WFIE-TV
14NEWS

EEO PUBLIC FILE REPORT
Period Covered April 1, 2018 - March 31, 2019

See Master List of Recruitment Sources for recruitment source date.

<table>
<thead>
<tr>
<th>Position</th>
<th>Recruitment Resources</th>
<th>Hiring Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Success Manager</td>
<td>1,4,5,8,11,13,14,16,18,19,20,22,23,24,25,26,28,29,32,33,34,35</td>
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<tr>
<td>Meteorologist</td>
<td>1,4,5,8,11,13,14,16,18,19,20,22,23,24,25,26,28,29,32,33,34,35</td>
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<td>Administrative Assistant</td>
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<td>Reporter/MMJ (2)</td>
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<td>Media Sales Consultant</td>
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<td>City Weekend Producer</td>
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<td>News Content Specialist</td>
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<td>Photographer</td>
<td>1,4,8,14,16,18,19,20,22,23,24,25,26,28,29,33,34,35</td>
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</tbody>
</table>
**II. MASTER LIST OF RECRUITMENT SOURCES**

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

<table>
<thead>
<tr>
<th>Source Number</th>
<th>Organization</th>
<th>Contact Person</th>
<th>Mailing/Email Address</th>
<th>Website</th>
<th>Phone Number</th>
<th>Number of Interviews</th>
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<tbody>
<tr>
<td>1</td>
<td>Ball State University</td>
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<td><a href="https://bsu-csm.symplicity.com/employers/">https://bsu-csm.symplicity.com/employers/</a></td>
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<td>DePauw University</td>
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<td>5</td>
<td>Harrison College</td>
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<tr>
<td>6</td>
<td>Illinois Center for Broadcasting</td>
<td>Don Clark</td>
<td><a href="mailto:dclark@beonair.com">dclark@beonair.com</a></td>
<td></td>
<td></td>
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<tr>
<td>7</td>
<td>Indiana Broadcasters Association</td>
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<td></td>
<td><a href="http://www.indianabroadcasters.org/">http://www.indianabroadcasters.org/</a></td>
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<tr>
<td>8</td>
<td>Indiana Public Radio</td>
<td>Gregory Smith</td>
<td><a href="mailto:jmgss@hofstra.edu">jmgss@hofstra.edu</a></td>
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<td>10</td>
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<td><a href="https://iu-csm.symplicity.com/employers/">https://iu-csm.symplicity.com/employers/</a></td>
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<td>11</td>
<td>Indiana State University</td>
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<td><a href="https://www.myinterface.com/indstate/employer">https://www.myinterface.com/indstate/employer</a></td>
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<tr>
<td>12</td>
<td>ITT Technical Institute</td>
<td>David Tucker</td>
<td><a href="mailto:DTucker4@itt-tech.edu">DTucker4@itt-tech.edu</a></td>
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<td>13</td>
<td>Ivy Tech Community College</td>
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<td><a href="http://www.ivytech.edu/jobzone/southwest.html">http://www.ivytech.edu/jobzone/southwest.html</a></td>
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<tr>
<td>14</td>
<td>Kentucky Broadcasters Association</td>
<td>Laura Cole</td>
<td><a href="mailto:kba@kba.org">kba@kba.org</a></td>
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<td><a href="https://www.linkedin.com/company/raycom-media/">https://www.linkedin.com/company/raycom-media/</a></td>
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<td>Missouri State University</td>
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<td>Murray State University</td>
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<td>18</td>
<td>Northwestern University</td>
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<td>19</td>
<td>Oakland City University</td>
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<tr>
<td>20</td>
<td></td>
<td>Nikolas John</td>
<td><a href="mailto:njohn@oak.edu">njohn@oak.edu</a></td>
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<tr>
<td>28</td>
<td>WFIE Website</td>
<td>Digital Department</td>
<td><a href="http://www.14news.com">www.14news.com</a></td>
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<tr>
<td>29</td>
<td>AAF-Greater Evansville</td>
<td>Sharon Shumate</td>
<td><a href="mailto:info@aafevv.org">info@aafevv.org</a></td>
<td></td>
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<tr>
<td>30</td>
<td>Asian American Journalists Association</td>
<td><a href="http://www.aaja.com">www.aaja.com</a></td>
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<tr>
<td>33</td>
<td>NAJA</td>
<td>Debra Valentino</td>
<td><a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a></td>
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<td></td>
<td></td>
<td>Rebecca Landsberry</td>
<td><a href="mailto:rebeccaLandsberry@naja.com">rebeccaLandsberry@naja.com</a></td>
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<td>34</td>
<td>Raycom Media, Inc.</td>
<td>careers-raycommedia.icims.com</td>
<td></td>
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<tr>
<td>35</td>
<td>South Asian Journalists Association</td>
<td>Sree</td>
<td><a href="mailto:saja@columbia.edu">saja@columbia.edu</a></td>
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<td>36</td>
<td>TVjobs.com</td>
<td><a href="http://www.tvjobs.com">www.tvjobs.com</a></td>
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<tr>
<td>38</td>
<td>WFIE Internal bulletin board posting</td>
<td>Jay Hiett</td>
<td></td>
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<tr>
<td>39</td>
<td>WFIE on-air job announcement</td>
<td>Todd Tipton</td>
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<td>40</td>
<td>Employee referral</td>
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<td>41</td>
<td>Client Referral</td>
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**ADDITIONAL SOURCES**

<p>| | | |</p>
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<tr>
<th></th>
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<tr>
<td>42</td>
<td>Internal Candidate</td>
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<tr>
<td>43</td>
<td>Indeed</td>
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<tr>
<td>44</td>
<td>Not Posted Source</td>
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**TOTAL:** 32
WFIE

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April 1, 2018 - March 31, 2019

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
Renae Mullins, EEO Compliance Officer
III. SUPPLEMENTAL OUTREACH INITIATIVES

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

<table>
<thead>
<tr>
<th>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</th>
</tr>
</thead>
</table>

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

<table>
<thead>
<tr>
<th>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.</th>
</tr>
</thead>
</table>

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:

| Renae 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 |
WFIE

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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
WFIE

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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 Hiett, 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
- Renae Mullins, EEO Compliance Officer
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:

Renae Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Jay Hiett, 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
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 Hiett, 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
Renae Mullins, EEO Compliance Officer
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:

Renae 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
WFIE

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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:

Renae Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Kim Spaetti, Traffic Department
Jay Hiett, 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:

Renae Mullins, EEO Compliance Officer
Dan Katz, News Anchor
Byron Douglas, Meteorologist
Kim Spaetti, Traffic Department
Jay Hiett, General Manager
Jason Graves, 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
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
WFIE

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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 Hiett, 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 Hiett, General Manager
Renae Mullins, EEO Compliance Officer
WFIE

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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 Hiett, 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 Hiett, General Manager
Renae Mullins, EEO Compliance Officer
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 Hiett, 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 Hiett, General Manager
Renae Mullins, EEO Compliance Officer
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 Hiett, 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 Hiett, General Manager
Renae Mullins, EEO Compliance Officer
WFIE

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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 Hiett, General Manager
Jason Graves, 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 Hiett, General Manager
Renae Mullins, EEO Compliance Officer
WFIE

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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 Hiett, 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 Hiett, General Manager |
| Renae Mullins, EEO Compliance Officer |
WFIE

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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 Hiett, 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
Renae Mullins, EEO Compliance Officer
WFIE

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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
Renae Mullins, EEO Compliance Officer
WFIE

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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 Hieett, 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 Hieett, General Manager
Jennifer Hoffman, Digital Success Manager
Renae Mullins, EEO Compliance Officer