

ANNUAL EEO PUBLIC FILE REPORT

WIIH-TV, WISH-TV, WNDY-TV

4/1/2020 through 3/31/2021

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 4/1/2020 to and including 3/31/2021 (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 4/1/2020 through 3/31/2021

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	Production Assistant	6/1/2020	F	4	A,B,C,D,F,G,H,I,J,K,L,M
2	Production Assistant	6/1/2020	F	4	A,B,C,D,F,G,H,I,J,K,L,M
3	Account Executive	6/16/2020	G	5	A,B,C,D,G,H,I,J,K,L,M
4	Photographer	7/06/2020	G	4	A,B,C,D,G,H,I,J,K,L,M
5	Account Executive	8/10/2020	E	2	A,B,C,D,E,G,H,I,J,K,L,M
6	Photographer	8/12/2020	L	5	A,B,C,D,G,H,I,J,K,L,M
7	Multimedia Journalist	9/01/2020	J	4	A,B,C,D,G,H,I,J,K,L,M
8	Account Executive	9/09/2020	J	4	A,B,C,D,G,H,I,J,K,L,M
9	Anchor/Reporter	9/15/2020	E	3	A,B,C,D,E,G,H,I,J,K,L,M
10	Executive Producer	11/02/2020	E	2	A,B,C,D,E,G,H,I,J,K,L,M
11	Photographer	11/30/2020	A	5	A,B,C,D,G,H,I,J,K,L,M
12	Producer	11/30/2020	I	3	A,B,C,D,G,H,I,J,K,L,M
13	Graphic Artist	12/01/2020	E	3	A,B,C,D,E,G,H,I,J,K,L,M
14	News Producer	12/21/2020	A	3	A,B,C,D,G,H,I,J,K,L,M
15	Multimedia Journalist	01/05/2021	L	4	A,B,C,D,G,H,I,J,K,L,M
16	Photographer	1/11/2021	G	4	A,B,C,D,G,H,I,J,K,L,M
17	Executive Producer	2/15/2021	M	2	A,B,C,D,G,H,I,J,K,L,M
18	Account Executive	02/23/2021	L	4	A,B,C,D,G,H,I,J,K,L,M
19	Account Executive	02/23/2021	L	4	A,B,C,D,G,H,I,J,K,L,M
20	News Producer	03/01/2021	K	3	A,B,C,D,G,H,I,J,K,L,M
21	Receptionist	03/15/2021	G	3	A,B,C,D,G,H,I,J,K,L,M

22	Assignment Editor/Web Producer	3/15/2021	L	4	A,B,C,D,G,H,I,J,K,L,M
23	Digital Marketing Specialist	03/22/2021	B	3	A,B,C,D,G,H,I,J,K,L,M

Total Number of Persons Interviewed During Applicable Period: __82__

Appendix 2 to Annual EEO Public File Report
 Covering the Period from 4/1/2020 through 3/31/2021

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	5
B	Butler University	Career Services	4600 Sunset Ave, Indianapolis, IN 46208		N	2
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	3
E	Employee Referral	N/A	N/A		N	6
F	Former Intern	N/A	N/A		N	4
G	Indeed	N/A	www.indeed.com			17
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	3
J	Indiana University	Career Center	107 S Indiana Ave., Bloomington, IN 47405		N	2
K	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	1
L	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	32

M	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	7
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Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2020 through 3/31/2021

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	4/13/20	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	5/1/2020	Establishment of training programs for station personnel	The SEU sent 5 photographers to Drone licensing course through RemotePilot 101. All photographers were instructed and tested on the operation of the station drones.
3	6/8/2020	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 practical news, production, sports and weather. During the Spring semester, the SEU hosted 1 intern from Butler and 1 from Indiana University. During the Summer semester, the SEU hosted 2 interns from Ball State University, 1 from Butler and 1 from Indiana University. During the Fall semester, the SEU hosted four interns from Ball State University and 2 interns from Butler University.
4	6/17/2020	Establishment of training programs for station personnel	The SEU's Executive Producer participated in an online training course for new managers held by Skillpath seminars.
5	10/14/2020	Participation in job fairs	The SEU participated in the Indiana Broadcaster Association's Job Fair virtual job fair. Current job

			openings and internship opportunities were shared with potential job applicants and resumes were collected.
6	10/24/2020	Participation in job fairs	The SEU's entertainment reporter was a panelist on the Indiana Broadcaster Association's Fall Virtual Career Discussion Panel. The purpose of the panel was to offer career insight and advice on how to prepare for a media job.
7	03/22/2021	Participation in scholarship program	The SEU participated in the Indiana Broadcasters Foundation College Scholarship Program for 2021.