

ANNUAL EEO PUBLIC FILE REPORT

WISH-TV, WNDY-TV and WIIH-CD

4/1/2016 through 3/31/2017

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WISH-TV, WNDY-TV and WIIH-CD

The information contained in this Report covers the time period beginning 4/1/2016 to and including 3/31/2017 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit ("SEU") during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from 4/1/2016 through 3/31/2017

Station(s) Comprising the Station Employment Unit: WISH-TV, WNDY-TV and WIIH-CD

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Sports Reporter	4/1/2016	E	5	B,D,E,G,I,L,O,Q,R
2	MMJ	4/25/2016	R	5	A,D,G,I,K,L,O,Q,R
3	MMJ	6/15/2016	R	6	A,D,G,I,K,L,O,Q,R
4	News Producer	7/6/2016	H	3	A,D,G,I,H,M,O,Q,R
5	Executive Producer	8/9/2016	R	3	B,D,G,I,L,O,Q,R
6	Account Executive	8/22/2016	N	4	B,D,G,I,L,O,Q,R
7	Account Executive	9/6/2016	N	5	B,D,G,I,J,L,N,O,Q,R
8	IT Maintenance Tech	9/12/2016	E	4	D,G,I,J,L,N,O,P,Q,R
9	Assignment Desk Editor	9/15/2016	F	3	B,D,G,I,J,K,L,O,Q,R
10	Assignment Desk Editor	12/19/2016	R	4	D,G,I,J,L,O,Q,R
11	Producer	12/21/2016	A	4	A,D,G,I,J,L,O,Q,R
12	Meteorologist	1/9/2017	Q	4	A,B,D,G,I,J,K,L,O,Q,R
13	Multi-Platform Journalist	1/23/2017	O	3	D,G,I,J,L,M,O,Q,R
14	Multi-Platform Journalist	1/23/2017	R	3	D,G,I,J,L,M,O,Q,R
15	Sports Reporter	1/30/2017	O	3	D,G,I,L,M,O,Q,R

Total Number of Persons Interviewed During Applicable Period: 59

Appendix 2 to Annual EEO Public File Report
Covering the Period from 4/1/2016 through 3/31/2017

Station(s) Comprising the Station Employment Unit: WISH-TV, WNDY-TV and WIIH-CD

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Ball State University	Career Center	2000W Univ. Ave Muncie, IN 47306	765-285-2436	N	9
B	Broadcast Education Assoc.	Heather Birks	1771N Street, NW, Washington, DC 20036		N	0
C	Butler University	Career Services	4600 Sunset Ave, Indianapolis, IN 46208		N	2
D	Civil Rights Commission	Paula Barnett	IN Govt Center N, Indianapolis, IN 46202	317-232-2600	N	0
E	Current Employee	N/A	N/A		N	3
F	Employee Referral	N/A	N/A		N	1
G	Equal Employment Office-IN	Phillis Tucker-Wells	101 W Ohio St., Indianapolis, IN 46204	317-226-7469	N	0
H	Former Intern	N/A	N/A		N	5
I	Goodwill Industrial Svcs	Ann Chabal	1635 W Michigan St., Indianapolis, IN 46222	317-524-4539	N	0
J	Indiana Career Connect	N/A	10 N Senate Ave, Indianapolis, IN 46202		N	1
K	Indiana University	Nick Bragin	107 S Indiana Ave., Bloomington, IN 47405		N	5
L	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	0
M	IUPUI Career Center	Mary Dickerson	801 W Michigan St., Indianapolis, IN 46202	317-274-2554	N	1

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
N	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	3
O	Media General	N/A	N/A		N	3
P	Society of Broadcast Eng.	Jim Bernier	9247 N Meridian St., Indianapolis, IN 46260	<u>317-846-9000</u>	N	1
Q	TVJobs	Mark Holloway	PO Box 4116, Oceanside, CA 92052	760-754-8177	N	7
R	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	18

Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2016 through 3/31/2017

Station(s) Comprising the Station Employment Unit: WISH-TV, WNDY-TV and WIIH-CD

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WISH-TV

	Recruitment Initiative	Description
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The SEU has an established internship program which provides local students with opportunities to gain knowledge about the broadcasting industry and obtain real life work experience at a commercial television station in preparation for employment after graduation. During the Spring, Summer, and Fall semesters, the station hosted 15 interns from Butler University, University of Indianapolis, Ball State University, IUPUI, Belmont University, Franklin College, and Indiana University.
2	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On 4/30/16, the Community Affairs Director participated in the Indiana Broadcasters Association ("IBA") Spring Job Fair. Internship and employment opportunities were discussed with potential applicants.
3	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On 7/14/16, the Community Affairs Director participated in the IBA Job Fair at the Indiana Black Expo's Summer Celebration. Current job openings were shared with potential job applicants.
4	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On 9/30/16, the News Director participated in a Ball State University panel discussion with media students in Muncie, IN. The News Director was on a panel of fellow broadcast professionals from around Indiana talking to students regarding how to properly prepare for their first media job, how to gain recognition, and how to find the right job.
5	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On 10/1/16, the Community Affairs Director participated in the IBA Fall Job Fair. Current job openings were shared with potential applicants.
6	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The Business Administrator participated in a Webinar training session hosted by the HR Division at Nexstar (Corporate). The training focused on the SEU recruiting program and a discussion regarding hiring practices and policies.
7	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	The Business Administrator participated in a Webinar training session with the HR Division at Nexstar (Corporate) which provided access to and training for new recruiting and record maintenance tools.
8	Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions	On 2/18/17, the Community Affairs Director participated in the Indiana Broadcaster's Assoc. Spring Job Fair in Carmel, IN. The event included a pre-job fair panel discussion on breaking into the business with broadcast professionals. Current job openings were shared with potential applicants.