

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2016 - March 31, 2017

Station Included in Report: WRTV-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
Common Sources					
C1	Employee Referral				17
C2	Internal Candidate / WorkLife				20
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			94
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	6
C6	America's Job Exchange	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C8	SimplyHired.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C9	Oodle.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C10	Job.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C11	AboutJobs.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C12	Trovit U.S.	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C13	TheLadders - Jobs need: Min 40K , Full Time	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

EEO PUBLIC FILE REPORT

C14	Flexjobs.com (Flexible schedule jobs only)	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C15	JuJu.com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C19	National Association of Black Journalists	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C27	MediaBistro	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C37	Monster.com (14 days) US Locations	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	1
C43	Rensselaer Polytechnic Institute Career Development Center	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C49	Indeed.com Sponsored Jobs 200 Click	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	3
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		1
C91	Careerbuilder US	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	2
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		1
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		43
C98	Twitter	1355 Market Street Suite 900 San Francisco, CA 94103	www.twitter.com		
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	5
C116	Online Sports.Com	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C130	Face-to-face Networking				14

EEO PUBLIC FILE REPORT

C131	Agency/Search Firm				6
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		34
C146	Development Test Emedia	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	
C147	testing once more	SmartPost job board aggregator	Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com	808-260-9055	

Local Sources

L1	I.U.P.U.I.*	815 W. Michigan St. Room 3128 Indianapolis, IN 46202	Tim Swain timswain@iupui.edu http://employment.iupui.edu	317-274-4577	
L2	Indiana Broadcasters Association	600 E. Carmel Drive Carmel , IN 46032	Sam Klemet sam@indianabroadcasters.org indianabroadcasters.org	317-770-0970	
L3	Indiana Association of Black Journalist		Steve Jefferson theiabjchapter@gmail.com, sjefferson@wthr.com http://iabj.net/	317-332-7948	
L4	Indianapolis Urban League	777 Indiana Ave Indianapolis, IN 46202	Kim Simmons info@indplsul.org	317-693-7603	
L5	University of Indianapolis	1400 E Hanna Ave Indianapolis, IN 46227	Whit Bones bonesw@unindy.edu www.uindy.edu/professional-edge	317-788-2389	

Total Number of Interviewees Referred: 249

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Account Exec, Integrated	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C116, L2, L3	C3
Building Maintenance Tech IV	C1, C2, C3, C5, C69, C130, C131, C132, C134	C2
Director III	C1, C2, C3, C5, C69, L2, L3	C3
Editor II	C1, C2, C3, C5, C69, C130, C131, C132, C134, L2, L3	C3
Exec Producer	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C100, C130, C132, L1, L2, L3	C2
Maintenance Engineer III	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, C69, C97, L2	C97
Maintenance Engineer III	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, L2, L3	C3
Master Control Hub Op	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, L2, L3	C130
Master Control Hub Op	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134, L2	C2
Multimedia Journalist	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C3
News Producer	C1, C2, C3, C5, C49, C95, C97, C98, L2, L3	C1
News Producer	C1, C2, C3, C5, C49, C95, C97, C98, L2, L3	C1
News Producer	C1, C2, C3, C5, C49, C95, C97, C98, L2, L3	C3
Photographer II	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C3
Photographer II	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134	C1
Producer, Creative Services	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L2	C2
Producer, Creative Services	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134, L2	C1
Receptionist	C1, C2, C3, C5, C10, C69, C91, C95, C97, C98, C130, C131, C132, C134, L2	C134
Sales Assist III (TV)	C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C116, C130, C131, C132, C134, C146, C147, L2, L3	C3
Studio Tech I	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, C49, L2	C2
Studio Tech I	C1, C2, C3, C6, C8, C9, C10, C11, C12, C13, C14, C15, L2	C2

EEO PUBLIC FILE REPORT

II. Full-Time Vacancies Filled During the Reporting Period

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Weekend Anchor, MMJ	C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C130, C131, C132, C134, L2	C131

EEO PUBLIC FILE REPORT

III. Non-Vacancy Specific Recruitment Efforts During Reporting

<p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p>	<p>Human Resource Business Partner, Jimmy Love attended Indiana Broadcasters Association (IBA) Fall Career Fair. Recruiting for Sales, News, and Engineering open positions. Saturday October 1, 2016.</p>
<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>Investigative Multi Media Journalist Kara Kenny participated a panelist for the Indiana Association of Cities and Towns Media Workshop.</p>
	<p>Chief Meteorologist Kevin Gregory held Weather Camp's in Brownsburg, Carmel, Fishers, with over 150 kids attending learning about various weather systems, meteorology and equipment used to forecast the weather.</p>
	<p>Meteorologist Ashley Brown, participated in the Arlington High School summer media camp, involving all girls, which included tours of the station reviewing equipment used to forecast weather, green screen with animations, various weather systems.</p>
	<p>Chief Meteorologist Kevin Gregory, hosted a meteorology class from Ball State University for a studio tour and career talk.</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Hosted Junior student from Franklin College, Franklin Indiana, for 12 weeks in Summer from June to August 2016, learning various careers in the newsroom; Producers, Content Coordinators, Multi Media Anchors and Reporters, Photographers, and Digital Web Producing, Assignment Editors.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Center for Leadership Development Minority Achievement Awards, RTV6 presented a \$4000.00 college scholarship through Scripps Howard Foundation Community Fund.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Head Investigator Multi Media Journalist Rafael Sanchez, Investigative Multi Media Reporter Paris Lewbel and News Director Terri Cope-Walton attended Ball State University guest speakers on journalism and the first amendment. Then afterwards all three met with students regarding careers and toured their new Media Lab.</p>
<p>Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.</p>	<p>Multi media journalist Lauren Casey was guest speaker for Career Day Center Grove Middle School North</p>
	<p>Multi Media Journalist, Call 6 Head Investigator was a presenter for journalism class at IUPUI, Indiana University Perdue University, Indianapolis.</p>