

WPTA/WISE-TV
EEO PUBLIC FILE REPORT
April 1, 2020 - March 31, 2021

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
Producer	3, 5-9, 14, 16-23, 25, 27-28, 30-48, 50	43
Producer	3, 5-7, 13-14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	42
Producer	3, 5-7, 13-14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	13
Anchor / Multimedia Journalist	1, 3, 5-7, 10, 14, 16-19, 21-25, 27-34, 36-40, 42-48, 50	10
Account Executive	3, 5-7, 14, 16-19, 21-25, 27-28, 30-34, 36-48, 50	41
Multimedia Journalist	3, 5-7, 12, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-50	30
Multimedia Journalist	3, 5-7, 12, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-50	42
Creative Service Producer	3, 5-7, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	42
Weekend Sports Anchor	4-7, 14, 16-19, 21-25, 27-28, 30-34, 36-48, 50	41
Weekend Meteorologist	4-7, 11-12, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	12
Weekend Meteorologist	4-7, 11-12, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	11
Creative Service Producer	2, 4-7, 14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	2
Multimedia Journalist/ Feature Reporter	1, 4-7, 11, 14-19, 21-28, 30-34, 36-40, 42-48, 50	11
Traffic Coordinator	4-7, 10, 13-14, 16-19, 21-25, 27-28, 30-34, 36-40, 42-48, 50	13
Director	4-7, 10, 14, 16-19, 21-25, 27-28, 30-34, 36-48, 50	10

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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	Agency Referral	N	2
2	Ascend Indiana Jobs- Not Directly Contacted by SEU	N	1
3	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-2436 Email : mrharlan@bsu.edu Marisha Renee Harlan Prong 2 Ended Date: 4/14/2020	N	0
4	Ball State University 2000 West University Avenue Muncie, Indiana 47306 Phone : 765-285-2436 Marisha Renee Harlan Manual Posting	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	College-Ivy Tech Community College 3800 North Anthony Boulevard Fort Wayne, Indiana 46805 Phone : 260-480-4223 Email : rmc michael3@ivytech.edu Joe McMichael	Y	0
7	College-Ivy Tech Community College-Warsaw Campus 3755 Lake City Highway Warsaw, Indiana 46580 Phone : 574-267-5428 Email : jbaker86@ivytech.edu Joyce Baker	Y	0
8	Common Place 514 South Shelley Street Peoria, Illinois 61605 Phone : 309-674-3115 Email : info@commonplacepeoria.org Nancy Rakoff	N	0
9	Corporate Recruiter	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Current Employee	N	5
11	Current Employee/Internal Promotion	N	2
12	Employee Referral	N	2
13	Former Employee	N	2
14	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : emulugeta@fwurbanleague.org Fax : 1-260-745-0405 Etse Mulugeta	Y	0
15	Google Jobs - Not Directly Contacted by SEU	N	1
16	Handshake 600 4th Street #113 San Francisco, California 94107 Url : https://app.joinhandshake.com/ Cindy Bennett Manual Posting	N	0
17	Huntington University 2303 College Avenue Huntington, Indiana 46750 Email : msmith@huntington.edu Martha Smith	Y	0
18	Indeed 6433 Champion Grandview Way Austin, Texas Phone : 1(800)462-5842 Robert Faulkner Manual Posting	N	5
19	Indiana Broadcasters Association 3003 E 98th St # 161 Indianapolis, Indiana 46280 Phone : 248-229-6898 Url : www.indianabroadcasters.org Dave Arland Manual Posting	N	1
20	Job Fair	N	1

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21	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
22	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
23	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0
24	KVOA- Angela Betzhold P.O. Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
25	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
26	LinkedIn / Word of Mouth	N	1
27	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0

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28	Northeast Indiana Regional Partnership 200 East Main Street Suite 910 Fort Wayne, Indiana 46802 Phone : 260.469.3468 Url : www.neindiana.com/jobs Jaclyn Goldsborough Manual Posting	N	0
29	Previous Applicant	N	1
30	QMI- Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley Van Ness	N	6
31	Quincy Media Corporate Website 130 S 5th St Quincy, Illinois 62301 Phone : 217-221-3418 Url : https://quincymediarecareers.com Lesley Van Ness Manual Posting	N	1
32	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	7
33	University of St. Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7700 Email : jmartin@sf.edu Jane Martin	Y	0
34	WAOW - Aimee Paszkot 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : apaszkot@waow.com Aimee Paszkot	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
35	Wayne Township Trustee Office 320 East Superior Street Fort Wayne, Indiana 46802 Phone : 260-449-7000 Email : information@waynetwp.org James Graham	N	0
36	WBNG- Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 6075847223 Email : cgarger@wbngtv.com Kate Garger	N	0
37	WEEK- Mary Shawgo 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096933784 Url : www.week.com Email : mshawgo@week.com Mary Shawgo	N	0
38	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
39	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
40	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
41	Word of Mouth Referral	N	11

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	WPTA Internal Posting 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 2604070064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	3
43	WPTA Website 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : http://www.wpta21.com Cindy Bennett Manual Posting	N	13
44	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
45	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-274-9006 Email : amoubray@qni.biz Amber Moubray	N	0
46	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
47	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

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48	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
49	YouTube - Not Directly Contacted by SEU	N	1
50	YWCA of Northeast Indiana 2417 Fairfield Avenue Fort Wayne, Indiana 46807 Phone : 260-424-7977 Email : mkocks-hamrick@ywcaerew.org Marty Kocks-Hamrick	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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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	6/22/2020	Establishment of an intern program designed to assist members of the community	WPTA / WISE TV offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of Journalism, Broadcasting, Communication and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. The station hosted two student internships during the Spring of 2020 through March 31, 2021. We had two Telecommunication, Ball State University students, both interned with the Creative Services department. All the Quinterns learned a lot from the experience and appreciated the opportunity. One of the Quinterns was hired by WPTA at the end of their internship.	2	News Director Creative Services Director
2	9/23/2020	Provision of training to management	The station organized a Multicultural Competency Training / News Diversity workshop for the News department and other employees. This was a Christiana Taylor workshop which was organized on zoom and it was to educate the News team about diversity and how to cover the news with an eye on racial and cultural considerations.	45	News Director VP/GM News Department
3	10/17/2020	Participation in Job Fairs	WPTA / WISE-TV successfully participated in the Broadcasters Virtual Career/ Internship Fair. The stations contributed a specified amount of booth rental for the Broadcasters Virtual Fair. The Fair was attended by WPTA's News Director, Jonathan Shelley on October 17, 2020, collecting resumes and interviewing qualified candidates.	1	News Director

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4	2/25/2021	Participation in Job Fairs	WPTA / WISE-TV received a certification of participation for the 2021 Broadcasters Virtual Career Fair. The Career Fair was attended by the New Director on February 25, 2021. The stations successfully participated in the Virtual Career/ Internship Fair by contributing a specified amount of booth rental, and collecting resumes and interviewing qualified candidates.	1	News Director
5	3/28/2021	Participation in events sponsored by community groups	WPTA's Anchor and chief investigative reporter was a featured speaker today as part of the national convention (held virtually this year) of the National Electronic Media Association. The organization aims to “enhance the development of college students preparing for careers in electronic media industries. We connect students with practicing professional; emphasize industry ethics, diversity, and inclusiveness; and promote opportunities for excellence in leadership, community service, and production.	1	Anchor and Chief Investigator