

**WFIE-TV
14NEWS**

**EEO PUBLIC FILE REPORT
Period Covered April 1, 2015 – March 31, 2016**

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

<u>Position</u>	<u>Recruitment Resources</u>	<u>Hiring Source</u>
National Sales/Traffic Coordinator	2, 5, 7, 8, 12, 14, 15, 19, 21, 27, 41-43, 45, 48, 49, 51	57
Assistant News Director	1-3, 5, 7-12, 14, 15, 19-22, 24-27, 41-43, 45-49, 51	47
Staff Engineer	1-3, 7-12, 14, 15, 17, 19, 20, 22, 26, 27, 41, 42, 44, 46-49, 51, 54	53
Account Executive	7, 8, 12, 14, 15, 19, 27, 41, 42, 48, 51	53
News Producer	1-5, 7-25, 27, 41-45, 47-49, 51, 55	41
Creative Services Producer	1-3, 5, 7, 8, 11, 12, 16, 17, 19-25, 27, 41-45, 47-49, 51	24
News Director	7, 8, 12, 14, 15, 19, 27, 41-49, 51, 55-56	15
Reporter/MMJ	7, 8, 12, 14, 15, 19, 41-49, 51, 55	47
Reporter/MMJ	7, 8, 12, 14, 15, 19, 42-49, 51, 55	47
Senior Digital Sales Specialist	7, 8, 12, 14, 15, 19, 27, 41-48, 51, 55	41
Photographer/MMJ	1, 2, 7, 13 - 15, 22, 24, 25, 27, 41-47, 49, 51, 55	41
Sales Assistant	8, 12-15, 19, 22, 24, 41-48, 51, 55	41
Executive Producer	8, 12, 14, 15, 19, 41-48, 51, 55	41
News Producer	8, 12, 14, 15, 19, 41-48, 51, 55	53
Sales Assistant	8, 12, 14, 15, 19, 41-48, 51, 55	15
Reporter/MMJ	1, 4, 7, 8, 11, 12, 14, 15, 19, 41-49, 51, 55	20
Sports Specialist/VJ	1, 8, 12-15, 19, 22, 24, 41-51, 55	15
Account Executive	7, 8, 12, 14, 15, 19, 41-48, 51, 55	53
Sales Assistant	7, 8, 12, 14, 15, 19, 22, 24, 41-48, 50, 51, 55	53
Sales Assistant	7, 8, 12, 14, 15, 19, 22, 24, 41-48, 50, 51, 55, 58	58
Digital Content Producer	1, 7, 8, 12-15, 18-20, 22, 24-26, 41-48, 50, 51, 55	68

Total Interviewees for all Positions: 126

Number of Referrals from Sources Used

[6] = 2; [7] = 2; [15] = 8; [20] = 1; [24] = 1; [41] = 20; [42] = 4; [47] = 24;
[49] = 3; [52] = 4; [53] = 35; [56] = 3; [57] = 1; [58] = 2; [59] = 1; [60] = 1;
[61] = 1; [62] = 1; [63] = 1; [64] = 1; [65] = 1; [66] = 7; [67] = 1; [68] = 1

Supplemental Outreach Activities

See Attached

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Listing of each 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):

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

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF 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 9 students in News from the following colleges: University of Southern Indiana, University of Evansville, Western Kentucky, and Indiana University.

Names of Station Personnel involved in Initiative:

Scott Galloway, [former] News Director
Joe Schlaerth, News Director
Joe Downs, Sports Director
Jeff Lyons, Chief Meteorologist
Jason Gravens, Operations Manager
Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF 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: Mallory Kiesler at 433-3440."

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 2015, October 2015, November 2015

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 three students, one from Daviess County High School, one from the University of Evansville and one from Central High School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Erin Meyer, Anchor
Laurel Rawden, Account Executive
Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 1, 2015

Describe Nature of Initiative:

Attended Evansville Job Fair hosted by WorkOne Southwest and Congressman Larry Bucshon/Senator Dan Coats 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 local community members to discuss careers and internship opportunities in all departments with the EEO compliance officers.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: September 23, 2015

Describe Nature of Initiative:

Attended USI's Fall CareerLINK 2015 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 USI current students to discuss careers and internship opportunities in all departments with the EEO compliance officer.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 23, 2016

Describe Nature of Initiative:

Attended University of Evansville's Career Day 2016 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 UE's current students to discuss careers and internship opportunities in all departments with the EEO Compliance Officer.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 24, 2016

Describe Nature of Initiative:

Attended University of Southern Indiana's Spring CareerLINK 2016 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 USI's current students to discuss careers and internship opportunities in all departments with the EEO Compliance Officer.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: March 17, 2016

Describe Nature of Initiative:

Ivy Tech Annual Career Day Job Fair

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

WFIE participated in the job fair for Ivy Tech's current students to discuss careers and internship opportunities in all departments with the EEO Compliance Officer.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer
Jason Gravens, Operations Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 24, 2015

Describe Nature of Initiative:

Spring 2015 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:

Mallory Kiesler, EEO Compliance Officer
Audra Levy, Digital Content Director
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Marie Young & Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Brandon Ridge, Marketing Director
Brook Arnold, General Sales Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: May 19, 2015

Describe Nature of Initiative:

Spring 2015 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 Plaza Park Middle School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer
Audra Levy, Digital Content Director
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Marie Young & Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Brandon Ridge, Marketing Director
Brook Arnold, General Sales Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: November 19, 2015

Describe Nature of Initiative:

Cedar Hall Community School "Next Generation of Leaders" group

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

WFIE hosted 12 students from Cedar Hall Community School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer
Audra Levy, Digital Content Director
Dan Katz, News Anchor
Erin Meyer, News Anchor
Byron Douglas, Meteorologist
Liz Evans, Executive Producer
Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Jason Gravens, Operations Managers
Brandon Ridge, Marketing Director
Brook Arnold, General Sales Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: December 2, 2015

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 10 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:

Mallory Kiesler, EEO Compliance Officer
Audra Levy, Digital Content Director
Dan Katz, News Anchor
Erin Meyer, News Anchor
Byron Douglas, Meteorologist
Liz Evans, Executive Producer
Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Jason Gravens, Operations Managers
Brandon Ridge, Marketing Director
Brook Arnold, General Sales Manager

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 19, 2016

Describe Nature of Initiative:

Spring 2016 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 Castle Junior High School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Mallory Kiesler, EEO Compliance Officer
Audra Levy, Digital Content Director
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Marie Young & Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Brandon Ridge, Marketing Director
Brook Arnold, General Sales Manager

WFIE-TV

EEO PUBLIC FILE REPORT

April 1, 2015 through March 31, 2016

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>
COMMUNITY SOURCES						
1	Ball State University			https://bsu-csm.symplicity.com/employers/		
2	Butler University			https://butler.experience.com/emp/sblogin		
3	DePauw University			https://depauw-csm.symplicity.com/employers/		
4	Eastern Illinois University			https://eiu-csm.symplicity.com/employers/		
5	Harrison College			http://www.harrison.edu/about-harrison/employers/hireharrison-for-employers		
6	Illinois Center for Broadcasting	Don Clark	dclark@beonair.com			2
7	Indiana Broadcasters Association			http://www.indianabroadcasters.org/		2
8	Indiana Public Radio	Gregory Smith	jmgss@hofstra.edu			
9	Indiana-Purdue Ft. Wayne			https://ipfw-csm.symplicity.com/employers/index.php		
10	Indiana University			https://iucd-csm.symplicity.com/employers/		
11	Indiana State University			https://www.myinterfase.com/indstate/employer		
12	ITT Technical Institute	David Tucker	DTucker4@itt-tech.edu			
13	Ivy Tech Community College			http://www.ivytech.edu/jobzone/southwest.html		
14	Kentucky Broadcasters Association	Laura Cole	kba@kba.org			
15	Linked In	Jenny Renfrow Donna Tadlock	jrenfrow@raycommmedia.com dtadlock@raycommmedia.com			8
16	Missouri State University			https://www.myinterfase.com/missouristate/employer/home.aspx		
17	Murray State University			https://murraystate.experience.com/emp/sblogin		
18	Northwestern University			https://northwestern-csm.symplicity.com/employers/		

19	Oakland City University	Oakland City University Nikolas John	careerservices@oak.edu njohn@oak.edu			
20	Purdue University				https://purdue-csm.symplicity.com/employers/	1
21	Southern Illinois University				https://siuc.experience.com/emp/sblogin or https://butler.experience.com/emp/sblogin	
22	University of Evansville				https://evansville-csm.symplicity.com/employers/index.php	
23	University of Missouri-St. Louis				http://www.umsl.edu/depts/career/Employers/index.html	
24	University of Southern Indiana				https://usi-csm.symplicity.com/employers/	1
25	Vincennes University				https://vinu-csm.symplicity.com/employers/	
26	Western Kentucky University				https://wku-csm.symplicity.com/employers/	
27	Indiana Career Connect				https://www.indianacareerconnect.com/vosnet/Default.aspx	
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ADDITIONAL SOURCES

41	WFIE Website	Audra Levy News Content Department	alevy@14news.com all_wife_digitalcontent@14news.com		www.14news.com	20
42	AAF-Greater Evansville Association	Sharon Shumate	info@aafev.org		https://customersuite.com/login.aspx	4
43	Asian American Journalists Association				http://membersuite.com/login.aspx	
44	Medialine	Rich			http://medialine.com/jobsubmit.htm	706-364-7564
45	National Association of Hispanic Journalist				http://www.nahjcarecenter.com/recruiters	
46	NAJA	Debra Valentino Rebecca Landsberry	dvalentino@naja.com rebeccalandsberry@naja.com			
47	Raycom Media, Inc.				careers-raycommedia.icims.com	24

48	South Asian Journalists Association	Sree Screenivasan	saja@columbia.edu		212-854-5979	
49	TVjobs.com			https://www.tvjobs.com/cgi-bin/global/login.cgi?referrer=managejobs		3
50	Work in Entertainment			http://www.workinentertainment.com/employer.asp		
51	WFIE Internal bulletin board posting					
52	WFIE on-air job announcement					4
53	Employee referral					35
54	Society of Broadcast Engineers					
55	TVB.org					
56	Rickgevers.com					3
57	Client Referral					1
58	Facebook					2
59	University of Florida					1
60	Craigslist					1
61	University of Missouri Career Fair					1
62	Syracuse University Newhouse professor					1
63	Steven F. Austin State University					1
64	INBA job file					1
65	HR Solutions					1
66	Internal Candidate					7
67	indeed.com					1
68	evansvillejobs.com					1
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TOTAL:						126