

WTHR, WALV-CD
EEO PUBLIC FILE REPORT
April 1, 2023 - March 21, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Multi-Skilled Journalist - 14004	1-3, 5-7, 9-11, 13-20	16
Digital Desk Editor - 014215	1-3, 5-11, 14-17, 19-20	16
Digital Desk Editor - 014215	1-3, 5-11, 14-17, 19-20	8
Producer - 14284	1-3, 5-7, 9-11, 13-17, 19-20	16
Producer - 14284	1-3, 5-7, 9-11, 13-17, 19-20	16
Photojournalist - 14327	1-3, 5-7, 9-11, 13-17, 19-20	13
Photojournalist - 14327	1-3, 5-7, 9-11, 13-17, 19-20	16
Photojournalist - 14327	1-3, 5-7, 9-11, 13-17, 19-20	16
Director - 14382	1-3, 5-7, 9-11, 14-20	16
Director - 14382	1-3, 5-7, 9-11, 14-20	16
Director - 14382	1-3, 5-7, 9-11, 14-20	16
Production Assistant - 014383	1-3, 5-7, 9-11, 14-17, 19-20	16
Multi-Skilled Journalist - 014478	1-3, 5-7, 9-12, 14-20	16
Multi-Skilled Journalist - 014478	1-3, 5-7, 9-12, 14-20	12
Multi-Skilled Journalist - 014478	1-3, 5-7, 9-12, 14-20	16
Account Executive - 014646	1-3, 5-7, 9-11, 13-17, 19-20	16
Sales Assistant 15433	1-3, 5-7, 9-11, 14-17, 19-20	16
Account Manager	1-7, 9-11, 14-17, 19-20	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Ball State University - Career Center 2000 W University Lucina Hall 220 Muncie, Indiana 47306 Phone : 765-285-2431 Email : careercenter@bsu.edu Jennifer Randall	Y	0
2	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Services Manual Posting	N	1
3	Career Consultants - Oi Partners, Inc. 32 E Washington St Ste 900 Indianapolis, Indiana 46204 Phone : 317-264-4178 Email : pprosser@cciindy.com Patty Prosser	Y	0
4	Current Employee - Transfer/Promotion	N	1
5	DePauw University - Hubbard Center for Student Engagement 408 South Locust St Greencastle, Indiana 46135 Phone : 765-658-4138 Email : erinduffy@depauw.edu Erin Duffy	Y	0
6	HVAF of Indiana 964 N. Pennsylvania St. Indianapolis, Indiana 46204 Phone : 317-951-0688 Email : aplatt@hvaf.org Alberta Platt	Y	0
7	Illinois Media School - Chicago Campus 455 Eisenhower Lane South Suite 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : fmuller@beonair.com Francesca Muller	Y	0
8	Indeed.com	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indianapolis Urban League 777 Indiana Ave. Indianapolis, Indiana 46202 Phone : 317-693-7641 Email : ksimmmons@indplsul.org Kimberly Simmons	Y	0
10	International Business College 7205 Shadeland Station Ave Indianapolis, Indiana 46256 Phone : 317-813-2346 Email : ddalton@ibcindianapolis.edu Diane Dalton	Y	0
11	IVY Tech - Career Services 50 W Fall Creek Parkway T221 Indianapolis, Indiana 46208 Phone : 317-921-4834 Email : jhess35@ivytech.edu J Trusler	N	0
12	Job Board	N	1
13	Linked In	N	4
14	Ohio Media School - Columbus Campus 5330 E. Main St. Suite 200 Columbus, Ohio 43213 Phone : 614-230-0461 Email : lwagner@beonair.com Lee Wagner	Y	0
15	Operation: Job Ready Veterans 9130 Otis Avenue Suite A Indianapolis, Indiana 46216 Phone : 855-456-2732 Email : mespinda@jobreadyvets.org Mike Espinda	Y	0
16	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.tegna.com Manual Posting Manual Posting	N	36

WTHR, WALV-CD
EEO PUBLIC FILE REPORT

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	TVJobs P.O. Box 4116 Oceanside, California 92058 Phone : 800-374-0119 Email : admin@tvjobs.com Mark Holloway	N	0
18	Walk In/Self-Referral	N	4
19	WTHR.com Career Site 1000 N Meridian St Indianapolis, Indiana 46204 Phone : 317-655-5613 Cherilyn Stephens Manual Posting	N	0
20	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			49

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EEO PUBLIC FILE REPORT
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/18/2023	Participation in events sponsored by organizations representing the community	Station reporters and producer attended Society of Professional Journalists' seminar on covering legal proceedings led by, and in conjunction with, federal court officials.	3	Anchor Reporter Reporter
2	4/29/2023	Participation in events sponsored by organizations representing the community	Station anchor sponsored and facilitated a media job career fair for college students of diverse, minority backgrounds with a goal of bridging the gap between college and employment.	1	Anchor
3	6/21/2023	Participation in events sponsored by organizations representing the community	Station investigative reporters and producer attended Investigative Reporters and Editors' career development conference for investigative journalists including educational, mentoring, and networking events.	4	Investigative Reporter Investigative Reporter Investigative Reporter Special Projects Producer
4	6/26/2023	Participation in events sponsored by organizations representing the community	Station personnel hosted international journalists touring the United States as a part of the Murrow Fellows Program. The journalists observed an editorial meeting, participated in a question and answer forum with station news managers, and toured the station.	3	Director of Content Assistant News Director Director of Innovation
5	7/5/2023	Establishment of a mentoring program	Station reporter mentored a veteran interested in media careers. Reporter participates annually in mentoring partnership with American Corporate Partners.	1	Investigative Reporter
6	7/13/2023	Establishment of a mentoring program	Station marketing manager hosted job shadowing experience for a high school senior interested in media careers. Student shadowed various roles, attended a commercial shoot, and attended an editorial news meeting.	1	Director of Marketing
7	8/1/2023	Participation in events sponsored by organizations representing the community	Station marketing manager participated in panel discussion with TEGNA marketing interns. The recruitment and retention event included a question and answer forum, sharing advice, and gaining insight into attracting top-tier talent.	1	Director of Marketing

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8	8/2/2023	Participation in events sponsored by organizations representing the community	Station reporter participated in a special investigative task force at the National Association of Black Journalists' annual conference. Responsibilities included moderating consumer reports session including creating outline, goals, and panelist presentation.	1	Investigative Reporter
9	8/3/2023	Participation in events sponsored by organizations representing the community	Investigative reporter attended the National Association of Black Journalists/National Association of Hispanic Journalists convention - a combined educational, networking, and career fair.	1	Investigative Reporter
10	9/11/2023	Provision of training to management	Station assistant news director attended week-long news leadership development conference presented by TEGNA.	1	Assistant News Director
11	9/26/2023	Participation in events or programs sponsored by educational institutions	Station director of content was a guest presenter to Ball State University media students about jobs in TV, background of business, programming questions, and career guidance.	1	Director of Content
12	10/2/2023	Participation in Job Fairs	Station assignment desk manager represented station at Indiana Broadcasters Association career fair to promote employment with the station, with TEGNA, and media jobs in general.	1	Assignment Desk Manager
13	10/9/2023	Participation in events or programs sponsored by educational institutions	Station director of content was a guest presenter to Butler University media students about evolving media landscape, job opportunities, career advice, and recruited potential leads for open positions.	1	Director of Content
14	10/24/2023	Participation in events or programs sponsored by educational institutions	Station investigative reporter and producer were guest presenters to Indiana University journalism students about the field of investigative reporting—how to get into it, what the job entails and shared some examples of their work.	2	Special Projects Producer Investigative Reporter

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15	11/9/2023	Participation in events or programs sponsored by educational institutions	Station hosted a networking and career development event at the station in cooperation with Ball State University's College of Communication, Information, and Media. Guests included current Ball State media faculty, career advisors, students, and alumni. Students gave presentations on recent projects and achievements and had the opportunity to discuss career paths with alumni, guests, and additional station staff.	10	General Manager Director of Content Director of Technology Chief Photographer
16	11/20/2023	Participation in events sponsored by organizations representing the community	Station investigative reporter moderated Nation Association of Black Journalists' Investigative Task Force on investigating elections, voting and political chaos webinar.	1	Investigative Reporter
17	1/26/2024	Participation in events or programs sponsored by educational institutions	Station director of content was a guest presenter for two sessions of Indiana High School Press Association student journalists and their instructors about broadcast journalism storytelling.	1	Director of Content
18	1/26/2024	Participation in events sponsored by organizations representing the community	Station investigative reporter presented webinar to members of Investigative Reporters and Editors about how to approach investigative stories on recycling and environmental topics by using the station's curbside recycling investigation as an example.	1	Investigative Reporter
19	2/4/2024	Participation in events sponsored by organizations representing the community	Station reporter participated in a career panel that spoke with high school students of color as part of the 100 Black Men organization to help them align career goals and possibilities with education.	1	Anchor/Reporter
20	2/22/2024	Participation in events or programs sponsored by educational institutions	Station reporter served as a judge for an Indiana Association of School Broadcasters annual competition of pre-recorded high school student news broadcasts and discussed career path and job opportunities.	1	Investigative Reporter

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21	2/29/2024	Participation in events or programs sponsored by educational institutions	Station director of content was a guest presenter for a media class and spoke to Ball State University students about preparing for their first job, industry employment trends, career paths, and employment opportunities with the station and TEGNA.	1	Director of Content
22	3/2/2024	Participation in events or programs sponsored by educational institutions	Station hosted annual live anchor competition for Indiana Association of School Broadcasters at the station. Three station anchor/reporters served as judges and mentors for the competition. Judges discussed career paths and opportunities for employment with TEGNA and the station.	5	Director of Content Head of Technology Reporter Anchor/Reporter