

ANNUAL EEO PUBLIC FILE REPORT

WIIH-TV, WISH-TV, WNDY-TV

4/1/2023 through 3/31/2024

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 4/1/2023 to and including 3/31/2024 (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 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 4/1/2023 through 3/31/2024

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	Master Control Operator	5/8/2023	G	3	A,B,C,G,H,I,J,K,L,M,N,O
2	Photographer	6/19/2023	A	4	A,B,C,G,H,I,J,K,L,M,N,O
3	Photographer	6/19/2023	K	4	A,B,C,G,H,I,J,K,L,M,N,O
4	Meteorologist	6/25/2023	N	4	A,B,C,G,H,I,J,K,L,M,N,O
5	Promotions Producer	8/21/2023	G	3	A,B,C,G,H,I,J,K,L,M,N,O
6	Account Executive	8/22/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O
7	Multi-Media Journalist	8/28/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O
8	Production Assistant	9/6/2023	F	3	A,B,C,F,G,H,I,J,K,L,M,N,O
9	News Producer	9/18/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O,Q
10	Brand & Creative Director	10/2/2023	N	5	A,B,C,G,H,I,J,K,L,M,N,O
11	Account Executive	10/24/2023	N	4	A,B,C,G,H,I,J,K,L,M,N,O
12	Anchor	10/30/2023	P	4	A,B,C,G,H,I,J,K,L,M,N,O
13	Photographer	11/1/2023	I	3	A,B,C,G,H,I,J,K,L,M,N,O
14	Anchor	11/21/2023	P	4	A,B,C,G,H,I,J,K,L,M,N,O
15	News Producer	11/30/2023	M	3	A,B,C,G,H,I,J,K,L,M,N,O
16	Webmaster	12/01/2023	N	4	A,B,C,G,H,I,J,K,L,M,N,O
17	Promotions Producer	12/04/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O
18	Account Executive	12/05/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O
19	Photographer	12/18/2023	P	3	A,B,C,G,H,I,J,K,L,M,N,O
20	Anchor	12/18/2023	N	4	A,B,C,G,H,I,J,K,L,M,N,O
21	Account Executive	12/19/2023	N	3	A,B,C,G,H,I,J,K,L,M,N,O

22	Photographer	1/8/2024	A	3	A,B,C,G,H,I,J,K,L,M,N,O
23	Production Assistant	1/22/2024	A	4	A,B,C,G,H,I,J,K,L,M,N,O
24	Promotions Producer	1/24/2024	K	4	A,B,C,G,H,I,J,K,L,M,N,O
25	Production Assistant	1/24/2024	G	4	A,B,C,G,H,I,J,K,L,M,N,O
26	Account Executive	2/7/2024	N	3	A,B,C,G,H,I,J,K,L,M,N,O
27	Paid Media Specialist	2/15/2024	N	5	A,B,C,G,H,I,J,K,L,M,N,O
28	Executive Producer	2/19/2024	E	5	A,B,C,E,G,H,I,J,K,L,M,N,O
29	Graphic Artist	2/21/2024	G	4	A,B,C,G,H,I,J,K,L,M,N,O
30	Multi-Media Journalist	3/11/2024	N	4	A,B,C,G,H,I,J,K,L,M,N,O
31	Production Assistant	3/16/2024	G	3	A,B,C,G,H,I,J,K,L,M,N,O
32	Production Assistant	3/18/2024	F	3	A,B,C,G,H,I,J,K,L,M,N,O

Total Number of Persons Interviewed During Applicable Period: __115__

Appendix 2 to Annual EEO Public File Report
 Covering the Period from 4/1/2023 through 3/31/2024

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	4
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	5
F	Former Intern	N/A	N/A		N	7
G	Indeed	N/A	www.indeed.com		N	23
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	5
J	Indiana State University	Career Center	231 N 6 th St., Terre Haute, IN 47809		N	4
K	Indiana University	Career Center	107 S Indiana Ave., Bloomington, IN 47405		N	6
L	IN Assoc of Black Journalists	Michael Dabney	PO Box 441795, Indianapolis, IN 46224	317-444-4000	N	0
M	IUPUI Career Center	Mary Dickerson	801 W Michigan St., Indianapolis, IN 46202	317-274-2554	N	5

N	Linkedin	N/A	2029 Stierlin Ct., Mtn View, CA 94043		N	36
O	WISHTV.com	N/A	1950 N Meridian St., Indianapolis, IN 46202	317-923-8888	N	11

Appendix 3 to Annual EEO Public File Report

Covering the Period from 4/1/2023 through 3/31/2024

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	4/1/2023	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	4/13/2023	Participation in job fairs	The SEU attended the 2023 Spring University of Indianapolis career fair held at the campus. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities
3	5/09/2023	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, Butler University and Indiana University. During the Summer semester, the SEU hosted 16 interns from Ball State University, Butler University, Indiana University and Army ROTC. During the Fall semester, the SEU hosted five interns from Ball State University, U Indy and Butler University.

4	8/23/2023	Establishment of training program	The SEU established the Multicultural Media Producing Program along with IvyTech Community College and JP Morgan Chase and will be held each semester at the station. The 13 week course trains a diverse population on the skills needed to pursue a career in Media Producing. There were 21 participants in the first semester which began in August 2023, and 18 participants in the second semester which began in January 2024.
5	9/12/2023	Participation in job fairs	The SEU broadcast the Indiana Broadcaster's Association Job Fair Public Service Announcement throughout the broadcast day for one month leading up to the job fair.
6	10/2/2023	Participation in job fairs	The SEU attended the 2023 Fall Indiana Broadcaster's Association Job Fair held at Gainbridge Fieldhouse in Indianapolis, IN. Current job openings were shared with potential job applicants, as well as the stations' internship opportunities.
7	10/20/2023	Participation in events or programs sponsored by educational institutions	The SEU's Executive Producer of News Programming was a panelist for Ball State University's annual Fall News Conference. The purpose of the panel was to offer career advice and insights on how to prepare for the first media job. Attendees were over 75 current Junior and Senior media students.
8	3/5/2024	Participation in events or programs sponsored by educational institutions.	The SEU attended the 2024 Spring Indiana University Media School job fair in Bloomington, IN. Current job openings and internship opportunities were shared with potential applicants.
9	3/11/2024	Participation in events or programs sponsored by educational institutions.	The SEU's News Director was a panelist at Butler University for the annual Indiana Association of School Broadcasters. The purpose of the panel was to offer an overview and career advice for over 50 current Junior and Senior students interested in a career in media.

10	3/23/2024	Participation in job fairs	The SEU attended the 2024 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.
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