

EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2017 - March 31, 2018

Station Included in Report: WRTV-TV

I. List of Recruitment Sources

(including the number of interviewees referred during the reporting period)

* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

| Code | Recruitment Source | Address | Contact Person | Phone | Number of Interviewees Referred |
|-----------------------|---|---|---|--------------|---------------------------------|
| Common Sources | | | | | |
| C1 | Employee Referral | | | | 29 |
| C2 | Internal Candidate / WorkLife | | | | 23 |
| C3 | Scripps.com | 312 Walnut St Ste 2800 Cincinnati, OH 45202 | | | 90 |
| C5 | Google | 1600 Amphitheatre Pkwy Mountain View, CA 94043 | www.google.com | 650-253-6000 | 6 |
| C6 | America's Job Exchange | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C8 | SimplyHired.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C9 | Oodle.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C10 | Job.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C11 | AboutJobs.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C12 | Trovit U.S. | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C13 | TheLadders - Jobs need: Min 40K , Full Time | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |

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|------|---|--|---|--------------|----|
| C14 | Flexjobs.com (Flexible schedule jobs only) | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C15 | JuJu.com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C19 | National Association of Black Journalists | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 1 |
| C26 | NAHJ.org (The National Association of Hispanic Journalists-Career Center) | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C27 | MediaBistro | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 1 |
| C43 | Rensselaer Polytechnic Institute Career Development Center | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C69 | Yahoo | 701 First Avenue Sunnyvale, CA 94089 | www.yahoo.com | | |
| C91 | Careerbuilder US | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | 3 |
| C95 | Facebook | 1 Hacker Way Menlo Park, CA 94025 | www.facebook.com | | 1 |
| C97 | LinkedIn | 2029 Stierlin Court Mountain View, CA 94043 | www.linkedin.com | | 26 |
| C100 | Tvjobs.com | PO Box 4116 Oceanside, CA 92052 | www.tvjobs.com | 760-754-8177 | 6 |
| C116 | Online Sports.Com | SmartPost job board aggregator | Melissa Costales SmartPost Director of Client Care melissa.costales@hodes.com | 808-260-9055 | |
| C130 | Face-to-face Networking | | | | 15 |
| C131 | Agency/Search Firm | | | | 12 |
| C132 | Bing | One Microsoft Way Redmond, WA 98052-7329 | | | |

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| | | | | | |
|------|--------------------------------|---|------------------------------------|--------------|----|
| C134 | Indeed | 6433 Champion Grandview Way Building 1 Austin, TX 78750 | www.indeed.com | | 20 |
| C139 | Rick Gevers & Assoc | PO Box 477 Zionsville, IN 46077 | Rick Gevers rick@rickgevers.com | 317-769-7900 | 1 |
| C160 | Society of Broadcast Engineers | | | | 1 |

Local Sources

| | | | | | |
|----|---|---|---|--------------|--|
| L1 | I.U.P.U.I. | 815 W. Michigan St. Room 3128 Indianapolis, IN 46202 | Tim Swain timswain@iupui.edu http://employment.iupui.edu | 317-274-4577 | |
| L2 | Indiana Broadcasters Association | 600 E. Carmel Drive Carmel, IN 46032 | Sam Klemet sam@indianabroadcasters.org indianabroadcasters.org | 317-656-3011 | |
| L3 | Indiana Association of Black Journalist | | Steve Jefferson theiabjchapter@gmail.com, sjefferson@wthr.com http://iabj.net/ | 317-332-7948 | |
| L4 | Indianapolis Urban League | 777 Indiana Ave Indianapolis, IN 46202 | Kim Simmons info@indplsul.org | 317-693-7603 | |
| L5 | University of Indianapolis | 1400 E Hanna Ave Indianapolis, IN 46227 | Whit Bones bonesw@unindy.edu www.unindy.edu/professional-edge | 317-788-2389 | |
| L6 | Butler University | 4600 Sunset Ave Indianapolis, IN 46208 | Internship and Career Services http://butler.joinhandshake.com | 317-940-9383 | |
| L7 | Franklin College | 101 Branigin Franklin, IN 46131 | careerservices@franklincollege.edu www.franklincollege.edu | 317-738-8801 | |

Total Number of Interviewees Referred: 235

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II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|-------------------------------------|---|---|
| Assoc Account Exec, TV [13423] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C116, C130, C131, C132, C134 | Code Number: C130 Start Date: 2017-10-03 |
| Asst Chief Engineer [14031] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C5 Start Date: 2018-03-19 |
| Asst News Director [12909] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134, C139 | Code Number: C1 Start Date: 2017-08-14 |
| Dir, Engineering [12479] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134, C160 | Code Number: C1 Start Date: 2017-07-03 |
| Dir, HR Business Partner [13709] | C1, C2, C3, C5, C6, C8, C9, C10, C11, C12, C13, C15, C69, C91, C97, C130, C131, C132, C134 | Code Number: C97 Start Date: 2018-02-19 |
| Director III [13441] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-10-09 |
| Editor II [12588] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C91, C97, C130, C131, C132, C134 | Code Number: C130 Start Date: 2017-04-24 |
| Editor II [13291] | C1, C2, C3, C5, C69, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-09-11 |
| Evening Anchor, MMJ [12062] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C19, C27, C43, C69, C91, C130, C131, C132, C134, L1, L2 | Code Number: C130 Start Date: 2017-04-24 |
| Evening Anchor, MMJ [13079] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C100, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-06-26 |
| General Manager, TV [13531] | C1, C2, C3, C5, C69, C97, C100, C130, C131, C132, C134 | Code Number: C2 Start Date: 2018-01-01 |
| Maintenance Engineer III [13105] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-06-19 |
| Maintenance Engineer III [13573] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C3 Start Date: 2018-01-12 |

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II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|------------------------------------|---|---|
| Master Control Hub Op [13288] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-09-04 |
| Master Control Hub Op [13456] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C97 Start Date: 2017-10-09 |
| Master Control Hub Op [13562] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-11-08 |
| Master Control Hub Op [13575] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C2 Start Date: 2018-01-29 |
| Master Control Hub Op [13730] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C130 Start Date: 2018-02-12 |
| Master Control Hub Op [13762] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C97 Start Date: 2018-03-05 |
| Master Control Hub Op [13927] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C1 Start Date: 2018-02-26 |
| Master Control Hub Op [13928] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C3 Start Date: 2018-03-12 |
| Master Control Hub Op [13964] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C3 Start Date: 2018-03-12 |
| Master Control Hub Op [13965] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C1 Start Date: 2018-03-26 |
| Master Control Hub Op [13977] | C1, C2, C3, C5, C69, C97, C130, C131, C132, C134 | Code Number: C1 Start Date: 2018-03-26 |
| MC Hub Maintenance Tech [13256] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-08-28 |
| Media Prep Technician [12520] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C97, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-06-05 |

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II. Full-Time Vacancies Filled During the Reporting Period

| Job Title | Recruitment Sources Utilized to Fill Vacancy [by code number] | Recruitment Source for Person Hired [by code number] |
|----------------------------------|--|---|
| Media Prep Technician [13128] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134 | Code Number: C134 Start Date: 2017-08-07 |
| Multimedia Journalist [12063] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C130, C131, C132, C134 | Code Number: C131 Start Date: 2017-04-24 |
| Multimedia Journalist [12945] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134 | Code Number: C1 Start Date: 2017-07-17 |
| Multimedia Journalist [12945] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C100, C130, C131, C132, C134 | Code Number: C3 Start Date: 2017-07-31 |
| Multimedia Journalist [13445] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C97, C130, C131, C132, C134 | Code Number: C131 Start Date: 2017-10-09 |
| Producer [12250] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C100, C130, C131, C132, C134 | Code Number: C1 Start Date: 2017-04-17 |
| Producer [12250] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C43, C69, C95, C97, C100, C130, C131, C132, C134 | Code Number: C1 Start Date: 2017-06-19 |
| Producer [13151] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C26, C69, C97, C100, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-10-23 |
| Sales Support Asst II [13049] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C91, C97, C116, C130, C131, C132, C134 | Code Number: C130 Start Date: 2017-07-10 |
| Specialty Producer [13169] | C1, C2, C3, C5, C6, C9, C10, C11, C12, C13, C14, C15, C69, C130, C131, C132, C134 | Code Number: C2 Start Date: 2017-07-31 |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| <p>Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.</p> | <p>March 9, 2018: Director of Creative Services, Director of Engineering and Reporters attended the Career Fair at University of Indianapolis, with non-profit mentoring organization Starfish Initiative</p> |
| <p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p> | <p>April 18, 2017: Meet the Media. Reporter participated in event discussing role of investigative reporter in today's newsroom. Reporters meet with students (mostly college classes) to talk about journalism issues or careers</p> |
| | <p>April 22, 2017: Indiana Society of Professional Journalists. Reporter was host and emcee of event. TALKING FOR CAREERS IN BROADCASTING</p> |
| | <p>August 2, 2017: Carmel/Hamilton County Library, Weather Camp Program presented by Meteorologist.</p> |
| <p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p> | <p>Station WRTV and its employees participate in The E.W. Scripps Company's Career Management Program. This training, helps employees develop their career skills. In addition, all WRTV employees enjoy the opportunity to pursue career advancement through online training in station-related skills such as management and leadership, career growth planning, job interviewing, and a variety of specific skill-sets.</p> |
| <p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p> | <p>April 3, 2017: Reporter addressed journalism class at Indiana University Purdue University Indianapolis.</p> |
| | <p>May 12, 2017: Career Day, Plainfield Middle School, Meteorologist attended.</p> |
| | <p>June 9, 2017: Career Day, Reporter Leadership Conference, University of Indianapolis. Meteorologist participated as guest lecturer and panel discussion.</p> |
| | <p>April 13, 2017: Tour of station for Elwood Intermediate School students.</p> |
| | <p>May 17, 2017: Meteorologist presented Weather Camp with Duke Energy Mobile Weather Lab at Brownsburg Middle School.</p> |
| | <p>June 9, 2017: Career Day, Reporter Leadership Conference, University of Indianapolis. Meteorologist participated as guest lecturer and panel discussion.</p> |
| | <p>June 15, 2017: Weather Camp, Fishers/Hamilton County Library, Meteorologist attended. June 16, 2017: Pike High School, Meteorologist discussed careers in meteorology.</p> |

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

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| | <p>July 26, 2018: Indiana University Purdue University Indianapolis, Washington Fellowship Program. Hosted students from Africa visiting the United States for the first time. Program included station tour, conversations and one-on-one meetings with station employees and management.</p> |
| | <p>July 27, 2017: Zionsville/Boone County Library, Weather Camp Program presented by Meteorologist. July 27, 2018: Indiana Latino Scholarship Fundraiser. Reporter does student mentoring and addresses high school seniors who are headed for college and looking for a career and education advice.</p> |
| | <p>September 16, 2017: Indiana University Purdue University Indianapolis, Communications Studies Department. Meteorologist served on a discussion panel.</p> |
| | <p>November 1, 2017: Pike High School. Reporter was guest speaker addressing the TV class.</p> |
| | <p>November 10, 2017: Tour of Station for Indiana Latino Institute Education Summit.</p> |
| <p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p> | <p>Manager training: Participation in training to ensure equal employment opportunity and preventing discrimination including diversity, inclusion, and accommodation. All newly hired or promoted managers are assigned EEO training within 12 weeks of hire/promotion.</p> |