**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)

<table>
<thead>
<tr>
<th>Position</th>
<th>Recruitment Resources</th>
<th>Hiring Source</th>
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<tbody>
<tr>
<td>Reporter/MMJ</td>
<td>1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-30, 32-35, 37-38, 50</td>
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<td>Marketing Producer</td>
<td>1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-30, 32-35, 37-38, 50</td>
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<td>Success Manager</td>
<td>1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35, 37-38</td>
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<td>Technical Director</td>
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<td>Reporter/MMJ</td>
<td>1-5, 8-9, 11, 13-14, 16, 18-20, 22-26, 28-29, 32-35, 37-38</td>
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<td>Reporter/MMJ</td>
<td>1-4, 8-9, 11, 13-14, 16, 18-20, 22, 24-26, 28-29, 32-35, 37</td>
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<td>Success Manager</td>
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<td>Senior Digital Sales Specialist</td>
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<td>Media Planner</td>
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<td>Success Manager (2)</td>
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<td>Reporter/Anchor</td>
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<td>Sports Director/Reporter</td>
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## II. MASTER LIST OF RECRUITMENT SOURCES

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

<table>
<thead>
<tr>
<th>Source Number</th>
<th>Organization</th>
<th>Contact Person</th>
<th>Mailing/Email Address</th>
<th>Website</th>
<th>Phone Number</th>
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<td>1</td>
<td>Ball State University</td>
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<td><a href="https://bsu-csm.symplicity.com/employers/">https://bsu-csm.symplicity.com/employers/</a></td>
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<td>Eastern Illinois University</td>
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<td>5</td>
<td>Harrison College</td>
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<td>6</td>
<td>Illinois Center for Broadcasting</td>
<td>Don Clark</td>
<td><a href="mailto:dclark@beonair.com">dclark@beonair.com</a></td>
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<td><a href="http://www.indianabroadcasters.org/">http://www.indianabroadcasters.org/</a></td>
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<td>8</td>
<td>Indiana Public Radio</td>
<td>Gregory Smith</td>
<td><a href="mailto:jmgss@hofstra.edu">jmgss@hofstra.edu</a></td>
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<td>12</td>
<td>ITT Technical Institute</td>
<td>David Tucker</td>
<td><a href="mailto:DTucker4@itt-tech.edu">DTucker4@itt-tech.edu</a></td>
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<td>Ivy Tech Community College</td>
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<td><a href="http://www.ivytech.edu/jobzone/southwest.html">http://www.ivytech.edu/jobzone/southwest.html</a></td>
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<td>Laura Cole</td>
<td><a href="mailto:kba@kba.org">kba@kba.org</a></td>
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<td>Jenny Renfrow</td>
<td><a href="mailto:jrenfrow@raycommedia.com">jrenfrow@raycommedia.com</a></td>
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<td>Donna Tadlock</td>
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<td>WFIE Website</td>
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<td>Medialine</td>
<td><a href="http://medialine.com/jobsSubmit.htm">http://medialine.com/jobsSubmit.htm</a> 706-364-7564</td>
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<td>Raycom Media, Inc.</td>
<td>careers-raycommedia.icims.com 6</td>
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<td><a href="mailto:saja@columbia.edu">saja@columbia.edu</a> 212-854-5979</td>
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<td><a href="http://www.workinentertainment.com/employer.asp">http://www.workinentertainment.com/employer.asp</a></td>
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<td>38</td>
<td>WFIE Internal bulletin board posting</td>
<td>Jay Hiett</td>
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<td>39</td>
<td>WFIE on-air job announcement</td>
<td>Riley Fugate</td>
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<td>40</td>
<td>Employee referral</td>
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<td>41</td>
<td>Client Referral</td>
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**ADDITIONAL SOURCES**

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<td>Internal Candidate</td>
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<td>Ball State Career Fair</td>
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TOTAL: 53
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 |
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
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
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
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
WFIE

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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
WFIE

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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Spring 2017 Junior Achievement 8th 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 Hiett, 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
III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

St. Wendel 5th 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 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
Jennifer Hoffman, Digital Success Manager/Midday Producer
Samantha Minor, EEO Compliance Officer
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 Hiett, 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 |
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 Hiett, 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
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
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
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 Hiett, General Manager
Sarah Glaser, Business Office Coordinator
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 Hiett, General Manager
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 Hiett, 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
III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Attend 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
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
WFIE

EEO PUBLIC FILE REPORT
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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 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
WFIE

EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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
WFIE

EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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 Hiett, General Manager
Jason Graves, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiett, General Manager
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