

WFIE
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020

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 https://bsu-csm.symplicity.com/employers/ 2000 W University Ave, Muncie, IN 47306 (765) 289-1241	N	
2	Eastern Illinois University https://eiu-csm.symplicity.com/employers/ 600 Lincoln Ave, Charleston, IL 61920 (217) 581-5000	N	
3	Indiana Broadcasters Association http://www.indianabroadcasters.org/ 580 E Carmel Dr, Carmel, IN 46032 (317) 701-0084	N	
4	Kentucky Broadcasters Association kba@kba.org 101 Enterprise Drive, Frankfort, KY 40601 (502) 848-0426	N	
5	Indiana University https://iuas-csm.symplicity.com/employers/ 107 S Indiana Ave, Bloomington, IN 47405 (812) 855-4848	N	
6	Ivy Tech Community College https://ivytech-csm.symplicity.com/ 50 W. Fall Creek Parkway North Drive Indianapolis, IN 46208-5752	N	
7	Oakland City University https://oak.edu/career-services/employers/ 138 N. Lucretia Street, Oakland City, Indiana 47660 812-749-4781	N	
8	Purdue University https://purdue-csm.symplicity.com/employers/ 610 Purdue Mall, West Lafayette, IN 47907 765) 494-4600	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	University of Missouri-St. Louis https://employer.gradleaders.com/UMSL/Employers/Login.aspx?jprid=4970 1 University Blvd, St. Louis, MO 63121 (314) 516-5000	N	
10	University of Southern Indiana https://usi-csm.symplicity.com/employers/ 8600 University Blvd, Evansville, IN 47712 (812) 464-8600	N	
11	Vincennes University https://vinu-csm.symplicity.com/employers/ 1000 N 4th St, Vincennes, IN 47591 (812) 888-8888	N	
12	Butler University https://app.joinhandshake.com/login	N	
13	DePauw University https://app.joinhandshake.com/login	N	
14	Purdue Ft. Wayne https://app.joinhandshake.com/login	N	
15	Indiana State University https://app.joinhandshake.com/login	N	
16	Missouri State University https://app.joinhandshake.com/login	N	
17	Murray State University https://app.joinhandshake.com/login	N	
18	Northwestern University https://app.joinhandshake.com/login	N	
19	Southern Illinois University https://app.joinhandshake.com/login	N	
20	University of Evansville https://app.joinhandshake.com/login	N	
21	Western Kentucky University https://app.joinhandshake.com/login	N	
22	Elmhurst College https://app.joinhandshake.com/login	N	
23	Oral Roberts University https://app.joinhandshake.com/login	N	
24	Purdue University Northwest https://app.joinhandshake.com/login	N	
25	St. Cloud State University https://app.joinhandshake.com/login	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	St. Olaf College https://app.joinhandshake.com/login	N	
27	Syracuse University https://app.joinhandshake.com/login	N	
28	University of Michigan https://app.joinhandshake.com/login	N	
29	University of Indianapolis https://app.joinhandshake.com/login	N	
30	University of Kentucky https://app.joinhandshake.com/login	N	
31	University of Missouri-Columbia https://app.joinhandshake.com/login	N	
32	Valparaiso University https://app.joinhandshake.com/login	N	
33	Winona State University https://app.joinhandshake.com/login	N	
34	AAF-Greater Evansville aafevv.com info@aafevv.org P.O. Box 215, Evansville, IN 47702 812-423-3843	N	
35	WFIE Website Attn: Sarah Glaser www.14news.com 812-433-3420	N	
36	Gray TV https://gray.tv/careers	N	5
37	WFIE Internal bulletin board posting Attn: Sarah Glaser	N	
38	WFIE on-air job announcement Attn: Todd Tipton	N	
39	Linked In www.linkedin.com	N	4
40	Medialine medialine@medialine.com https://medialinetalent.com/	N	
41	TVjobs.com http://www.tvjobs.com/	N	
42	Indeed https://www.indeed.com/	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Current Employee	N	
44	Employee/Client Referral	N	11
45	Website Not Posted	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			29

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>WFIE offers internship opportunities to eligible students, to provide hands-on learning experience for students looking to gain knowledge and insight about the broadcasting industry. Students are eligible for an internship by being enrolled at a college or university, and by receiving academic credit from that school for an internship. Internships are offered in a variety of departments at the station, including News, Marketing/On-Air Promotions, Programming, Sales and Production. All internships are non-paid, students must be receiving academic credit to work or observe at the station. Hours are flexible, to accommodate class schedules and school requirements; most interns are usually required to attend a minimum of 15-20 hours per week.</p> <p>Summer 2019 – 4 interns (Marketing, News, Production)</p> <p>Spring 2020 – 2 interns (News, Production)</p> <p>Students come from a variety of schools- Purdue University, Belmont University, Ball State University, University of Southern Indiana, Full Sail University</p>
2	14 News Job Fair	On May 18, 2019 WFIE hosted a job fair at Eastland Mall 12p-3p.
3	Western Kentucky University Recruiting	On April 22, 23 and 24 2019 our News Director and other Gray TV News Directors

		along with Director of Talent Recruitment at Gray TV held recruiting days.
4	Indiana Broadcasters Virtual Career Fair	On March 28, 2020 Our News Director participated in the IBA Virtual Career Fair.
5	Junior Achievement Job Shadow	On December 6, 2019 WFIE participated in JA Job Shadow. WFIE provided 12 eighth grade students with real world insight to TV Broadcasting. Our General Manager and Office Manager participated.
6	Station Tour	On December 10, 2019 Radio/Television class from Southern Indiana Career and Technical Center toured the WFIE at 12:15pm. Our General Manager conducted the tour.
7	Station Tour	On February 21, 2020 at 5:30 pm Girl Scout group toured WFIE to fulfill journey project about media. Our Chief Meteorologist conducted the tour.
8	Station Tour	On March 4, 2020 the Navigators Scouting group toured WFIE to fulfill their Media Badge. Total of 25 people in two groups. An employee from marketing conducted the tours
9	EEO Training	On June 20, 2019 Our Office Manager participated in webinar training on the FCC's EEO rules and regulations provided by Wiley Rein LLP for Gray Television stations.
10	Recruitment Outreach	WFIE airs the following :30 spot approximately 8-12 times monthly: WFIE a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, encourage qualified community organizations to become part of the full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your

	request to: Sarah Glaser 812-433-3420
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