

# ANNUAL EEO PUBLIC FILE REPORT

**WTWO**

**April 1, 2016 through March 31, 2017**

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):

WTWO

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (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 during the Applicable Period;
2. For each such vacancy, the recruitment sources(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 April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTWO

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	4/05/16	C	3	A-C, E, G-I, N-P, U-X
2	Production Assistant	5/16/16	B	6	A-C, E, G-I, N-P, U-X
3	Multimedia Journalist	5/23/16	B	3	A-C, E-L, N, P, Q, S-X
4	News Producer	6/29/16	A	1	A-C, E-L, N, P, Q, S-X
5	Anchor/Reporter	7/18/16	C	1	A-C, E-L, N, P, Q, S-X
6	Production Assistant	7/25/16	B	4	A-C, E, G-I, N-P, U-X
7	Master Control Operator	7/25/16	C	4	A-C, E, G-I, N-P, U-X
8	Production Assistant	7/25/16	C	4	A-C, E, G-I, N-P, U-X
9	Account Executive	1/09/17	C	1	A-C, E, G-I, N-P, U-X
10	Production Assistant	1/23/17	B	3	A-C, E, G-I, N-P, U-X

Total Number of Persons Interviewed During Applicable Period: 30

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTWO

Section 2: Recruitment Source Information

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
A	Mywabashvalley.biz	Patty Sluder	PO Box 9268 Terre Haute, IN 47808	812.696.2121	N	3
B	Nexstar.tv	Terri Bush	545 E. John Carpenter Freeway, Suite 700 Irving, TX 75062	972.373.8800	N	6
C	Employee Referral	None	n/a	n/a	N	7
D	Work One Western Indiana Careerconnect.com	Laury Burris 812.230.2023	30 N.8 <sup>th</sup> Street Terre Haute, IN 47807	812.234.0242-F	N	0
E	Indiana Broadcasters Association	Dave Arland <a href="mailto:dave@indianabroadcasters.org">dave@indianabroadcasters.org</a>	600 E. Carmel Drive Carmel, IN 46032	317.701.0084 800.342.6276	N	1
F	Indiana University Development Center	Alan Gusse	625 N. Jordan Avenue Bloomington, IN 47405	812.855.5234 812.855.2121-F	N	0
G	Internal Posting	n/a	n/a	n/a	N	0
H	Indiana State University Career Center	Mary Kelly Career-center@indstate.edu	567 N. 5 <sup>th</sup> Street Student Services Bldg, 2 <sup>nd</sup> Floor Terre Haute, IN 47809	812.237.2589 812.237.4392-F	N	3

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
I	Ivy Tech Community College	Jaime Frey	8000 S. Education Dr. Terre Haute, IN 47802	812.298.2282 812.298.2303-F	N	0
J	MediaLine	Rich Everitt medialine@medialine.com	1209 Wood Valley Rd. Augusta, GA 30909	706.364.7564	N	0
K	Lake Land College	Greg Powers gpowers@lakeland.cc.il.us	5001 Lake Land Blvd. Mattoon, IL 61938	217.234.5335	N	0
L	Southern Illinois Univ Mass Comm & Media Arts	Alicia Taylor	1100 Lincoln Drive, Room 1012 Carbondale, IL 62901	618.536.7555	N	0
M	CareerBuilder.com	n/a	n/a	n/a	N	0
N	Tvjobs.com	Mark Holloway admin@tvjobs.com	PO Box 4116 Oceanside, CA 92052	760.754.2115-F	N	2
O	Vincennes University	Jill Ballinger jballinger@vinu.edu	Broadcasting Dept. 1200 N. 2nd Street Vincennes, IN 47591	812.888.5344 812.888.2201-F	N	0
P	Eastern Illinois University WEIU-TV	Kelly Runyon	600 Lincoln Avenue Charleston, IL 61920	217.581.7356 217.581.2222-F	N	1
Q	Franklin College	Kirk Bixler	501 E. Monroe Street Franklin, IN 46131	317.738.8000 317.738.8810-F	N	0
R	Harrison College	John Mace	1378 S. State Road 46 Terre Haute, IN 47803	812.877.2100 812.877.4440-F	N	0
S	Ball State University	Terry Heifetz <a href="mailto:theifetz@bsu.edu">theifetz@bsu.edu</a>	2000 West University Ave, Lucina Hall #220 Muncie, IN 47306	765.285.4002	N	1
T	St. Mary-of-the-Woods Career Development Center	Debbie Miller <a href="mailto:career@smwc.edu">career@smwc.edu</a>	140 LeFer Hall St. Mary-of-the- Woods, IN 47876	812.535.5215 812.535.5197-F	N	0
U	Other – Word of Mouth	n/a	n/a	n/a	N	2

	<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone</b>	<b>Requested Notice (Y/N)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
V	Illinois State University	Laura Trendle-Polus lmtrend@ilstu.edu	Fell Hall 025C South University St. Normal, IL 61761	309.438.7409	N	0
W	Indeed.com	n/a	<a href="http://www.indeed.com">www.indeed.com</a>	800-462-5842	N	1
X	ISU Career Fair	Stephanie Jeffers	231 N. 6 <sup>th</sup> Street Terre Haute, IN 47809	812.237.3805	N	3

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WTWO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTWO

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station has an established internship program for college students which are structured to allow students to gain real world work experience in the News and Production departments.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	The station's GM, Promotions Manager and Chief Engineer participated at the Terre Haute Job Fair at Hulman Center on May 20, 2016. The event was hosted by US Congressman Larry Bucshon M.D. in coordination with WorkOne Western Indiana, the Terre Haute Chamber of Commerce and the City of Terre Haute. Station personnel interacted with attendees and promoted career opportunities at WTWO.
3	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	The station's GM participated at the 2016 Indiana Black EXPO Opportunity Fair on Thursday, July 14, 2016. The GM hosted a booth and collected resumes and met with potential candidates.
4	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	The station's GM, Chief Engineer and Operations Manager participated at the Indiana State University's Spring Career Fair on February 22, 2017. Station personnel interacted with attendees and promoted career opportunities at WTWO.
5	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	The station's News Director participated at the Eastern Illinois University's Career Fair on March 29, 2017. Station personnel interacted with attendees and promoted career opportunities at WTWO.