

## I. VACANCY LIST

[illegible]

**WNDU**  
**EEO PUBLIC FILE REPORT**  
**April 01, 2020 – March 31, 2021**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Ball State University Cindy Hershman Career Center Lucina Hall 220 Muncie, IN 47306 P: 765-285-2436 / F: 765-285-3757 <a href="mailto:clhershman@bsu.edu">clhershman@bsu.edu</a> (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 <a href="mailto:Lopezjo3@msu.edu">Lopezjo3@msu.edu</a> (via email only)	Y	0
3	Montana State University Sharon Falkenstein P: 406-994-4353 <a href="http://www.myinterfase.com/montanastate/employer/home.aspx">www.myinterfase.com/montanastate/employer/home.aspx</a> (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 <a href="mailto:careers@nmu.edu">careers@nmu.edu</a> (via email)	Y	0
5	South Bend (City of) Mary Ramsdell City of South Bend 227 W Jefferson Blvd, 12 <sup>th</sup> Floor P: 574-235-9935 / F: 574-235-9928 (Via fax only)	Y	0

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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 <a href="mailto:sbell@sbcsc.k12.in.us">sbell@sbcsc.k12.in.us</a> (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 <a href="mailto:cco@saintmarys.edu">cco@saintmarys.edu</a> (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 <a href="mailto:jmmorris@usi.edu">jmmorris@usi.edu</a> (via email only)	Y	0
11	WorkOne Jim Laughlin 430 Waterfall Drive Elkhart, IN 46516 P: 574-237-9675 x1091 / F: 574-239-2659 <a href="mailto:ahairston@jobsorksinc.org">ahairston@jobsorksinc.org</a>	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 / <a href="https://gray.tv/index.php?page=search-jobs">https://gray.tv/index.php?page=search-jobs</a>	N	3
15	Gray Television - PeopleMatter <a href="https://gray.tv/index.php?page=search-jobs">https://gray.tv/index.php?page=search-jobs</a>	N	0
16	Internal Promotion and/or Posting	N	0

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17	Indiana Broadcaster Association Job Bank (IBA)	N	0
18	Indeed.com	N	4
19	Linked In	N	5
20	Nowhiring.com	N	0
21	Referral/Walk-in	N	4
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			16

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	November 19, 2020.  Office Manager participated in a Webinar for EEO Rules and updates hosted by Joan Stewart of Wiley Rein, LLP.
<b>2</b>	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	General Manager and other hiring managers reviewed/ranked application submissions to the Indiana Broadcaster Association (IBA) scholarship for media students. Station also contributed money to be put into the IBA scholarship fund.
<b>3</b>	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	July 9 - August 4, 2020 – our General Manager participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.