

**WTHR, WALV-CD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 - March 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Reporter/MSJ-11300	1-7, 10-13, 16-17, 19-20, 23-25	19
Producer - 012032	1-7, 10-13, 16-21, 24-25	19
Producer - 012032	1-7, 10-13, 16-21, 24-25	21
Producer - 012032	1-7, 10-13, 16-21, 24-25	19
Administrative Assistant - 012429	1-7, 10-13, 16-17, 19-20, 24-25	19
IT Specialist-12514	1-7, 10-13, 15-17, 19-20, 24-25	19
Local Sales Assistant-12618	1-7, 10-13, 16-17, 19-20, 24-25	19
Account Manager-12637	1-7, 10-13, 16-17, 19-20, 24-25	19
Director of Innovation-12889	1-8, 10-13, 16-20, 24-25	8
Account Executive-13015	1-7, 10-13, 16-17, 19-20, 24-25	19
News Director-13092	1-7, 10-13, 16-17, 19-20, 22, 24-25	22
Photojournalist / Editor-13123	1-7, 9-14, 16-17, 19-20, 24-25	19
Photojournalist / Editor-13123	1-7, 9-14, 16-17, 19-20, 24-25	2
Marketing Producer-13422	1-7, 10-13, 15-17, 19-20, 24-25	19

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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>
1	Ball State University - Career Center 2000 W University Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-2431 Email : careercenter@bsu.edu Jennifer Randall	Y	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	8
3	Career Consultants - Oi Partners, Inc. 32 E Washington St Ste 900 Indianapolis, Indiana 46204 Phone : 317-264-4178 Email : pprosser@cciindy.com Patty Prosser	Y	0
4	DePauw University - Hubbard Center for Student Engagement 408 South Locust St Greencastle, Indiana 46135 Phone : 765-658-4138 Email : erinduffy@depauw.edu Erin Duffy	Y	0
5	Fort Wayne Urban League, Inc. 2135 S Hanna St Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : cscipio@fwurbanleague.org Callie Scipio	Y	0
6	HVAF of Indiana 964 N. Pennsylvania St. Indianapolis, Indiana 46204 Phone : 317-951-0688 Email : aplatt@hvaf.org Alberta Platt	Y	0

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7	Illinois Media School - Chicago Campus 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	Y	0
8	Indeed 177 Broad St, 6th Floor Stamford, Connecticut N/A N/A Manual Posting	N	1
9	Indeed.com	N	1
10	Indiana Black Expo 3145 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-925-2702 Email : ltownsend@indianablackexpo.com Lynna Townsend	Y	0
11	Indianapolis Urban League 777 Indiana Ave. Indianapolis, Indiana 46202 Phone : 317-693-7641 Email : ksimmons@indplsul.org Kimberly Simmons	Y	0
12	International Business College 7205 Shadeland Station Ave Indianapolis, Indiana 46256 Phone : 317-813-2346 Email : ddalton@ibcindianapolis.edu Diane Dalton	Y	0
13	IVY Tech - Career Services 50 W Fall Creek Parkway T221 Indianapolis, Indiana 46208 Phone : 317-921-4834 Email : jhess35@ivytech.edu J Trusler  Prong 2 Ended Date: 8/2/2022	N	0
14	Linked In	N	1

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15	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Job Postings Manual Posting	N	6
16	Ohio Media School - Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
17	Operation: Job Ready Veterans 9130 Otis Avenue Suite A Indianapolis, Indiana 46216 Phone : 855-456-2732 Email : mespinda@jobreadyvets.org Mike Espinda	Y	0
18	Self Referral	N	2
19	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.tegna.com Manual Posting Manual Posting	N	34
20	TVJobs P.O. Box 4116 Oceanside, California 92058 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
21	Walk In	N	1
22	Walk In/Self-Referral	N	2
23	Word of Mouth Referral	N	1
24	WTHR.com Career Site 1000 N Meridian St Indianapolis, Indiana 46204 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	0

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25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>57</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	4/13/2022	Participation in events or programs sponsored by educational institutions	Digital desk manager visited University of Indianapolis and spoke with students studying careers in journalism and broadcasting and the education and training involved to be successful in these careers.	1	Digital Desk Manager
2	4/30/2022	Participation in events sponsored by organizations representing the community	In partnership with Bloom Project, Inc., Reporter, as part of a panel of black journalists spoke to high school students of color about our careers in journalism and how to position themselves as they pursue life/career paths after high school.	1	Anchor/Reporter
3	Ongoing Event	Establishment of training programs for station personnel	All employees completed TEGNA-initiated, quarterly cyber security training with topics aimed at empowering employees to reduce cyber vulnerability and internet-based fraudulent incidents.	131	All
4	Ongoing Event	Participation in other activities designed by the station employment unit	Reporter mentored veteran interested in media and marketing career, discuss career path and set goals through a program with American Corporate Partners.	1	Reporter
5	6/23/2022	Participation in events or programs sponsored by educational institutions	Reporter and producer attended Investigative Reporter & Editor (IRE) Conference with talent development training related to research, computer, writing, editing; sharing of story ideas and topics; conversations about journalism and the future of investigative reporting.	2	Reporter Producer
6	7/11/2022	Participation in events or programs sponsored by educational institutions	Producer attended talent development training related to covering guns. Taught by Poynter Institute's Al Tompkins. Focus was teaching journalists about guns, second amendment issues and red flag laws to improve understanding and coverage of guns.	1	Batt

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7	7/26/2022	Participation in events or programs sponsored by educational institutions	Reporter attended TEGNA/Poynter talent development workshop to prepare for the midterm election reporting with focused training on immigration, environmental and climate change reporting; healthcare and drug costs, inflation and the economy, and misinformation.	1	Reporter
8	9/14/2022	Participation in events or programs sponsored by educational institutions	Assistant news director attended Radio Television Digital News Association talent development seminar on inclusivity training and also spoke with college students interested in careers in broadcast journalism.	1	Assistant News Director
9	10/3/2022	Participation in Job Fairs	Two reporters represented the station at an Indiana Broadcasters Association job fair and spoke with students about careers in journalism and broadcasting, providing real-world experience and advice.	2	Reporter Reporter
10	Ongoing Event	Participation in scholarship programs	Reporter served on the board of Indiana Association of School Broadcasters, which provides continuing education to high school and college instructors in media-related topics - furthering their ability to help students interested in media-related careers.	1	Reporter
11	10/20/2022	Participation in events or programs sponsored by educational institutions	Chief photographer and reporter spoke with students at Ball State University about careers in journalism and broadcasting and the education and training involved in success in these careers.	2	Chief Photographer Reporter
12	10/26/2022	Provision of training to management	Head of technology and director of marketing attended TEGNA manager development training focused on communicating for engagement, building accountability, developing and motivating employees, strategic leadership, organizational collaboration and partnership, and leading through change.	2	Director of Marketing Head of Technology

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13	11/7/2022	Participation in events or programs sponsored by educational institutions	Marketing producer spoke to Indiana University/Purdue University Indianapolis students in a documentary filmmaking class about media careers and how the fields relate.	1	Marketing Producer
14	11/15/2022	Participation in events or programs sponsored by educational institutions	Meteorologist and anchor spoke with female students at Greenwood Middle School about careers in science, journalism, and broadcasting and the training and education required to be successful in these fields.	2	Meteorologist Anchor
15	11/16/2022	Establishment of training programs for station personnel	Marketing team participated in TEGNA talent development training seminar focused on lighting techniques and best practices for production and photography.	7	Marketing Staff
16	11/17/2022	Participation in Job Fairs	Head of technology represented the station at career fair for Ball State College of Communication, Information, and Media students. Discussed real-world expectations, training, and skills for those seeking broadcasting careers.	1	Head of Technology
17	12/9/2022	Participation in other activities designed by the station employment unit	Investigative reporter mentored University of Scranton journalism student on their senior portfolio and provided career development experience and advice.	1	Reporter
18	12/12/2022	Provision of training to management	Assistant news director completed TEGNA/Poynter talent development seminar on leadership and inclusivity training for newsroom employees.	1	Assistant News Director
19	12/15/2022	Provision of training to management	Assistant news director participated in TEGNA/Poynter talent development seminar on transforming crime coverage including ethics, perception, inclusion, and diversity.	1	Assistant News Director
20	Ongoing Event	Establishment of training programs for station personnel	All employees completed TEGNA initiated quarterly ethics training focused on building employees' knowledge and ability to avoid unethical behavior and conflicts of interest.	131	All

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21	1/12/2023	Participation in events sponsored by organizations representing the community	Two anchors, reporter, and director of marketing participated on panel discussing careers in the media, education, and journalism for Indy Maven, an organization offering career-building support and mentorship for young professional women.	4	Anchor Anchor Director of Marketing Reporter
22	1/16/2023	Participation in events or programs sponsored by educational institutions	Anchor hosted a job shadow experience for high school student interested in a career in journalism and broadcasting.	1	Anchor
23	1/19/2023	Participation in events or programs sponsored by educational institutions	Director of content visited Butler University and spoke with students on the evolving media landscape and how training and jobs in this field will continue to evolve in the future.	1	Director of Content
24	2/16/2023	Participation in events or programs sponsored by educational institutions	Reporter visited Mooresville High School and spoke with students at about careers in journalism and broadcasting and the education and training involved in such careers.	1	Producer
25	2/18/2023	Participation in events or programs sponsored by educational institutions	Reporter engaged with students in the Big Brother/Big sister program interested in careers in journalism and broadcasting - discussed the education and training required to be successful in the field.	1	Reporter
26	2/22/2023	Participation in events or programs sponsored by educational institutions	Reporter served as judge and mentor for high school students in a statewide competition for the Indiana Association of School Broadcasters.	1	Reporter
27	2/23/2023	Participation in events or programs sponsored by educational institutions	Director of content visited Ball State University and spoke with students about careers in journalism and broadcasting.	1	Director of Content
28	3/7/2023	Participation in other activities designed by the station employment unit	Executive producer and anchor gave a station tour and spoke with Lebanon high school students interested in careers in journalism and broadcasting.	2	Anchor Producer