

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
TV Meteorologist	2, 7, 11-12, 15, 17-18, 20-21, 24-28, 31	18
Broadcast Engineer	2-4, 8, 10-12, 14-18, 20-21, 24-28, 30-31	30
Multipatform Photographer	2-3, 5, 11-12, 15, 17-18, 20-21, 24-29, 31	29
TV News Producer/Content Manager	2-3, 7-8, 11-18, 20-22, 24-28, 31	3
TV Chief Meteorologist	1-3, 5, 11-18, 20-22, 24-28, 31	5
Multi-Platform Media Account Executive	2-3, 11-20, 22-24, 26-28, 30-31	23
TV Meteorologist	2-3, 8-9, 11-18, 20-22, 24, 26-28, 31	8
Multipatform Photographer	2-3, 5, 8, 11, 13, 15-18, 20-21, 24-28, 31	5
TV News Producer/Content Manager	2-3, 6, 11, 13-18, 20-22, 24-28, 31	6

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

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	Agency Referral	N	2
2	Allen County Public Library P.O. Box 2270 200 East Berry Street Fort Wayne, Indiana 46801 Phone : 260-421-1245 Email : ncompton@acpl.info Norm Compton	N	0
3	Ball State University Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-2436 Cindy Hershman Manual Posting	N	1
4	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-353-7653 Url : www.careerbuilder.com Rick Bartholomay Manual Posting	N	1
5	Current Employee	N	5
6	Current Employee/Internal Promotion	N	1
7	Current Intern	N	2
8	Employee Referral LIN ND Conference Call	N	6
9	Former Intern	N	1
10	Fort Wayne Newspapers 600 W. Main Street P.O. Box 88 Fort Wayne, Indiana 46801-0088 Phone : 260-461-8181 Jack Lange Manual Posting	N	0
11	Fort Wayne Urban League 2135 South Hanna Street Fort Wayne, Indiana 46803 Phone : 260-745-3100 Email : jray@fwurbanleague.org Fax : 1-260-745-0405 Jonathan Ray	N	0

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

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
12	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4027 Email : lrazor@huntington.edu Fax : 1-260-359-4077 Lynne Razor	N	0
13	Indiana Broadcasters Association 3003 E. 98th Street, Suite #161 Indianapolis, Indiana 46280 Phone : 317-573-0119 Url : http://www.indianabroadcasters.org Gwen Piening Manual Posting	N	0
14	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0
15	IPFW 2101 Coliseum Blvd. E. Fort Wayne, Indiana 46805 Phone : 260-481-6825 Email : boydrs@ipfw.edu Fax : 1-260-481-6183 Randi Boyd	N	0
16	IPFW Jobzone 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-0689 Career Services Manual Posting	N	0
17	ITT Technical Institute of Fort Wayne 2810 Dupont Commerce Court Fort Wayne, Indiana 46825 Phone : 260-497-6200 Fax : 1-260-497-6299 Joe McMichael	N	1

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

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
18	LIN-TV Corporate Listing One West Exchange Street Suite 5A Providence, Rhode Island 2903 Phone : 401-457-9422 Url : http://www.lintv.com Email : WANE_TV@linmedia.com Claudia Balcewicz	N	2
19	Linkedin 2029 Sterling Ct Mountain View, California 94043 Phone : 650-687-3600 Customer Service Manual Posting	N	2
20	Manchester College 604 East College Avenue North Manchester, Indiana 46962 Phone : 260-982-5242 Email : bjbutterbaugh@manchester.edu Fax : 1-260-982-5408 Betty Butterbaugh	N	0
21	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
22	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	N	0
23	Non-Employee Referral WISH-TV	N	1
24	Taylor University 236 West Reade Avenue Upland, Indiana 46989 Phone : 765-998-5382 Fax : 1-765-998-4383 Jill Godorhazy	N	0

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

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
25	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	N	0
26	Trine University 9910 Dupont Circle Drive East Fort Wayne, Indiana 46825 Phone : 260-665-4214 Email : batemanl@trine.edu Fax : 1-260-482-8553 Linda Bateman	N	0
27	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	3
28	University of Saint Francis 2701 Spring Street Fort Wayne, Indiana 46808 Phone : 260-399-7999 Email : dboggs@sf.edu Fax : 1-260-399-8176 Debra Boggs	N	0
29	Walk In	N	1
30	WANE-TV 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-428-1593 Url : http://www.wane.com Email : jim.riecken@wane.com Jim Riecken	N	5

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

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
31	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : http://www.wane.com Joe Carroll Manual Posting	N	10
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/24/2013	Establishment of an intern program designed to assist members of the community	Internships at WANE-TV are available for full-time junior or seniors in two-to-four year Indiana Colleges and Universities. This program is described and promoted on our station website, www.wane.com . During the reported period, WANE-TV provided internships for 6 students. Five of those students interned in the Newsroom and one student in the Production Department. One student from IPFW University, three students from Ball State University, one student from Indiana University and one student from Purdue University. Each of these students receives academic credit for his or her participation in the program.	2	News Director Operations Manager	1.00

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	3/26/2013	Participation in scholarship programs	<p>WANE-TV participated in the Indiana Broadcaster's Association 2013 Scholarship Program. By participating we fulfilled the following requirements to receive one full EEO credit:</p> <p>Completed and returned the Participation form to the IBA with our contribution; Aired Public Service Announcements promoting the Scholarship Program (included 1 x :30 and 2 x :15 PSAs) and notifications on our on-air Community Calendar, on-line on the Community page of wane.com; Reproduced High School and College application forms. The station became a distribution point for students to pick up or drop off forms between mid January to March 1, 2013; Participated in the Application Evaluation Process. Picked top six applicants for High School and College (only had three) for our DMA. These selections were sent to the IBA for the final selection committee on March 15.</p> <p>On record: CD containing all completed scholarship applications for our DMA; Copies of evaluations forms; Copy of internal station communication regarding Scholarship participation; Traffic reports for our Public Service Announcements (Affidavits); Copy of final 2013 Scholarship Recipients; The 2013 Certificate of Participation from the IBA which certifies station involvement in the Scholarship Program; and a copy of the receipt from the IBA of our station contribution (\$1000.00).</p>	1	Community Affairs Director	1.00
3	7/31/2013	Participation in other activities designed by the station employment unit	<p>NABJ Conference - Held in Orlando, FL on 7/31/2013 - 8/03/2013. A LIN Media booth was staffed by LIN personnel and a WANE-TV employee, promoting current job opportunities in the LIN markets and at WANE-TV in Fort Wayne, IN.</p>	2	LIN Benefits Manager WANE-TV Multimedia Journalist	1.00

WANE
EEO PUBLIC FILE REPORT
March 23, 2013 - March 31, 2014

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
4	9/26/2013	Participation in Job Fairs	IPFW Fall 2013 Career Fair - On September 26, 2013, WANE-TV participated in the Fall IPFW Career Fair from 10am - 2pm at IPFW's Fieldhouse in the Gates Sports Complex. The booth was staffed by the Business Administrator and Community Affairs Director who discussed current job openings at the station, career opportunities in broadcasting and accepted resumes.	2	Business Administrator Community Affairs Director	0.25
5	1/20/2014	Provision of training to management	2014 News and Digital "Advance" Conference held in Austin, TX at the Stephen F. Austin Intercontinental Hotel, January 20 - 23, 2014.	2	News Director Digital Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.25