

WFIE-TV

EEO PUBLIC FILE REPORT

April 1, 2018 through March 31, 2019

II. MASTER LIST OF RECRUITMENT SOURCES

Sources with an asterisk () denote organizations that requested notification of job vacancies

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
COMMUNITY SOURCES						
1	Ball State University			https://bsu-csm.symplicity.com/employers/		
2	Butler University			https://butler.experience.com/emp/sblogin		
3	DePauw University			https://depauw-csm.symplicity.com/employers/		
4	Eastern Illinois University			https://eiu-csm.symplicity.com/employers/		
5	Harrison College			http://www.harrison.edu/about-harrison/employers/hireharrison-for-employers		
6	Illinois Center for Broadcasting	Don Clark	dclark@beonair.com			
7	Indiana Broadcasters Association			http://www.indianabroadcasters.org/		
8	Indiana Public Radio	Gregory Smith	jrgss@hofstra.edu			
9	Indiana-Purdue Ft. Wayne			https://ipfw-csm.symplicity.com/employers/index.php		
10	Indiana University			https://iucd-csm.symplicity.com/employers/		
11	Indiana State University			https://www.myinterfase.com/indstate/employer		
12	ITT Technical Institute	David Tucker	DTucker4@itt-tech.edu			
13	Ivy Tech Community College			http://www.ivytech.edu/jobzone/southwest.html		
14	Kentucky Broadcasters Association	Laura Cole	kba@kba.org			
15	Linked In			https://www.linkedin.com/company/raycom-media/		3
16	Missouri State University			https://www.myinterfase.com/missouristate/employer/home.aspx		
17	Murray State University					
18	Northwestern University			https://northwestern-csm.symplicity.com/employers/		
19	Oakland City University	Oakland City University Nikolas John	careerservices@oak.edu njohn@oak.edu			

20	Purdue University				https://purdue-csm.symplicity.com/employers/	
21	Southern Illinois University				https://siuc.experience.com/emp/sblogin or https://butler.experience.com/emp/sblogin	
22	University of Evansville				https://evansville-csm.symplicity.com/employers/index.php	
23	University of Missouri-St. Louis				http://www.umsl.edu/depts/career/Employers/index.html	
24	University of Southern Indiana				https://usi-csm.symplicity.com/employers/	
25	Vincennes University				https://vinu-csm.symplicity.com/employers/	
26	Western Kentucky University				https://wku-csm.symplicity.com/employers/	
27	Indiana Career Connect				https://www.indianacareerconnect.com/vosnet/Default.aspx	
28	WFIE Website	Digital Department			www.14news.com	5
29	AAF-Greater Evansville	Sharon Shumate			info@aafevv.org	1
30	Asian American Journalists Association				www.aaja.com	
31	Medialine	Rich			http://medialine.com/jobs/submit.htm	706-364-7564
32	National Association of Hispanic Journalist				http://www.nahjcareercenter.com/recruiters	
33	NAJA	Debra Valentino Rebecca Landsberry			dvalentino@naja.com rebeccalandsberry@naja.com	
34	Raycom Media, Inc.				careers-raycommedia.icims.com	
35	South Asian Journalists Association	Sree Screenivasan			saja@columbia.edu	212-854-5979
36	TVjobs.com				www.tvjobs.com	
37	Work in Entertainment				http://www.workinentertainment.com/employer.asp	
38	WFIE Internal bulletin board posting	Jay Hiett				
39	WFIE on-air job announcement	Todd Tipton				
40	Employee referral					8
41	Client Referral					2
ADDITIONAL SOURCES						
42	Internal Candidate					1
43	Indeed				www.indeed.com	5
44	Not Posted Source					7
TOTAL:						32

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Listing of Upper-Level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Native American Journalists Association
South Asian Journalists Association

Names of Station Personnel involved in Initiative:

Samantha Minor, Previous EEO Compliance Officer
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

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 stations, including News, Marketing/On-Air Promotions, Programming, Sales, and Production. All internships are non-paid, so students must be receiving academic credit to work or observe at the stations. Hours can be flexible, to accommodate class schedules and school requirements; however, most interns are usually required to attend a minimum of 15-20 hours per week.

During the reporting period the station offered internships to 9 students in News, Production and Sales from the following colleges: University of Evansville, University of Southern Indiana, Kentucky Wesleyan College, Indiana University and Wabash Valley College.

Summer 2018 Interns: 5

Fall 2018 Interns: 3

Spring 2019 Interns: 2

Names of Station Personnel involved in Initiative:

Rena Mullins, EEO Compliance Officer
Joe Schlaerth, News Director
Christi Reynard, Assistant News Director
Beth Sweeney, Anchor
Randy Moore, Anchor
Brook Arnold, General Sales Manager
Lisa Teague, Local Sales Manager
Lori Coole, Digital Sales Manager
Jason Gravens, Operations Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: Continuous
Describe Nature of Initiative:

EEO on air job announcement

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE airs the following :30 spot once per quarter for a two-week period:

“WFIE, A Raycom Media Station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of a 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 requests to: Renae Mullins at 433-3440.”

Effective January 2nd, 2019

“WFIE, a Gray Television station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of 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: Renae Mullins @ 812-433-3440.”

Names of Station Personnel involved in Initiative:

Renae Mullins, EEO Compliance Officer
Kim Spaetti, Traffic Liaison
Todd Tipton, Marketing Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 6, 2018

Describe Nature of Initiative:

Carmi High School Year Book Class - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from Carmi High School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jennifer Hoffman, Digital Success Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 10, 2018

Describe Nature of Initiative:

Boonville Girl Scout Troop - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from Boonville Girl Scouts and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Renaë Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Local Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jennifer Hoffman, Digital Success Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: April 19, 2018

Describe Nature of Initiative:

Daisy Girl Scout Troop - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 10 students from Daisy Girl Scout Troop and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Local Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jennifer Hoffman, Digital Success Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: May 1, 2018

Describe Nature of Initiative:

South Spencer Middle School - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 9 students from South Spencer Middle School and expose them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Renaë Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Todd Tipton, Marketing Producer
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Local Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jennifer Hoffman, Digital Success Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: July 18, 2018

Describe Nature of Initiative:

Central Childcare - Station Tour #1

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 13 students from Central Childcare and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Renaë Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Kim Spaetti, Traffic Department
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Local Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: July 18, 2018

Describe Nature of Initiative:

Central Childcare - Station Tour #2

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 13 students from Central Childcare and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Renaë Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Kim Spaetti, Traffic Department
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Local Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: September 13, 2018

Describe Nature of Initiative:

Attended Indiana University's Winter Career Fair to recruit graduates and intern possibilities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE participated in the job fair for current & graduated Indiana University students to discuss careers and internship opportunities in all departments with the News Director.

Names of Station Personnel involved in Initiative:

Joe Schlaerth, News Director
Kate O'Rourke, Reporter/MMJ

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 18, 2018

Describe Nature of Initiative:

Owensboro Middle School South - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from Owensboro Middle School South and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Renaee Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 19, 2018

Describe Nature of Initiative:

Pike County Homeschooled Students- Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from a Pike County Homeschooled group and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Midday Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Renaee Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 23, 2018

Describe Nature of Initiative:

“Falcon News” School - Station Tour

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 6 students from a Pride Elementary School in Madisonville, KY and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: October 26, 2018

Describe Nature of Initiative:

Glenwood Academy School Speech Team - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 5 students from Glenwood Academy School Speech Team and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: November 8, 2018

Describe Nature of Initiative:

Cub Scout Troop - Station Tour #1

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 15 students from St. Joe/ St. Wendel Cub Scout Troop and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Rena Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: November 8, 2018

Describe Nature of Initiative:

Cub Scout Troop - Station Tour #2

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 12 students from St. Joe/ St. Wendel Cub Scout Troop and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Renaee Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 13, 2019

Describe Nature of Initiative:

Riverview Christian School - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 12 students from Riverview Christian School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: February 23, 2019

Describe Nature of Initiative:

14News Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 13 local business/organizations to promote available careers and job openings in the area.

Names of Station Personnel involved in Initiative:

Jay Hiett, General Manager
Todd Tipton, Marketing Producer
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jayne Wesner, Media Sales Consultant
Nicole Wolf, Media Sales Consultant
Jamie Bremer, Media Sales Consultant
Randy Dickerson, Media Sales Consultant
Maureen O'Daniel, Media Sales Consultant
Nick Iaccarino, Media Sales Consultant
Brandon Ridge, Marketing Director
Erin Holajter-Baxter, Media Planner
Samantha Minor, Success Manager
Renaë Mullins, EEO Compliance Officer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event: March 19, 2019

Describe Nature of Initiative:

Resurrection Catholic School - Station Tour

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WFIE hosted 12 students from Resurrection Catholic School and exposed them to all areas of a television station.

Names of Station Personnel involved in Initiative:

Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiatt, General Manager
Jason Gravens, Operations Managers
Todd Tipton, Marketing Producer
Cassandra Curry, Production
Lisa Teague, Local Sales Manager
Robbie Godeke, Transactional Sales Manager
Lori Coole, Digital Sales Manager
Brook Arnold, General Sales Manager
Jay Hiatt, General Manager
Jennifer Hoffman, Digital Success Manager
Renaë Mullins, EEO Compliance Officer