

WANE
EEO PUBLIC FILE REPORT
April 1, 2014 - March 31, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Commercial/Special Projects Producer	1-2, 4-11, 13, 15, 17-21	20
Weekend Sports Anchor/Reporter	1-2, 4-11, 13-19, 21	19
Digital Sales Director	1-13, 15-18, 21	3

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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	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
2	Ball State University Lucina Hall Room 220 Muncie, Indiana 47306 Phone : 765-285-2436 Cindy Hershman Manual Posting	N	1
3	Corporate Recruiter	N	1
4	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
5	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4027 Email : arensberger@huntington.edu Fax : 1-260-359-4077 Amber Rensberger	N	0
6	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
7	Indiana Tech 1600 E. Washington Blvd. Fort Wayne, Indiana 46803 Phone : 260-422-5561 x2217 Andrew Craig Manual Posting	N	0

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8	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
9	IPFW Jobzone 2101 E. Coliseum Blvd. Fort Wayne, Indiana 46805 Phone : 260-481-0689 Career Services Manual Posting	N	0
10	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	0
11	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	1
12	Linkedin 2029 Sterling Ct Mountain View, California 94043 Phone : 650-687-3600 Customer Service Manual Posting	N	0
13	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

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14	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
15	New Haven Chamber of Commerce 435 Ann Street New Haven, Indiana 46774 Phone : 260-749-4484 Vinceq Buchanan Manual Posting	N	0
16	Taylor University 236 West Reade Avenue Upland, Indiana 46989 Phone : 765-998-5382 Fax : 1-765-998-4383 Jill Godorhazy	N	0
17	Tri State University 1 University Avenue Angola, Indiana 46703 Phone : 260-665-4124 Fax : 1-260-665-4828 Debbi Roemke	N	0
18	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
19	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	2

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20	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	1
21	wane.com 2915 W. State Blvd. Fort Wayne, Indiana 46808 Phone : 260-481-1525 Url : http://www.wane.com Joe Carroll Manual Posting	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/15/2014	Participation in Job Fairs	WANE-TV successfully participated in the Broadcasters Career/Internship Fair held at IPFW University in Fort Wayne, IN. on Tuesday, April 15, 2014. Public Service announcements were ran, along with placing information on our Community Calendar from April 1, 2014 to noon on April 14, 2014 to promote the Career Fair. The booth was staffed by the News Director and General Sales Manager who discussed current openings at the station, available internships, and accepted resumes.	2	News Director General Sales Manager
2	5/4/2014	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 9 students. Eight of those students interned in the Newsroom and one student in the Production Department. Four students from IPFW University, two students from Ball State University, one student from Valparaiso University, one student from Indiana University and one student from Huntington University. Each of these students received academic credit for his or her participation in the program.	2	News Director Operations Manager
3	5/13/2014	Participation in events or programs sponsored by educational institutions	Dekalb County Career Day- This event was held on May 13th , 2014 at Dekalb Middle School in Waterloo, IN from 9am - 3pm. There were 600+ 8th grade students who participated, each prepared with questions to ask pertaining to their chosen career. WANE-TV was represented by our Week-end Anchor/Reporter who answered questions from young scholars to help them decide if broadcasting was of interest to them.	1	Weekend Anchor/Reporter

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4	5/21/2014	Establishment of training programs for station personnel	LIN Media BA Summit - May 21 & 22, 2014, LIN's Business Administrators met in Austin, TX to receive training on Compliance, Finance, Succession Planning, ATS, FMLA, and other matters. This training will enable the Business Administrators to attain higher level positions within the company and/or broadcast industry. WANE's Business Administrator attended this training.	1	Business Administrator
5	7/17/2014	Participation in Job Fairs	WANE participated in the 2014 IBA - Indiana Black Expo Employment Opportunity Fair held on Thursday, July 17th from noon to 5pm at the Indianapolis Convention Center 500 Ballroom. Completed and returned the registration form to the IBA with our registration fee; Aired PSA's along with placing information on the Community Calendar to help promote the expo from July 7, 2014 - July 17, 2014. WANE's General Manager manned the booth from 1:30pm - 3:00pm. He discussed current job openings at the station, career opportunities in broadcasting and accepted resumes.	1	General Manager
6	1/26/2015	Participation in Job Fairs	The Sales Career Fair - On January 26, 2015, WANE-TV participated in the 2015 Sales Career Fair held at the Ball State University Alumni Center from 3pm - 7pm. This job fair targeted sales and marketing students. The booth was staffed by WANE-TV's General manager who discussed requirements at a broadcast station for sales/marketing positions. Resumes were also collected.	1	General Manager

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7	3/20/2015	Participation in scholarship programs	<p>WANE-TV participated in the Indiana Broadcaster's Association 2015 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, 2015; Participated in the Application Evaluation Process. Picked top six applicants for High School and College for our DMA. These selections were sent to the IBA for the final selection committee on March 17.</p> <p>On record:</p> <p>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 2015 Scholarship Recipients; The 2015 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>	2	Community Affairs Director Main Anchor