

ANNUAL EEO PUBLIC FILE REPORT

WIIH-TV, WISH-TV, WNDY-TV

4/1/2019 through 3/31/2020

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):

WIIH-TV, WISH-TV, WNDY-TV

The information contained in this Report covers the time period beginning 4/1/2019 to and including 3/31/2020 (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 4/1/2019 through 3/31/2020

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

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	News Producer	4/22/19	A	5	A,B,C,G,H,I,J,K,L,M,N,O,P
2	MMJ	5/6/19	O	6	A,B,C,G,H,I,J,K,L,M,N,O,P
3	MMJ-Sports	7/1/19	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
4	Account Executive	8/26/19	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
5	Production Assistant	9/5/19	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,P
6	IT Engineer	10/7/19	E	1	A,B,C,E,G,H,I,J,K,L,M,N,O,P
7	Director of Sales	10/14/19	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
8	Associate Producer	10/23/19	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
9	Production Assistant	10/28/19	A	3	A,B,C,G,H,I,J,K,L,M,N,O,P
10	Newscast Director	10/28/19	E	3	A,B,C,E,G,H,I,J,K,L,M,N,O,P
11	Traffic Manager	11/11/19	M	3	A,B,C,G,H,I,J,K,L,M,N,O,[P
12	Master Control Supervisor	11/18/19	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
13	Multi-Cultural Reporter	11/18/19	N	4	A,B,C,G,H,I,J,K,L,M,N,O,P
14	Traffic Assistant	11/25/19	E	4	A,B,C,G,H,I,J,K,L,M,N,O,P
15	Research Director	11/25/19	M	3	A,B,C,E,G,H,I,J,K,L,M,N,O,P
16	Local Sales Manager	12/2/19	M	3	A,B,C,G,H,I,J,K,L,M,N,O,P
17	Sales Promotions Coordinator	12/2/19	E	1	A,B,C,E,G,H,I,J,K,L,M,N,O,P
18	Creative Services Director	12/2/19	E	1	A,B,C,E,G,H,I,J,K,L,M,N,O,P
19	Executive Producer	12/3/19	O	3	A,B,C,G,H,I,J,K,L,M,N,O,P
20	News Producer	12/4/19	A	4	A,B,C,G,H,I,J,K,L,M,N,O,P
21	Master Control Operator	12/9/19	M	6	A,B,C,G,H,I,J,K,L,M,N,O,P

22	News Photographer	1/6/20	I	3	A,B,C,G,H,I,J,K,L,M,N,O,P
23	Medical Reporter	1/6/20	M	4	A,B,C,G,H,I,J,K,L,M,N,O,P
24	Sales Assistant	1/15/20	F	5	A,B,C,F,G,H,I,J,K,L,M,N,O,P
25	Promotions Producer	1/20/20	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
26	Commercial Producer	1/21/20	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
27	Account Executive	1/28/20	M	4	A,B,C,G,H,I,J,K,L,M,N,O,P
28	News Producer	1/29/20	A	3	A,B,C,G,H,I,J,K,L,M,N,O,P
29	Receptionist	2/3/20	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
30	Maintenance Engineer	2/10/20	E	1	A,B,C,E,G,H,I,J,K,L,M,N,O,P
31	Entertainment Reporter	3/2/20	M	3	A,B,C,G,H,I,J,K,L,M,N,O,P

Total Number of Persons Interviewed During Applicable Period: __104__

Appendix 2 to Annual EEO Public File Report
Covering the Period from 4/1/2019 through 3/31/2020

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

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	8
B	Butler University	Career Services	4600 Sunset Ave, Indianapolis, IN 46208		N	6
C	Civil Rights Commission	Paula Barnett	IN Govt Center N, Indianapolis, IN 46202	317-232-2600	N	0
D	Current Employee	N/A	N/A		N	0
E	Employee Referral	N/A	N/A		N	8
F	Former Intern	N/A	N/A		N	2
G	Indeed	N/A	www.indeed.com			15
H	Indiana Career Connect	N/A	10 N Senate Ave, Indianapolis, IN 46202		N	4
I	Indiana Broadcasters Association	Sam Klemet	www.indianabroadcasters.org		N	5
J	Indiana University	Career Center	107 S Indiana Ave., Bloomington, IN 47405		N	5
K	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	2
L	IUPUI Career Center	Mary Dickerson	801 W Michigan St., Indianapolis, IN 46202	317-274-2554	N	0

M	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	18
N	MediaLine		www.medialinetalent.com		N	0
O	TVJobs	Mark Holloway	PO Box 4116, Oceanside, CA 92052	760-754-8177	N	10
P	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	21

Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2019 through 3/31/2020

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

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

	Date	Recruitment Initiative	Description
1	4/15/19	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates vacancy notices, including upper-level positions, to the Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.
2	5/6/19	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of operations, including news, production, sports and weather. During the Spring semester, the SEU hosted five interns from Ball State University and Indiana University. During the Summer semester, the SEU hosted six interns from Ball State University, Butler University and University of Indianapolis. During the Fall semester, the SEU hosted four interns from Ball State University and Butler University.
3	5/20/19	Participation in other activities designed by the station employment unit	The SEU hosted 21 students from Walker Career Center who had an interest in the broadcast industry. Time was spent watching a newscast and then having a discussion with news and production personnel regarding opportunities in the industry.

4	6/19/19	Participation in events sponsored by community organizations.	The SEU's HR Manager attended the Indiana Civil and Human Rights Conference held at the Sheraton Hotel in Indianapolis. The manager attended conference sessions on anti-harassment in the workplace, ADA compliance and FMLA administration.
4	7/18/19	Participation in job fairs	The SEU participated in the Indiana Broadcaster Association's Job Fair at the Indiana Black Expo Summer Celebration at the Indiana Convention Center. Current job openings and internship opportunities were shared with potential job applicants and resumes were collected. Job counseling was also provided to future broadcast employees.
5		Participation in events or programs sponsored by educational institutions	The SEU's News Director were panelists for Ball State University's annual Fall News Roundup. The purpose of the panel was to offer career advice and insights on how to prepare for the first media job. Attendees were over 75 current Junior and Senior media students.
6	10/23/19	Participation in job fairs	The SEU attended the 2018 Fall Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities available to college students.