

ANNUAL EEO PUBLIC FILE REPORT

WIIH-TV, WISH-TV, WNDY-TV

4/1/2021 through 3/31/2022

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WIIH-TV, WISH-TV, WNDY-TV

The information contained in this Report covers the time period beginning 4/1/2021 to and including 3/31/2022 (the “Applicable Period”). The FCC’s EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit (“SEU”) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled “Recruitment Sources Utilized” refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed “filled” when the hiree began work. A person was deemed “interviewed” whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from 4/1/2021 through 3/31/2022

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Photographer	5/10/2021	N	4	A,B,C,G,H,I,J,K,L,M,N,O,P
2	Master Control Operator	5/16/2021	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
3	Multi-Media Journalist	6/1/2021	L	5	A,B,C,G,H,I,J,K,L,M,N,O,P
4	Web/Assignment Desk	6/7/2021	F	3	A,B,C,F,G,H,I,J,K,L,M,N,O,P
5	Graphic Artist	6/7/2021	N	3	A,B,C,G,H,I,J,K,L,M,N,O,P
6	News Producer	6/21/2021	N	4	A,B,C,G,H,I,J,K,L,M,N,O,P
7	Maintenance Engineer	6/28/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
8	Account Executive	7/1/2021	E	5	A,B,C,E,G,H,I,J,K,L,M,N,O,P
9	Promotions Producer	7/28/2021	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
10	Graphic Artist	8/2/2021	N	3	A,B,C,G,H,I,J,K,L,M,N,O,[P
11	Production Director	8/2/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
12	Commercial Shooter Editor	8/16/2021	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
13	Account Executive	8/17/2021	N	4	A,B,C,G,H,I,J,K,L,M,N,O,P
14	News Producer	8/23/2021	A	3	A,B,C,E,G,H,I,J,K,L,M,N,O,P
15	Master Control Operator	9/3/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
16	Promotions Producer	9/7/2021	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
17	Master Control Operator	9/7/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
18	News Producer	9/20/2021	A	3	A,B,C,G,H,I,J,K,L,M,N,O,P
19	Multicultural Reporter	9/23/2021	N	3	A,B,C,G,H,I,J,K,L,M,N,O,P
20	Master Control Operator	9/26/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
21	Master Control Operator	10/3/2021	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P

22	Multi-Media Journalist	10/11/2021	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
23	Account Executive	10/12/2021	G	4	A,B,C,G,H,I,J,K,L,M,N,O,P
24	Producer	10/20/2021	F	4	A,B,C,F,G,H,I,J,K,L,M,N,O,P
25	News Producer	10/20/2021	B	3	A,B,C,G,H,I,J,K,L,M,N,O,P
26	Muti-Media Journalist	11/1/2021	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
27	Production Newscast Director	11/6/2021	A	3	A,B,C,G,H,I,J,K,L,M,N,O,P
28	Host	11/15/2021	N	3	A,B,C,G,H,I,J,K,L,M,N,O,P
29	Production Assistant	11/17/2021	G	4	A,B,C,G,H,I,J,K,L,M,N,O,P
30	Multi-Media Journalist	12/13/2021	N	4	A,B,C,G,H,I,J,K,L,M,N,O,P
31	Master Control Operator	12/13/2021	J	3	A,B,C,E,G,H,I,J,K,L,M,N,O,P
32	Multi-Media Journalist	12/20/2021	N	3	A,B,C,G,H,I,J,K,L,M,N,O,P
33	Multi-Media Journalist	1/3/2022	P	4	A,B,C,G,H,I,J,K,L,M,N,O,P
34	Account Executive	1/4/2022	G	4	A,B,C,G,H,I,J,K,L,M,N,O,P
35	Account Executive	1/4/2022	A	4	A,B,C,G,H,I,J,K,L,M,N,O,P
36	Production Assistant	1/5/2022	G	5	A,B,C,G,H,I,J,K,L,M,N,O,P
37	Production Assistant	1/9/2022	A	4	A,B,C,G,H,I,J,K,L,M,N,O,P
38	Web/Assignment Desk	2/7/2022	P	3	A,B,C,G,H,I,J,K,L,M,N,O,P
39	Traffic Coordinator	2/22/2022	G	3	A,B,C,G,H,I,J,K,L,M,N,O,P
40	Production Assistant	2/28/2022	G	4	A,B,C,G,H,I,J,K,L,M,N,O,P
41	Web/Assignment Desk	3/1/2022	J	3	A,B,C,G,H,I,J,K,L,M,N,O,P
42	Photographer	3/21/2022	A	4	A,B,C,G,H,I,J,K,L,M,N,O,P

Total Number of Persons Interviewed During Applicable Period: 147

Appendix 2 to Annual EEO Public File Report
 Covering the Period from 4/1/2021 through 3/31/2022

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Ball State University	Career Center	2000W Univ. Ave Muncie, IN 47306	765-285-2436	N	9
B	Butler University	Career Services	4600 Sunset Ave, Indianapolis, IN 46208		N	1
C	Civil Rights Commission	Paula Barnett	IN Govt Center N, Indianapolis, IN 46202	317-232-2600	N	0
D	Current Employee	N/A	N/A		N	0
E	Employee Referral	N/A	N/A		N	1
F	Former Intern	N/A	N/A		N	2
G	Indeed	N/A	www.indeed.com			42
H	Indiana Career Connect	N/A	10 N Senate Ave, Indianapolis, IN 46202		N	0
I	Indiana Broadcasters Association	Sam Klemet	www.indianabroadcasters.org		N	0
J	Indiana State University	Career Center	231 N 6 th St., Terre Haute, IN 47809		N	2
K	Indiana University	Career Center	107 S Indiana Ave., Bloomington, IN 47405		N	0
L	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	1

M	IUPUI Career Center	Mary Dickerson	801 W Michigan St., Indianapolis, IN 46202	317-274-2554	N	0
N	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	54
O	TVJobs	Mark Holloway	PO Box 4116, Oceanside, CA 92052	760-754-8177	N	0
P	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	35

Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2021 through 3/31/2022

Station(s) Comprising the Station Employment Unit: WIIH-TV, WISH-TV, WNDY-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WIIH-TV, WISH-TV, WNDY-TV

	Date	Recruitment Initiative	Description
1	4/01/2021	Listing of each upper-level category opening in a job bank or newsletter	The SEU regularly disseminates vacancy notices, including upper-level positions, to the Indiana Broadcasters Association, a media/trade organization with a broad-based membership, including the participation of women and minorities.
2	5/12/2021	Establishment of an intern program designed to assist members of the community	The SEU has an established internship program that allows students to gain practical experience in all areas of operations, including news, production, sports and weather. During the Spring semester, the SEU hosted six interns from Ball State University, U Indy and Indiana University. During the Summer semester, the SEU hosted eight interns from Ball State University, Butler University and University of Indianapolis and Indiana University. During the Fall semester, the SEU hosted four interns from Ball State University and U Indy.
3	10/26/21	Participation in job fairs	The SEU attended the 2021 Fall Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities available to college students.

4	3/1/2022	Participation in general outreach efforts by such means as job banks or internet programs.	SEU broadcast and posted a commercial recruitment spot notifying public of Indiana Broadcaster's Association Spring 2022 Job Fair.
5	3/26/2022	Participation in job fairs	The SEU attended the 2022 Spring Indiana Broadcaster's Association Job Fair held at the Event Center in Carmel, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities available to college students.