

WTHR-TV/WALV-CD, Indianapolis, Indiana
EEO PUBLIC FILE REPORT
April 1, 2021 - March 31, 2022

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
Sunrise Reporter/MSJ - 9384	2-7, 10-11, 13, 16-19, 21-28, 30-50, 52-54	19
Executive Producer 009615	2-7, 10-11, 13, 15-19, 21-28, 30-50, 52-54	46
Multi-Skilled Journalist 9821	2-7, 10-11, 13, 15-19, 21-28, 30-50, 52-54	46
Producer 9897	2-8, 10-11, 13-19, 21-28, 30-50, 52-54	14
Investigative Reporter 9902	2-8, 10-11, 13, 15-19, 21-28, 30-50, 52-54	8
Digital Sales Manager	2-11, 13, 15-19, 21-28, 30-37, 39-50, 52-54	46
Brand Manager 010335	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	46
Programming Coordinator	4-6, 11, 16, 18, 21, 24-25, 28, 37-38, 46, 53-54	46
Anchor-10506	1, 4-6, 9, 11, 16, 18, 21, 24-25, 28, 37-38, 46, 51, 53-54	53
Local Sales Manager	4-6, 11, 15-16, 18, 21, 24-25, 37-38, 46-47, 53-54	46
Digital Desk Editor	4-6, 11, 15-16, 18, 20-21, 24-25, 28-29, 37-38, 46-47, 53-54	46
Weekend Sunrise Anchor/ Reporter-11055	4-6, 11-12, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 51, 53-54	51
Producer- 11225	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	46
Reporter/MSJ-11300	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 51, 53-54	46
Reporter/MSJ-11300	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 51, 53-54	51
Investigative Reporter-11457	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	5
Local Sales Manager	4-6, 9, 11-12, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	12
Producer - 012032	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	46
National Sales Assistant - 012194	4-6, 11, 15-16, 18, 21, 24-25, 28, 37-38, 46-47, 53-54	46

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
1	Agency Referral	N	1
2	Anderson University 1100 E 5th Street Anderson, Indiana 46012 Phone : 765-641-4196 Katie Mitchell Manual Posting	N	0
3	B-roll.net 2302 Monroe St NE Washington, District of Columbia 20018 Phone : 202-486-8842 Kevin Johnson Manual Posting	N	0
4	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
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	4
6	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
7	Collective Talent 5134 Sandy Beach Ave Sarasota, Florida 34242 Phone : 813-494-4555 Michael Bille Manual Posting	N	0
8	Corporate Recruiter	N	5
9	Current Employee	N	6

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
10	Cynopsis 9211 Corporate Blvd 4th Floor Rockville, Maryland 20850 Phone : 301-354-2000 Trish Pihonak Manual Posting	N	0
11	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
12	Employee Referral	N	3
13	Facebook 1 Hacker Way Menlo Park, California 94025 Career Services Manual Posting	N	0
14	Facebook post	N	1
15	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
16	HVAF of Indiana 964 N. Pennsylvania St. Indianapolis, Indiana 46204 Phone : 317-951-0688 Email : aplatt@hvaf.org Alberta Platt	Y	0
17	Ideanet/602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Theodemae Maliza Manual Posting	N	0

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
18	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
19	Indeed 177 Broad St, 6th Floor Stamford, Connecticut N/A N/A Manual Posting	N	2
20	Indeed.com	N	1
21	Indiana Black Expo 3145 N. Meridian Street Indianapolis, Indiana 46208 Phone : 317-925-2702 Email : ltownsend@indianablackexpo.com Lynna Townsend	Y	0
22	Indiana Broadcasters Association P.O Box 902 Carmel, Indiana 46082 Phone : 317-701-0084 Sam Klemet Manual Posting	N	0
23	Indiana University - The Walter Center for Career Achievement 625 N. Jordan Ave. Bloomington, Indiana 47405 Phone : 812-855-0576 Sarah Bird Manual Posting	N	0
24	Indianapolis Urban League 777 Indiana Ave. Indianapolis, Indiana 46202 Phone : 317-693-7641 Email : ksimmmons@indplsul.org Kimberly Simmons	Y	0
25	International Business College 7205 Shadeland Station Ave Indianapolis, Indiana 46256 Phone : 317-813-2346 Email : ddalton@ibcindianapolis.edu Diane Dalton	Y	0

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
26	Investigative Reporters & Editors (IRE) 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-884-7321 Sarah Hutchins Manual Posting	N	0
27	IUPUI: IU School of Journalism at IUPUI 425 University Blvd Cavanaugh Hall, CA 303G Indianapolis, Indiana 46202 Phone : 317-278-5326 Fred Bagg Manual Posting	N	0
28	IVY Tech - Career Services 50 W Fall Creek Parkway T221 Indianapolis, Indiana 46208 Phone : 317-921-4834 Email : jhess35@ivytech.edu Jennifer Culver	Y	0
29	Linked In	N	1
30	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Job Postings Manual Posting	N	1
31	Mediabistro 825 8th Avenue 29th Fl New York, New York 10019 Phone : 917-258-0988 Iman Edwards Manual Posting	N	0
32	Medialine 2515 Sapprow Crest Dr Katy, Texas 77494 Phone : 913-217-0685 Rick Iler Manual Posting	N	0
33	MediaRecruiter.com Birschbach Recruiting Network DBA Media Recruiter 9457 So. University Blvd., #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Art Scott Manual Posting	N	0

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
34	National Assoc. of Black Journalist 8800 Lakewood Dr #117 Windsor, California 95492 Phone : 626-792-3846 Career Services Manual Posting	N	0
35	National Assoc. of Hispanic Journalist PO Box 117 Windsor, California 95492 Phone : 626-792-3846 Career Services Manual Posting	N	0
36	National Press Photographers Association 120 Hooper St Athens, Georgia 30602 Phone : 919-237-1782 Thomas Kenniff Manual Posting	N	0
37	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
38	Operation: Job Ready Veterans 9130 Otis Avenue Suite A Indianapolis, Indiana 46216 Phone : 855-456-2732 Email : mespinda@jobreadyvets.org Mike Espinda	Y	0
39	Promax 5700 Wilshire Blvd Suite 275 Los Angeles, California 90036 Phone : 310-789-1521 Karen Page Manual Posting	N	0
40	Rick Gevers and Associates 355 E Ohio St, #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
41	RTDNA: Radio & Television News Director Assoc. The National Press Building 529 14th Street, NW, Suite 1240 Washington, District of Columbia 20045 Phone : 202-662-7257 Karen Hansen Manual Posting	N	0
42	Society of Broadcast Engineers 9102 N. Meridian Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Scott Jones Manual Posting	N	0
43	Society of Professional Journalists 3909 N. Meridian St. Suite 200 Indianapolis, Indiana 46208 Phone : 317-927-8000 Billy O'Keefe Manual Posting	N	0
44	Spots-n-Dots SND Publishing LLC 1635 Old Highway 41 Ste 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 x 701 Career Services Manual Posting	N	0
45	Talent Dynamics 600 E. Las Colinas Blvd. Irving, Texas 75039 Phone : 214-640-3180 Julie Pumphrey Manual Posting	N	0
46	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.tegna.com Manual Posting Manual Posting	N	53

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
47	TVJobs P.O. Box 4116 Oceanside, California 92058 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	2
48	TVNewsCheck.com 24 W Lancaster Ave Suite 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Patty Hersh Manual Posting	N	0
49	University of Evansville 1800 Lincoln Ave. Evansville, Indiana 47722 Phone : 812-488-1083 Donna Schmitt Manual Posting	N	0
50	University of Indianapolis c/o The Professional Edge Center 1400 East Hanna Ave c/o Schwitzer Student Center 209 Indianapolis, Indiana 46227 Phone : 317-788-3923 Betsy Knott Manual Posting	N	0
51	Word of Mouth Referral	N	3
52	Work in Entertainment.com 7010 E Chauncey Lance Ste 115 Phoenix, Arizona 85054 Phone : 480-779-4798 Career Services Manual Posting	N	0
53	WTHR.com Career Site 1000 N Meridian St Indianapolis, Indiana 46204 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	2

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

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
54	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			85

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/5/2021	Provision of training to management	Members of the management team participated in a 7 week online certification program titled Diversity, Equity and Inclusion in the Workplace. This certification program was hosted by the University of Southern Florida's Office of Corporate Training and Professional Education. Session topics included: Emotional Intelligence, Stereotypes and Biases, Understand Your Organization, Future of Your Org through D&I, Recruitment & Retention, Community Outreach and Sustainable Business Model.	2	Director of Marketing Creative Director
2	Ongoing Event	Establishment of a mentoring program	Marketing employee has been partnered with a mentor at the company's centralized graphics hub. The mentor is the Art Director at that hub and she is mentoring the employee for future roles within the company's graphics space. They are meeting monthly.	1	Graphics Content Producer
3	6/14/2021	Participation in events sponsored by organizations representing the community	Employees attended the Investigative Reporters and Editors (IRE) virtual conference. The conference provided an opportunity for attendees to attend presentations and panels on topics relevant to all aspects of investigative journalism.	2	Photojournalist Sr Investigative Reporter
4	Ongoing Event	Participation in events or programs sponsored by educational institutions	Station employee worked with students in the Radio/TV program at Pike High School. He assisted the teacher and students with learning how to operate video cameras and DSLRs, how to edit using Adobe AfterEffects and PhotoShop. The program also expanded into live streaming sports and theater programs for other departments in the school.	1	Operator

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	8/6/2021	Participation in events sponsored by organizations representing the community	The Digital Content Director participated in a panel of professionals at the 2021 Association for Education in Journalism and Mass Communication (AEJMC) Conference. The topic for the panel was "Audience is King: Audiences and Analytics in Class Practice. As a panelist, he spoke about the audience analytics practices performed by our station and how to apply those to improve audience engagement.	1	Digital Content Director
6	8/18/2021	Participation in events sponsored by organizations representing the community	Safety and Security Manager attended a webinar titled OSHA Safety Training: Making it effective and Meaningful. The webinar was hosted by Intalex and safetynewsalert.com. The webinar provided tools to help safety and security professionals meet the challenge of ensuring that employee training is compliant, comprehensive and memorable.	1	Safety & Security Manager
7	9/22/2021	Participation in events or programs sponsored by educational institutions	Photojournalist spoke to students in the Beginning Multimedia Production class at Ball State University. He spoke to students about storytelling and the use of Adobe Premiere and After Effects in a professional, "real" world environment.	1	Photojournalist
8	9/29/2021	Participation in events or programs sponsored by educational institutions	Investigative Reporter spoke to a journalism class at Ball State University about the importance of fact checking and our company's verify process for investigative pieces.	1	Sr. Investigative Reporter
9	9/30/2021	Participation in events or programs sponsored by educational institutions	Meteorologist participated in an career Q&A session with students from the Ball State University class on forecasting. She spoke with the students about her path to a career as a meteorologist.	1	Meteorologist
10	9/30/2021	Participation in events sponsored by organizations representing the community	Station employees attended the TVB Annual Conference. The conference was held virtually and included presentations on measurement, business and political forecasts, automated TV, automotive, political, sports betting, business development and more.	4	President/General Mgr Director of Sales Digital Sales Manager Research Director

WTHR-TV/WALV-CD, Indianapolis, Indiana

EEO PUBLIC FILE REPORT

April 1, 2021 - March 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	10/26/2021	Participation in Job Fairs	Station leaders attended a career fair hosted by the Indiana Broadcasters Association. The career fair was targeted towards students looking to start a career in broadcast or finding an internship.	2	News Director Head of Technology
12	10/27/2021	Participation in events sponsored by organizations representing the community	Reporter co-facilitated a presentation at the Indiana Association for School Broadcasters Fall Meeting. The topic of his presentation was titled "Teaching Storytelling Across Platforms". The audience was comprised of educators from around Indiana with a focus on broadcast curriculum. He also spoke with attendees about careers in broadcast and how best to start a career in the field.	1	Multiskilled Journalist
13	10/29/2021	Participation in events or programs sponsored by educational institutions	Digital Content Director spoke to students at the Ball State Fall News Conference. He spoke with them about the things they should know before seeking their first roles in the broadcast or digital business.	1	Digital Content Director
14	11/29/2021	Participation in events or programs sponsored by educational institutions	Digital Content Director was guest speaker for the Broadcast Journalism class at Butler University. He spoke to the students about his role and the significance of digital roles in the future.	1	Digital Content Director
15	Ongoing Event	Participation in events or programs sponsored by educational institutions	Select WTHR leadership are leading an immersive learning opportunity as a part of the TCOM 308 class curriculum, Exhibition and Distribution (Television). The class will learn about the emergence and evolution of OTT programming for local television stations. Using WTHR as an example, students will brainstorm content ideas that would attract younger demos. As the semester progresses, concepts for marketing and promotion will also be explored. Class visits and progress check-ins will occur throughout the semester.	4	General Manager Digital Content Director News Director Marketing Director

WTHR-TV/WALV-CD, Indianapolis, Indiana**EEO PUBLIC FILE REPORT****April 1, 2021 - March 31, 2022****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
16	3/5/2022	Participation in events or programs sponsored by educational institutions	A station photographer spoke to journalism students about video storytelling at the ACP Spring National College Media Conference. The conference was held in Long Beach, California.	1	Photographer