

**WFIE-TV  
14NEWS**

**EEO PUBLIC FILE REPORT  
Period Covered April 1, 2017 - March 31, 2018**

**Recruitment Sources Used for Full-Time Vacancies (See Attachment A)**

<u>Position</u>	<u>Recruitment Resources</u>	<u>Hiring Source</u>
Reporter/MMJ	1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-30, 32-35, 37-38, 50	41
Marketing Producer	1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-30, 32-35, 37-38, 50	34
Success Manager	1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35, 37-38	40
Technical Director	1-5, 8-9, 11, 13-14, 16, 18-20, 22, 24-26, 29-30, 32-35, 37-38	26
Reporter/MMJ	1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35, 37-38	34
Reporter/MMJ	1-4, 8-9, 11, 13-14, 16, 18-20, 22, 24-26, 28-29, 32-35, 37	48
Success Manager	1, 4-5, 8, 11, 13-16, 18-20, 22-26, 28-29, 32-35, 38	40
Senior Digital Sales Specialist	1, 4-5, 8, 11, 13-16, 18-20, 22-26, 28-29, 32-35, 38	15
Media Planner	1, 4-5, 8, 11, 13-16, 18-20, 22-24, 26, 28-29, 32-35, 38	40
Success Manager (2)	1, 4-5, 8, 11, 13-16, 18-20, 22-24, 26, 28-29, 32-35, 38	15, 15
Reporter/Anchor	1, 4-5, 8, 11, 13-14, 16, 18-20, 22-24, 26, 28-29, 32-35, 38	49
Reporter/MMJ	1, 4-5, 8, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35	40
Sports Director/Reporter	1, 4-5, 8, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35	34

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### II. MASTER LIST OF RECRUITMENT SOURCES

\*Sources with an asterisk (\*) denote organizations that requested notification of job vacancies

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
<b>COMMUNITY SOURCES</b>						
1	Ball State University			<a href="https://bsu-csm.symplicity.com/employers/">https://bsu-csm.symplicity.com/employers/</a>		1
2	Butler University			<a href="https://butler.experience.com/emp/sblogin">https://butler.experience.com/emp/sblogin</a>		
3	DePauw University			<a href="https://depauw-csm.symplicity.com/employers/">https://depauw-csm.symplicity.com/employers/</a>		
4	Eastern Illinois University			<a href="https://eiu-csm.symplicity.com/employers/">https://eiu-csm.symplicity.com/employers/</a>		
5	Harrison College			<a href="http://www.harrison.edu/about-harrison/employers/hireharrison-for-employers">http://www.harrison.edu/about-harrison/employers/hireharrison-for-employers</a>		
6	Illinois Center for Broadcasting	Don Clark	dclark@beonair.com			
7	Indiana Broadcasters Association			<a href="http://www.indianabroadcasters.org/">http://www.indianabroadcasters.org/</a>		
8	Indiana Public Radio	Gregory Smith	jrgss@hofstra.edu			
9	Indiana-Purdue Ft. Wayne			<a href="https://ipfw-csm.symplicity.com/employers/index.php">https://ipfw-csm.symplicity.com/employers/index.php</a>		
10	Indiana University			<a href="https://iucd-csm.symplicity.com/employers/">https://iucd-csm.symplicity.com/employers/</a>		
11	Indiana State University			<a href="https://www.myinterfase.com/indstate/employer">https://www.myinterfase.com/indstate/employer</a>		
12	ITT Technical Institute	David Tucker	DTucker4@itt-tech.edu			
13	Ivy Tech Community College			<a href="http://www.ivytech.edu/jobzone/southwest.html">http://www.ivytech.edu/jobzone/southwest.html</a>		
14	Kentucky Broadcasters Association	Laura Cole	kba@kba.org			
15	Linked In	Jenny Renfrow Donna Tadlock	jrenfrow@raycommmedia.com dtadlock@raycommmedia.com	<a href="https://www.myinterfase.com/missouristate/employer/home.aspx">https://www.myinterfase.com/missouristate/employer/home.aspx</a>		12
16	Missouri State University			<a href="https://murraystate.experience.com/emp/sblogin">https://murraystate.experience.com/emp/sblogin</a>		1
17	Murray State University					
18	Northwestern University			<a href="https://northwestern-csm.symplicity.com/employers/">https://northwestern-csm.symplicity.com/employers/</a>		
19	Oakland City University	Oakland City University Nikolas John	careerservices@oak.edu njohn@oak.edu			

20	Purdue University				<a href="https://purdue-csm.symplicity.com/employers/">https://purdue-csm.symplicity.com/employers/</a>	
21	Southern Illinois University				<a href="https://siuc.experience.com/emp/sblogin">https://siuc.experience.com/emp/sblogin</a> or <a href="https://butler.experience.com/emp/sblogin">https://butler.experience.com/emp/sblogin</a>	
22	University of Evansville				<a href="https://evansville-csm.symplicity.com/employers/index.php">https://evansville-csm.symplicity.com/employers/index.php</a>	
23	University of Missouri-St. Louis				<a href="http://www.urmsl.edu/depts/career/Employers/index.html">http://www.urmsl.edu/depts/career/Employers/index.html</a>	
24	University of Southern Indiana				<a href="https://usi-csm.symplicity.com/employers/">https://usi-csm.symplicity.com/employers/</a>	1
25	Vincennes University				<a href="https://vinu-csm.symplicity.com/employers/">https://vinu-csm.symplicity.com/employers/</a>	
26	Western Kentucky University				<a href="https://wku-csm.symplicity.com/employers/">https://wku-csm.symplicity.com/employers/</a>	1
27	Indiana Career Connect				<a href="https://www.indianacareerconnect.com/vosnet/Default.aspx">https://www.indianacareerconnect.com/vosnet/Default.aspx</a>	
28	WFIE Website	Digital Department			<a href="http://www.14news.com">www.14news.com</a>	1
29	AAF-Greater Evansville	Sharon Shumate			<a href="mailto:info@aafev.org">info@aafev.org</a>	
30	Asian American Journalists Association				<a href="https://customer9867c50f.portal.production.membersuite.com/login.aspx">https://customer9867c50f.portal.production.membersuite.com/login.aspx</a>	
31	Medialine	Rich			<a href="http://medialine.com/jobssubmit.htm">http://medialine.com/jobssubmit.htm</a>	706-364-7564
32	National Association of Hispanic Journalist				<a href="http://www.nahjcareercenter.com/recruiters">http://www.nahjcareercenter.com/recruiters</a>	
33	NAJA	Debra Valentino Rebecca Landsberry			<a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a> <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>	
34	Raycom Media, Inc.				<a href="http://careers-raycommedia.icims.com">careers-raycommedia.icims.com</a>	6
35	South Asian Journalists Association	Sree Screenivasan			<a href="mailto:saja@columbia.edu">saja@columbia.edu</a>	212-854-5979
36	TVjobs.com				<a href="https://www.tvjobs.com/cgi-bin/global/login.cgi?referrer=managejobs">https://www.tvjobs.com/cgi-bin/global/login.cgi?referrer=managejobs</a>	1
37	Work in Entertainment				<a href="http://www.workinentertainment.com/employer.asp">http://www.workinentertainment.com/employer.asp</a>	
38	WFIE Internal bulletin board posting	Jay Hiett				
39	WFIE on-air job announcement	Riley Fugate				
40	Employee referral					17
41	Client Referral					4
<b>ADDITIONAL SOURCES</b>						
42	Internal Candidate					
43	indeed.com					3
44	evansvillejobs.com					
45	glassdoor.com					1
46	Monster.com					
47	Ball State Career Fair					1

48	STAA.com						1
49	Not Posted Source						2
50	TVB.org			TVB.org			
<b>TOTAL:</b>							<b>53</b>

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Listing of Upper-Level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

National Association of Hispanic Journalists  
Native American Journalists Association  
South Asian Journalists Association

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

During the reporting period the station offered internships to 3 students in News from the following colleges: Ball State University and University of Louisville

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Joe Schlaerth, News Director  
Jeff Lyons, Chief Meteorologist  
Christi Reynard, Assistant News Director  
Jackie Monroe, Anchor  
Dan Katz, Anchor  
Beth Sweeney, Anchor  
Randy Moore, Anchor

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: Continuous

Describe Nature of Initiative:

EEO on air job announcement

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE airs the following :30 spot once per quarter for a two-week period:

“WFIE, A Raycom Media Station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community.

As part of this effort, we encourage qualified community organizations to become part of a full time job opportunity notification mailing list.

If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you.

We would then notify you of each full time opening and ask you to refer individuals to us for consideration. Send your requests to: Samantha Snyder at 433-3440.”

Names of Station Personnel involved in Initiative:

Samantha Minor, {formerly Samantha Snyder} EEO Compliance Officer  
Kim Spaetti, Traffic Liaison  
Riley Fugate, Marketing Producer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: April 2017 - September 2017

Describe Nature of Initiative:

Job shadow for individual students at WFIE

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 7 students, from varies local schools and organizations and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Jeff Lyons, Chief Meteorologist  
Jason Gravens, Operations Manager  
Christi Reynard, Assistant News Director  
Joe Schlaerth, News Director  
Hillary Simon, {former} Reporter/MMJ  
Ted Haycraft, Master Control Supervisor



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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: April 5, 2017

Describe Nature of Initiative:

Attended Ivy Tech Community College's School of Technology Career Fair 2017 to recruit graduates and intern possibilities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE participated in the job fair for current & graduated Ivy Tech students to discuss careers and internship opportunities in all departments with the EEO compliance officer.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Jason Gravens, Operations Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: April 7, 2017

Describe Nature of Initiative:

Attended Boonville High School's Career Day 2017

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE participated in the career day for current Boonville High School students.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Byron Douglas, Sunrise Meteorologist

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: April 21, 2017

Describe Nature of Initiative:

Spring 2017 Junior Achievement 8<sup>th</sup> Grade Job Shadow Day

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 10 students from North Junior High School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, Anchor  
Hillary Simon, {former} Reporter/MMJ  
Byron Douglas, Meteorologist  
Kim Spaetti, Traffic Department  
Jay Hiatt, General Manager  
Heather McKinney, Digital Marketing Manager  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Local Sales Manager  
Cassandra Curry, Production  
Ted Haycraft, Master Control Operator  
Samantha Minor, EEO Compliance Officer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: May 17, 2017

Describe Nature of Initiative:

St. Wendel 5<sup>th</sup> Grade Class - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from St. Wendel and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Erin Meyer, {former} News Anchor  
Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Transactional Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jennifer Hoffman, Digital Success Manager/Midday Producer  
Samantha Minor, EEO Compliance Officer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: May 24, 2017

Describe Nature of Initiative:

Haubstadt Students - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 10 students from Haubstadt, IN and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Local Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jennifer Hoffman, Digital Success Manager/Midday Producer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: June 13, 2017

Describe Nature of Initiative:

Boy Scout Troop 240 - Oakland City

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 10 students from Boy Scout Troop 240 and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Erin Meyer, New Anchor  
Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Local Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jennifer Hoffman, Digital Success Manager/Midday Producer  
Samantha Minor, EEO Compliance Officer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: August 28, 2017

Describe Nature of Initiative:

Tour for Clifford and Tyler Renner (Homeschooled)

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted Clifford and Tyler Renner and expose them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Local Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jennifer Hoffman, Digital Success Manager/Midday Producer

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: October 7, 2017

Describe Nature of Initiative:

Indiana Broadcasters Association Fall Career Day

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE attended the 2017 IBA Fall Career Fair to prospect future employees and/or interns.

Names of Station Personnel involved in Initiative:

Christi Reynard, Assistant News Director



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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: October 17, 2017

Describe Nature of Initiative:

FCC EEO Refresher Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended training for FCC EEO Refresher.

Names of Station Personnel involved in Initiative:

Samantha Minor, Administrative Assistant  
Jay Hiatt, General Manager  
Sarah Glaser, Business Office Coordinator

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: November 28, 2017

Describe Nature of Initiative:

Covington & Burlington FCC EEO Training

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attended Covington & Burlington FCC EEO Training

Names of Station Personnel involved in Initiative:

Samantha Minor, Administrative Assistant  
Jay Hiatt, General Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: December 1, 2017

Describe Nature of Initiative:

“Falcon News”, School news program at Pride Elementary in Madisonville, KY

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 12 students from Pride Elementary School in Madisonville, KY and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Kim Spaetti, Traffic Department  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Heather McKinney, Digital Marketing Manager  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Local Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: January 23, 2018

Describe Nature of Initiative:

Attended Indiana University's Winter Career Fair to recruit graduates and intern possibilities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE participated in the job fair for current & graduated Indiana University students to discuss careers and internship opportunities in all departments with the News Director.

Names of Station Personnel involved in Initiative:

Joe Schlaerth, News Director  
Kate O'Rourke, Reporter/MMJ

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: February 21, 2018

Describe Nature of Initiative:

Attended University of Southern Indiana's Spring Career Fair to recruit graduates and intern possibilities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE participated in the job fair for current & graduated University of Southern Indiana students to discuss careers and internship opportunities in all departments with the EEO compliance officer & Operations Manager.

Names of Station Personnel involved in Initiative:

Samantha Minor, EEO Compliance Officer  
Jason Gravens, Operations Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: March 23, 2018

Describe Nature of Initiative:

Pike County Homeschooled Students #1 - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from a Pike County Homeschooled group and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Transactional Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jay Hiatt, General Manager

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: March 24, 2018

Describe Nature of Initiative:

Attended Indiana Broadcasters Association Spring Career Day to recruit graduates and intern possibilities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE attended the 2018 IBA Spring Career Day to prospect future employees and/or interns.

Names of Station Personnel involved in Initiative:

Joe Schlaerth, News Director

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: March 26, 2018

Describe Nature of Initiative:

Pike County Homeschooled Students #2 - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from a Pike County Homeschooled group and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiatt, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Transactional Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jay Hiatt, General Manager



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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event: March 30, 2018

Describe Nature of Initiative:

Pike County Homeschooled Students #3 - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from a Pike County Homeschooled group and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor  
Byron Douglas, Meteorologist  
Jay Hiett, General Manager  
Jason Gravens, Operations Managers  
Todd Tipton, Marketing Producer  
Cassandra Curry, Production  
Lisa Teague, Local Sales Manager  
Robbie Godeke, Transactional Sales Manager  
Lori Coole, Digital Sales Manager  
Brook Arnold, General Sales Manager  
Jay Hiett, General Manager