

I. VACANCY LIST

[illegible]

WNDU-TV
EEO PUBLIC FILE REPORT
April 01, 2019 – March 31, 2020

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	Ball State University Cindy Hershman Career Center Lucina Hall 220 Muncie, IN 47306 P: 765-285-2436 / F: 765-285-3757 clhershman@bsu.edu (via email only)	Y	0
2	MSU / Career Services @ the Stadium Josie Lopez 290 Spartan Way East Lansing, MI 48824-5005 P: 517-884-1305 / F: 517-353-2597 Lopezjo3@msu.edu (via email only)	Y	0
3	Montana State University Sharon Falkenstein P: 406-994-4353 www.myinterfase.com/montanastate/employer/home.aspx (only thru site)	Y	0
4	Northern Michigan University John Frick 1401 Presque Isle Ave Marquette, MI 49855 P: 906-227-2800 / F: 906-227-2807 careers@nmu.edu (via email)	Y	0
5	South Bend (City of) Mary Ramsdell City of South Bend 227 W Jefferson Blvd, 12 th Floor P: 574-235-9935 / F: 574-235-9928 (Via fax only)	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	South Bend Community School Corporation Shelley Bell 215 S St. Joseph Street South Bend, IN 46601 P: 574-283-8159 / F: 574-283-8162 sbell@sbcsc.k12.in.us (via email only)	Y	0
7	Southern Illinois University Missy Houghland Siuc MC 4703 Carbondale, IL 62901 P: 618-453-2391 / F: 618-453-7714 missyh@siu.edu or postjobs@siu.edu	Y	0
8	St. Mary's College Career Crossings Office 31 Spes Unica, Room 114 Notre Dame, IN 46556 P: 574-284-4775 / F: 574-284-4875 cco@saintmarys.edu (via email only)	Y	0
9	TV Jobs Mark Holloway PO Box 4116 Oceanside, CA 92052 P: 760-754-8177 / F: 760-754-2115 info@tvjobs.com or www.tvjobs.com	Y	0
10	USI John Morris 8600 University Blvd Evansville, IN 47712 P: 812-461-5201 / F: 812-461-5261 jmmorris@usi.edu (via email only)	Y	0
11	WorkOne Jim Laughlin 430 Waterfall Drive Elkhart, IN 46516 P: 574-237-9675 x1091 / F: 574-239-2659 ahairston@jobsorksinc.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Handshake Columbia College Chicago University of Nebraska at Kearney University of Central Missouri Marquette University Ferris State University Boston University Eastern Michigan University The Ohio State University Department of Athletics Calvin College University of Wisconsin Oshkosh St. Olaf College Aquinas College Saint Louis University Oakland University Metropolitan State University Butler University The University of Michigan Minnesota State University, Mankato Gustavus Adolphus College Valparaiso University DePaul University The University of Chicago Concordia College Augustana College North Central College The University of Akron Cornerstone University Wichita State University	N	0
13	One Stop / Simplicity.com Northwestern University / Medill School of Journalism University of Notre Dame Boston University, School of Management Boston University, College of Engineering Boston University, College of Communication	N	0
14	WNDU.com / https://gray.tv/index.php?page=search-jobs	N	1
15	Gray Television - PeopleMatter https://gray.tv/index.php?page=search-jobs	N	2
16	Internal Promotion and/or Posting	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Indiana Broadcaster Association Job Bank (IBA)	N	
18	Indeed.com	N	
19	Linked In	N	4
20	Nowhiring.com	N	
21	Referral/Walk-in	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Date: Fall Semester 2019 Event: WNDU Internship Place: WNDU Studios Attended: Production Manager and General Sales Manager Purpose: Allowed college students to receive hands on training while fulfilling credit for class. Students were able to learn while being placed along side employees during day to day operations.
2	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Date: Jan – Feb 2020 Event: IBA Scholarship Place: On our website, studio and On Air Attended by: General Manager, Promotions Manager Purpose: Helped sponsor and aired promotional spots for the IBA scholarship. Through the IBA Foundation, college scholarships are offered to worthy students who are pursuing a degree in the field of broadcasting. IBA works cooperatively with Indiana institutions that offer broadcasting programs, annually funding several scholarships that help students with education expenses.
3	Job Fairs	Date: Thursday 1/30/20 Event: Community Engagement & Internships Fair Place: Holy Cross College, Notre Dame, IN Attended by: General Manager and Producer. Purpose: Was able to meet with students in a

		venue where they wanted to learn about opportunities available at our organization and/or the industry. Was able to distribute information on the criteria to be hired for our open positions and/or future positions that may become available.
4	EEO Training	<p>Date: June 20, 2019</p> <p>Event: EEO Training</p> <p>Place: Station / Webinar</p> <p>Attended by: Executive Administrative Assistant</p> <p>Purpose: Training on EEO standards and procedures to make sure that all requirements are up to date and being followed.</p>