership.
- Matt Wright, Safety and Security Manager, participated in the Forklift Safety: Train the Trainer program sponsored by the Indiana Chamber of Commerce on May 12, 2015 in Indianapolis, IN.
- Kathy Hostetter, News Director; and Susan Batt, Special Projects Producer, attended the Investigative Reports & Editors (IRE) Conference in Philadelphia, PA on June 4 – 7, 2015. They attended sessions on a variety of topics including tracking campaign finance, consumer reporting, computer programs, visual storytelling, managing investigative projects, and ethics.
- Several staff members participated in an internal digital training session on July 20 and July 27, 2015 that included topics such as utilizing analytics to set goals, best practices for increasing page views, unique users and time on site, along with best practices for Facebook engagement. The training was led by Sara Galer, Executive Producer – Digital Content, and was attended by Jeff Rosetti, Assistant News Director; Tony Gaver, Web Content Editor; Pam Hartley, Sales Assistant; Warren Mills, Senior Digital Master; Evan Hoffmeyer, Web Content Writer; Perry Pace, Executive Producer; Mike Orr, Assignment Editor; Neal Moore, Assignment Editor; Mike Potter, Producer; Olivia Ingle, Web Content Writer; Jeffrey Higgens, Digital Media Web Coordinator; Greg Kathary, Producer; Kim Green, Executive Producer; and Aaron Castleman, Weekend Supervisor.
- Todd Meinen, Maintenance Technician, attended a seminar titled Tektronix Video Insight Seminar on Tuesday, July 28, 2015. The seminar was held at WFYI in Indianapolis, IN and covered the practical aspects of maintaining quality and reliability with camera technology.
- Matt Wright, Safety and Security Manager, attended the OSHA 30-Hour Voluntary Compliance Workshop hosted by the Indiana Chamber of Commerce on August 25 - 28, 2015 in Indianapolis, IN. The workshop provided a working knowledge of the OSHA code and a better grasp of the more complicated elements of the OSHA Act. Topics included inspections, most cited violations, fire protection and prevention, hazard communication, recordkeeping, hearing conservation and many others.

- Matt Wright, Safety and Security Manager; and Steve Chandler, Security Officer, attended a seminar titled Disaster Preparedness Seminar: Keys to Survival on September 22, 2015 at Indianapolis World Sports Park. The program was offered by the City of Indianapolis Department of Public Safety with the goal of improving overall disaster preparedness in the Indianapolis metropolitan area and to increase awareness and education about disaster preparedness.
- On September 24, 2015 Michael Buchler, Digital Sales Manager, conducted training on digital reporting, specifically how to effectively report monthly digital metrics to clients. The training attendees included Susan Carr, Account Executive; Erika Will, Account Executive; Randy Watson, Account Executive; Erin Peckinpaugh, Account Executive; Lisa Willey, Local Sales Manager; Brent Denny, National Sales Manager; Sue Layton, Account Executive; David Copple, Account Executive; Angela Goodwin-Volpert, Account Executive; and Tim Warner, Director of Sales.
- Scott Hums, Digital Content Director, conducted internal training on the use of a digital application that allows you to search for social media updates based on geolocation and compile them into embeddable interactive maps for WTHR.com. The training was conducted on September 21, 2015 and was attended by Tony Gaver, Web Content Editor; Olivia Ingle, Web Content Editor; Sara Galer, Executive Producer – Digital Content; Evan Hoffmeyer, Web Content Writer; Warren Mills, Senior Digital Master; and Kathy Hostetter, News Director.
- On November 11 and 12, 2015 training on tease writing was held with members of our producing team. The training was conducted by 602 Communications and attended by Mary Stirsman, Producer; Kim Green, Executive Producer; Greg Kathary, Producer; Mike Potter, Producer; Alex Miller, Producer; Lauren Collins, Producer; Perry Pace, Executive Producer; Kathy Hostetter, News Director; Michael Brouder, Creative Services Director; Kerry Williams, Senior Writer/Producer; Tracie Hotopp, Producer; Phil Cannelongo, Executive Producer; Alex Jud, Producer; Annie Ilnicki, Producer; Kelly Richards, Manager On-Air Promotions; and Chauncey Baker, Writer/Producer/Editor.
- Cherilyn Stephens, Human Resources Manager, attended the OSHA Update – What You Need to Know seminar on November 18, 2015. The seminar was held in Indianapolis, IN and was hosted by J.J. Keller Business Services. The seminar covered updates on OSHA regulations and sharing of best practices in the area of safety and health management systems.
- On January 25, 2016 members of the digital team received training from Kyle Thomas, Assignment Desk Supervisor, on the assignment desk duties as part of a broader plan to expand their duties under the new digital desk concept. Participants in the training included Scott Hums, Director of Digital Content; Sara Galer, Executive Producer – Digital Content; Warren Mills, Senior Digital Master; Evan Hoffmeyer, Web Content Writer; Tony Gaver, Web Content Writer; and Olivia Ingle, Web Content Writer.
- Matt Wright, Safety and Security Manager, attended Civilian Response to Active Shooter Events - Train the Trainer program conducted by ALERRT Texas State University on February 10, 2016 in Indianapolis, IN. The course was designed to provide strategies, guidance and a plan for surviving an active shooter event.

- On February 18 – 19, 2016, Landmark Analytics training was held in Columbus, OH for Peggy Fox, Traffic Manager; Judy McQuoid, Director of Finance; Jackie Weller, Assistant Business Manager; Trina Clements, Assistant Traffic Manager; and Lisa Baxter, Sales Assistant.
- Michael Buchler, Digital Sales Manager, conducted training on March 3, 2016 where he educated the sales team on performing a customer needs assessment, handling objections from customers and how to match digital products to customer needs. Attendees included Curt Young, Account Executive; Sue Layton, Account Executive; Angela Goodwin-Volpert, Account Executive; Eric Ratner, Account Executive; David Cople, Account Executive; Erika Will, Account Executive; Doug Ripperger, Account Executive; Eric Peckinpaugh, Account Executive; Randy Watson, Account Executive; and Jeffrey Higgins, Digital Media Web Coordinator.
- The Sales, Human Resources, Engineering and Digital Media departments made several web – based training sessions available to employees during the reporting period:
 - Targeted Overview Training hosted by WorldNow; Amy Parrish, Director of Digital Media; Trisha Ripperger, Account Executive; Susan Carr, Account Executive; Erika Cuadrado, Account Executive; Angela Goodwin-Volpert, Account Executive; Bill Legg, Account Executive; Sue Layton, Account Executive; Erin Peckinpaugh, Account Executive; Curt Young, Account Executive; Alan Figg, Account Executive; and Randy Watson, Account Executive; participated in this online training on April 13, 2015.
 - Digital Retargeting Audience Management hosted by the Indiana Broadcasters Association; Amy Parrish, Director of Digital Media, participated in this online training on April 14, 2015.
 - Targeted Campaigns Request for Proposal Review hosted by WorldNow; Amy Parrish, Director of Digital Media; Susan Carr, Account Executive; Lindsey Wells-Putt, Account Executive; Erin Peckinpaugh, Account Executive; Curt Young, Account Executive; Erika Will, Account Executive; and Angela Goodwin-Volpert, Account Executive; participated in this webinar on April 20, 2015.
 - Social Media; How to Evolve, Create Value and Win Business; Amy Parrish, Director of Digital Media, participated in this online training on May 13, 2015.
 - Matt Wright, Safety and Security Manager, completed an online training program titled Hazmat: General Awareness Training on June 1, 2015. The program was offered by J.J. Keller & Associates and helped familiarize employees with the Hazardous Materials Regulations (HMR) to help them work safely around hazardous materials.
 - Matt Wright, Safety and Security Manager, participated in several online training courses on July 22, 2015 that were offered through the Department of Homeland Security. The programs were on the topic of Suspicious Activity Reporting and included Emergency Management Training, Line Officer Training, Maritime

Training, Fire and Emergency Medical Services Training and Private Sector Security Training.

- Matt Wright, Safety and Security Manager, participated in the Criminal Intelligence Systems Operating Policies online training course on July 23, 2015 that was hosted by the Bureau of Justice Assistance/US Department of Justice.
- How Will *Browning-Ferris* Change the Test for Joint-Employer Status for Union and Non-Union Employers; Cherilyn Stephens, Human Resources Manager, participated in this webinar on August 31, 2015.
- EEO-1 Form: Reporting for 2015; Cherilyn Stephens, Human Resources Manager, participated in this online training on September 2, 2015.
- Radio Frequency Energy Safety hosted by Ohio Association of Broadcasters; Al Grossniklaus, Director of Engineering; David Jones, Chief Engineer; Jack Tapp, Tech Services Manager; Roberta Barmore, Maintenance Technician; Jay Cory, Maintenance Technician; Todd Meinen, Maintenance Technician; Dale Smiley, Maintenance Technician; Andy Armstrong, Maintenance Technician; Norm Birnbaum, Maintenance Technician; and Kemp Goode, Maintenance Technician; participated in this webinar on August 18, 2015.
- Reinventing Performance Reviews to Drive Corporate Strategy hosted by Society of Human Resources Management; Cherilyn Stephens, Human Resources Manager, participated in this webinar on October 27, 2015.
- Social Media Privacy Legislation Update hosted by Seyfarth Shaw; Cherilyn Stephens, Human Resources Manager, participated in this webinar on October 27, 2015.
- Jim Doyle Webinar on Healthcare Sales; Randy Watson, Account Executive; Curt Young, Account Executive; Erin Peckinpugh, Account Executive; Angela Goodwin-Volpert, Account Executive; Alan Figg, Account Executive; Eric Ratner, Account Executive; Doug Ripperger, Account Executive; Lisa Willey, Local Sales Manager; Erika Will, Account Executive; David Cople, Account Executive; Sue Layton, Account Executive; and Susan Carr, Account Executive; participated in this webinar on November 19, 2015.
- 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. They were Michael Brouder, Creative Services Director; Lauren Collins, Producer; and Cameron Relford, IS Technician.

The station participated in the Indiana Broadcasters Association EEO/Scholarship Program for 2016. WTHR promoted the scholarship through Facebook, WTHR.com and public service announcements that ran in January and February of 2016. 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 public file 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
Referral Sources
Appendix A

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
4	Media Biz	John Stipe		PO Box 88396		Steilacoom	WA	98388	206/331-3876	istipe@mediabizjobs.com
5	Talent Dynamics	Christina Hedding		600 E. Las Colinas Blvd.		Irving	TX	75039	214/914-9797	hedding@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		Executive Plaza I	11350 McCormick Rd Ste 101	Hunt Valley	MD	21031	888/491-8833	customerservice@jobcontrolcenter.com
13	National Assoc. of Hispanic Journalist	N/A		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	202/662-7145	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	Warren Mills		1000 N Meridian St		Indianapolis	IN	46204	317/655-5747	wmills@wthr.com
23	Ball State University - Career Center	Kyndra Haggard	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765/285-1522	careercenter@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	Pam Woodall	*	408 South Locust Ste 130		Greencastle	IN	46135	765/658-4281	pamelawoodall@depauw.edu
29	IUPUI: IU School of Journalism at IUPUI	Julie Vincent		755 W Michigan St	UL3100B	Indianapolis	IN	46202	317/278-5326	jvincen@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	rbucholz@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 Stierwalt Alumni House	Indianapolis	IN	46227	317/788-3923	proedge@uindy.edu
44	Fort Wayne Urban League, Inc.	Rufus Hamilton	*	2135 S Hanna St		Fort Wayne	IN	46803	260/745-3100	rhamilton@fwurbanleague.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	Kathy Stapleton	*	1210 West 10th Street		Anderson	IN	46016	765/649-7126	kathy@ulmadco.comcastbiz.net
52	Dispatch Broadcast Group Website			770 Twin Rivers Dr		Columbus	OH	43215		-
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	-
58	IndySHRM	Mark Records		8945 South Street		Fishers	IN	46038	317/841-3236	cmp@indyshrm.org
60	Internal Posting FT to FT	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317/655-5613	cstephens@wthr.com
62	Monster.com	N/A							800/666-7837	-
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 8 th Avenue	29 th Floor	New York	NY	10019	917/258-0990	alexandra@mediabistro.com
65	Collective Talent	Michael Bille		1721 Richardson Place		Tampa	FL	33606	813/254-9695	bille@michaelsmedia.com
66	TVNewsCheck.com	Phil Kirk		24 W Lancaster Ave	Suite 205	Ardmore	PA	19003	516/674-4914	pkirk@newscheckmedia.com
67	Society of Professional Journalists	Billy O'Keefe		3909 N. Meridian St.,		Indianapolis	IN	46208	317/927-8000	billyok@mac.com
68	Veteran Staffing	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		-
70	B-roll.net	Kevin Johnson		1623 D St NE		Washington	DC	20002	202/486-8842	kev@b-roll.net
71	National Press Photographers	Thomas Kenniff		3200 Croasdaile Dr	Suite 306	Durham	NC	27705	919/383-7246 opt 0	tkenniff@nppa.org

	Association									
72	LinkedIn	N/A		2029 Steirlin Ct		Mountain View	CA	94043		
73	Operation: Job Ready Veterans	Ed Perez	*	9130 Otis Avenue	Suite A	Indianapolis	IN	46216	317/760-6154	eperez@jobreadyvets.org
74	Easter Seals Crossroads	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 Kelly		819 N. Washington Avenue		Lansing	MI	48906	517/484-7444	dkelley@michmab.com
77	HVAF of Indiana	Chasiti Herring	*	964 N. Pennsylvania St.		Indianapolis	IN	46204	317/951-0688 x2124	cherring@hvaf.org
78	Storytellers	Matt Mrozinski		401 N. Senate Ave. #534		Indianapolis	IN	46204	724/316-2059	tvnstorytellers@gmail.com
79	The Mink Company ³	Scott Mink							608-842-0558	scott@theminkcorp.com
80	I/DO/PROMOZ blog ⁴	Don Smith				Sacramento	CA			donsjr@hotmail.com
81	Anderson University ⁵	Lourie Judge		1100 E 5th Street		Anderson	IN	46012	765/641-4196	careers@anderson.edu/ravencareerlink

* Denotes referrals requesting vacancies within Indiana

³ This source was added to the list during the reporting period on May 20, 2015.

⁴ This source was added to the list during the reporting period on July 23, 2015.

⁵ This source was added to the list during the reporting period on March 22, 2016.