

WANE
EEO PUBLIC FILE REPORT
March 23, 2016 - March 31, 2017

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
TV and Multi-Platform Journalist	2-3, 5, 7-10, 12-14, 16-23	5
TV Weekend Morning Anchor	2-3, 5, 7-14, 16-23	11
Director of Sales	2-4, 7-10, 12-14, 16, 18-21, 23	4
Windows Administrator	2-3, 7-10, 12-14, 16, 18, 20-23	23
Digital Content Producer	2-3, 7-10, 12-18, 20-24	24
TV News Producer/Content Manager	2-3, 5, 7-8, 10, 12-14, 16-18, 20-23	5
Account Executive	2, 5, 7-8, 14-16, 20-21, 23	15
Digital Sales Director	2, 7-8, 12, 16, 18, 21	16
TV News Producer/Content Manager	2-3, 5-10, 12-14, 17-18, 20-22	6
TV Sports	1-3, 5, 7-8, 10, 12-14, 17-18, 21-23	1

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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	Allen County Public Library P.O. Box 2270 200 East Berry Street Fort Wayne, Indiana 46801 Phone : 260-421-1245 Email : ncompton@acpl.info Norm Compton	N	0
3	Ball State University Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-2436 Cindy Hershman Manual Posting	N	2
4	Current Employee/Internal Promotion	N	1
5	Employee Referral	N	11
6	Former Intern	N	1
7	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : jray@fwurbanleague.org Fax : 1-260-745-0405 Jonathan Ray	N	0
8	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4027 Email : arensberger@huntington.edu Fax : 1-260-359-4077 Amber Rensberger	N	0
9	Indiana Broadcasters Association P.O. Box 902 Carmel, Indiana 46082 Phone : 317-770-0970 Url : http://www.indianabroadcasters.org Sam Klemet Manual Posting	N	0

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10	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0
11	Internal Transfer/Promotion	N	1
12	IPFW 2101 Coliseum Blvd. E. Fort Wayne, Indiana 46805 Phone : 260-481-6825 Email : boydrs@ipfw.edu Fax : 1-260-481-6183 Randi Boyd	N	0
13	IPFW Jobzone 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-0689 Career Services Manual Posting	N	1
14	ITT Technical Institute of Fort Wayne 2810 Dupont Commerce Court Fort Wayne, Indiana 46825 Phone : 260-497-6200 Fax : 1-260-497-6299 Joe McMichael	N	0
15	Linkedin 2029 Sterling Ct Mountain View, California 94043 Phone : 650-687-3600 Customer Service Manual Posting	N	3
16	mediageneral.com/careers 333 E. Franklin Street Richmond, Virginia 23219 Phone : 260-481-1516 Rhonda Poulson Manual Posting	N	3

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17	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
18	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	N	0
19	Taylor University 236 West Reade Avenue Upland, Indiana 46989 Phone : 765-998-5382 Fax : 1-765-998-4383 Jill Godorhazy	N	0
20	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	N	0
21	Trine University 9910 Dupont Circle Drive East Fort Wayne, Indiana 46825 Phone : 260-665-4214 Email : batemanl@trine.edu Fax : 1-260-482-8553 Linda Bateman	N	0
22	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : http://www.wane.com Joe Carroll Manual Posting	N	6
24	www.journalismjobs.com 0000 dont know Berkeley, California Phone : 510-508-7386 customer service Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/27/2016	Establishment of training programs for station personnel	Training webinar provided by Media General's Associate General Counsel, Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
2	5/3/2016	Participation in events or programs sponsored by educational institutions	A tour on 5/03/16 for the Communications/Production Class of East Noble High School was conducted by WANE's Operations Manager. There were approximately 32 students and 2 teachers who participated. The class toured the newsroom, studio, and control room. They also got to see the noon newscast live.	1	Operations Manager
3	5/20/2016	Participation in events or programs sponsored by educational institutions	A Canterbury High School student Job Shadowed at WANE-TV on May 20, 2016. The student is interested in Journalism and International Relations. She was taken to various departments (Community Affairs, Production, Promotion, and News) where station representatives discussed different aspects of the departments. This student was also allowed to sit in and see the noon newscast live.	4	Community Affairs Coordinator Operations Manager Promotions Manager News Director
4	6/20/2016	Participation in other activities designed by the station employment unit	Conducted a tour for juveniles from the Allen County Juvenile Center. The group consisted of 8 (high school age) juveniles. Showed the various broadcast positions and the importance of the responsibilities each job holds was discussed in particular with this group.	1	Operations Manager
5	7/12/2016	Participation in other activities designed by the station employment unit	Conducted a tour for juveniles from the Allen County Juvenile Center. The group consisted of 10 (high school age) juveniles. Showed the various broadcast positions and the importance of the responsibilities each job holds was discussed in particular with this group.	1	Operations Manager

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6	8/30/2016	Participation in events or programs sponsored by educational institutions	East Noble High School's Communications Class of 20 students participated in a tour of WANE-TV. The tour focused on the News Dept. showing the students what it takes to become a Producer, Reporter or Anchor in a television station.	1	Operations Manager
7	9/9/2016	Participation in events or programs sponsored by educational institutions	WANE-TV participated in a Purdue Resume Blitz on Friday, September 9th, 2016. This is an event conducted and held at Purdue University. WANE-TV sat on a panel meeting with students, talking with them about employment and conducting resume reviews.	1	Digital Director
8	9/20/2016	Participation in Job Fairs	WANE-TV participated in the IPFW 2016 Mastodon Job & Internship Fair held on September 20, 2016. This event was held at the IPFW Campus in the Gates Fieldhouse in Fort Wayne, IN. The WANE-TV Promotion Manager and the Digital Director attended and manned the booth discussing current job openings at the station, career opportunities in broadcasting and accepted resumes.	2	Promotion Manager Digital Director
9	9/30/2016	Participation in events or programs sponsored by educational institutions	WANE-TV participated in the Ball State 21st Annual Fall News Roundup on Friday, September 30, 2016. The News Director sat on a career panel called "Everything You Need to Know About the Business" talking to aspiring journalists about what it takes to work in broadcasting.	1	News Director
10	2/8/2017	Participation in Job Fairs	Participated in the Spring 2017 Cardinal Job Fair held at Ball State University on Wednesday, February 8, 2017 in the Worthen Arena. WANE's General Manager and Digital Director attended and manned the booth discussing current job openings at the station, accepted resumes and discussed career opportunities in broadcasting.	2	General Manager Digital Director

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11	2/20/2017	Establishment of an intern program designed to assist members of the community	Internships at WANE-TV are available for full-time junior or seniors in two-four year Indiana Colleges and Universities. This program is described and promoted on our station website, www.wane.com. During the reported period, WANE-TV provided internships for 16 students. Fifteen of those students interned in the Newsroom and one student in the Production Department. One student was from Huntington University, one student from Ball State University, two students from Indiana University, seven students from IPFW, two students from Purdue University, one student from Valparaiso University, one student from University of Evansville and one student from Bowling Green State University.	4	News Director Chief Meteorologist Operations Manager Executive Producer
12	3/14/2017	Participation in other activities designed by the station employment unit	A tour was conducted for 10 juveniles (high school age) from the Allen County Juvenile Center. Various broadcast positions were shown and the importance each job was discussed.	1	Operations Manager
13	3/22/2017	Participation in events or programs sponsored by educational institutions	WANE-TV provided an educational tour from 10am - 11:30am on Wednesday, March 22nd to 16 high school students of the TV Broadcasting class from the Fort Wayne Community Schools Career Academy at Anthis. They toured the newsroom, control room and studio while learning the various staff positions at the station, the products we put out and equipment we use.	1	Multi Media journalist