

WLFI
EEO PUBLIC FILE REPORT
April 1, 2019 - March 31, 2020

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
Account Executive	1-3, 6-7, 11, 13-19, 22, 24-25	11
Multiplatform Journalist	1-4, 6-7, 10-19, 22, 24-25	4
News Anchor/Multiplatform Journalist	1-3, 5-8, 13-20, 22, 24-25	8
Commercial and Special Projects Producer	1-3, 6-7, 9, 13-20, 22, 24-25	9
Broadcast Traffic-Inventory Specialist	1-3, 5-7, 12-20, 22, 24-25	5
IT Support Technician	1-3, 11, 13-25	24
Technical Media Producer	1-3, 7-8, 12-20, 22-25	24

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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
1	Ball State Lucina Hall Room 220 Alumni Association Muncie, Indiana 47306 Phone : 765-285-1522 Email : careercenter@bsu.edu Fax : 1-765-285-3757 Career Services	N	0
2	Broadcast Education Association - BEA 1771 N Street, NW Washington, District of Columbia 20036-2891 Phone : 202-602-0584 Url : www.beaweb.org Heather Birks Manual Posting	N	0
3	Butler University/The Center for Career Planning & Development 4600 Sunset Avenue Atherton Union rm 315 Indianapolis, Indiana 46208 Phone : 317-940-9383 Email : career@butler.edu Career Services	N	0
4	Career Fair	N	1
5	Current Employee/Internal Promotion	N	2
6	DePauw University Career Services 306 Harrison Hall East Larabee Street Greencastle, Indiana 46135 Phone : 765-658-4280 Tom Cath	N	0
7	DePauw University Communications Arts 101 East Seminary Street Greencastle, Indiana 46135 Phone : 765-658-4280 Fax : 1-765-658-4045 Deb Jones	N	0
8	Employee Referral	N	2
9	Former Employee	N	1
10	Former Intern	N	1

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11	INDEED, Inc. 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 1-800-462-5842 Url : www.indeed.com Dorie Jankowski Manual Posting	N	10
12	Indeed.com - Not Directly Contacted by SEU	N	3
13	Indiana Broadcasters Association PO Box 902 Carmel, Indiana 46082 Phone : (317) 565-3011 Url : http://www.indianabroadcasters.org Email : sam@indianabroadcasters.org Fax : 1-317-218-4548 Sam Klemet Dave Arland	N	0
14	Indiana State University Career Center 567 N. 5th Street Student Services Building, 2nd Floor Terre Haute, Indiana 47809 Phone : 812-237-2589 Email : career-center@indstate.edu Mary Kelly	N	0
15	Indiana University School of Journalism Indiana University Bloomington, Indiana 47405 Phone : 812-855-1704 Url : www.ascs.indiana.edu Email : lfonseca@indiana.edu Fax : 1-812-855-0901 Laura Fonseca	N	0
16	Indiana University Bloomington 625 Jordan Avenue Bloomington, Indiana 47405 Phone : 812-855-5234 Email : jnickles@indiana.edu Job Placement	N	0
17	Indiana University Northwest 3400 Broadway Gary, Indiana 46408 Phone : 219-980-6650 Fax : 1-219-980-6990 Sharese Dudley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Indiana Wesleyan University 4201 S. Washington Career Services Marion, Indiana 46953 Phone : 765-677-2520 Email : clcl@indwes.edu Caitlin Finch	N	0
19	Indiana Work One 823 Park East Blvd. Suite B Lafayette, Indiana 47905 Phone : 7654771906 Url : www.indianacareerconnect.com Email : reach@workonewestcentral.org Rosa Alvarado	N	0
20	Indianapolis Association of Black Journalists PO Box 441795 Indianapolis, Indiana 46224 Phone : 317-444-4000 Url : www.iabj.net Email : historian@iabj.net Fax : 1-317-444-8558 Michael Dabney	N	0
21	Society of Broadcast Engineers 9102 N Meridian Suite 150 Indianapolis, Indiana 46240 Phone : 317 846 9000 Url : www.sbe.org/sections/jobs_online Scott Jones Manual Posting	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	0
23	Valparaiso University - Career Center 1509 Chapel Drive Valparaiso, Indiana 46383 Phone : 219-464-5005 ext 7101 Url : www.valpo.edu/career-center/ Email : tom.cath@valpo.edu Tom Cath	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	WLFI.com 2605 Yeager Road West Lafayette, Indiana 47906 Phone : 765-463-1800 Url : http://www.wlfi.com Email : dorie.jankowski@wlfi.com Fax : 1-765-237-5001 Dorie Jankowski	N	5
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			25

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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	4/18/2019	Participation in Job Fairs	WLFI participated in the University of Indianapolis Communications and Internship Fair held at the Schwitzer Student Center on Thursday April 18, 2019. At the fair, we spoke with attendees about careers in broadcasting, and job and internship opportunities at our station.	2	News Director Sales Manager
2	8/7/2019	Participation in other activities designed by the station employment unit	WLFI provided a tour via Wabash Center Services, to a recent college graduate with a Degree in creative/technical writing. The graduate wanted to get a better understanding of the various positions/careers at a television station. He spent time in the News and Production departments learning about the skills and education needed for a potential job in Broadcasting.	1	Promotion Prod/Writer/Editor
3	9/18/2019	Participation in Job Fairs	WLFI participated in the Ball State University Cardinal Fall Job Fair on September 18, 2019 at Worthen Arena in Muncie, IN. At the fair, we spoke with attendees about careers in Broadcasting, and job opportunities and internships at our Station.	1	News Director
4	10/16/2019	Participation in events sponsored by community groups	Our WLFI Morning News Anchor was a guest speaker at the McCutcheon High School Career Day. He spoke to the students about being a News Anchor, Internships, and the education and skills needed for Broadcast Careers.	1	Morning News Anchor
5	10/23/2019	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association Fall Career/Internship Fair at 502 East Event Centre in Carmel, Indiana. At the Fair, we spoke with attendees about careers in broadcasting, and job and internship opportunities at our Station.	1	Sales Manager

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6	10/25/2019	Participation in events or programs sponsored by educational institutions	Our WLFI News Director attended the Ball State News Conference as a guest speaker. The event gives Students a chance to hear first-hand from a panel of professionals in the Industry, how advances in media are changing the way news outlets reach their audiences. They gather more information on the day-to-day expectations of a career in Broadcasting, Career opportunities, and learn valuable tips, and skills needed for employments. This networking day provides a more in-depth look at telecommunications and journalism with a valuable Q&A session.	1	News Director
7	11/5/2019	Participation in events or programs sponsored by educational institutions	Our WLFI News Department hosted a job shadow program for a student from McCutcheon High School. The student shadowed a Multiplatform Journalist and observed the newsroom in action, how to use the information gathered to write scripts, and sat in on the Noon Newscast. He saw what it's like to work behind the scenes, and the education and skills needed for a career in Broadcasting.	1	MPJ
8	11/22/2019	Participation in events or programs sponsored by educational institutions	WLFI provided a tour to South Newton Middle School Students to "connect" to the TV Station and the tools they use everyday in their multi-media class - our Weather forecast and Station website. A tour used to explain how we gather the news we share with the Community - and to provide information and awareness to generate interest in Broadcast employment.	1	Promotion Prod/Writer/Editor
9	2/19/2020	Participation in Job Fairs	WLFI participated in the Ball State University Cardinal Spring Job Fair on February 19, 2020 in Muncie, IN. At the fair, we spoke with attendees about careers in broadcasting, and job opportunities and internships at our Station.	2	News Director Sales Manager

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10	2/20/2020	Participation in events or programs sponsored by educational institutions	Our WLFI Chief Photographer spoke to a group of Indiana State University Mass Communications students about careers in the Broadcast Industry. He talked about the job requirements, the challenges, what He liked about his job, and gave words of wisdom to aspiring broadcast journalists. Afterwards, there was a Q & A session.	1	Chief Photographer
11	3/21/2020	Participation in events sponsored by community groups	Our Morning News Anchor was a guest speaker at the Lafayette Noon Optimist Club meeting. She talked about being a News Anchor, Internships and the education and skills needed for a Career in Broadcast employment, and what goes on behind the scenes at the TV Station. A Q & A session followed.	1	Morning News Anchor
12	3/25/2020	Establishment of an intern program designed to assist members of the community	WLFI established an intern program designed to help ready candidates for future Broadcast employment. During the reported period, WLFI had 7 college interns from Purdue University in the News Department. Interns "shadow" news reporters and producers, learning the basic skills of each job. They sometimes edit "shadow packages" (stories that are not aired or put online, but could be used on their resume tape). They assist reporters in the field - such as setting up shots and standups, etc. They are supervised by the News Director. Each intern received academic credit for his or her participation in the program.	1	News Director
13	3/28/2020	Participation in Job Fairs	WLFI participated in the Indiana Broadcasters Association 2020 virtual Career/Internship Fair. Interested "attendees" scheduled virtual interviews to learn about careers in broadcasting and job opportunities and internships at our station.	2	Sales Manager Technical Media Producer