

WTHR-TV/WALV-CD, Indianapolis, Indiana
EEO PUBLIC FILE REPORT
(Period covered: April 1, 2017 through March 31, 2018)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets]

Producer (#9, 15, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 69, 73, 77, 82, 85)
[Hiree # 21]
Job #300-AM

Digital Desk Editor (#21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 52, 69, 72, 73, 77, 82, 85, 86)
[Hiree # 72]
Job #300-OI

Multimedia Journalist (MMJ) (#9, 12, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 52, 73, 77, 82, 85)
[Hiree # 16]
Job #300-JB

Social Media Manager (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 52, 69, 73, 77, 82, 85)
[Hiree # 21]
Job #300-WM

Anchor/Reporter (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 69, 73, 77, 82, 85)
[Hiree # 21]
Job #16

Account Executive (Exigent Circumstances¹)
[Hiree # 16]
Job #18

Producer (#21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 69, 73, 77, 82, 85)
[Hiree # 21]
Job #5

¹ Normal outreach activities were not used to source candidates for this position. A candidate with unique qualifications was identified and hired from within the market.

Assistant Chief Engineer² (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 55, 69, 73, 77, 82, 85)
[Hiree # 16]
Job #23

Multimedia Journalist (MMJ) (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 73, 77, 82, 85, 86)
[Hiree # 21]
Job #13

Meteorologist (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 41, 44, 45, 52, 69, 73, 77, 82, 83, 84, 85)
[Hiree # 16]
Job #300-NM

Writer/Producer/Editor (#9, 21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 73, 75, 77, 80, 82, 85, 87)
[Hiree # 21]
Job #28

Director, Traffic Operations (#21, 22, 23, 24, 28, 30, 33, 34, 40, 44, 45, 69, 73, 77, 82, 85)
[Hiree # 22]
Job #32

TOTAL INTERVIEWEES FOR FULL TIME POSITIONS

55

TOTAL INTERVIEWS FROM REFERRAL SOURCES USED

#9 (4 people), #16 (12 people), #21 (27 people), #22 (5 people), #52 (1 person), #65 (1 person), #69 (4 people), #72 (1 person)

SUPPLEMENTAL OUTREACH ACTIVITIES

During the reporting period, members of the station's employment unit with substantial responsibility for hiring decisions participated in and sponsored two job fairs. (FCC Menu Options 1&3):

- The station participated in and sponsored the WTHR Channel 13 Employment Opportunity Fair at the Indiana Black Expo, on July 13, 2017. The event took place in Indianapolis, Indiana. The following managers participated: Cheryl Stephens, Human Resources Manager; Judy McQuoid, Director of Finance; Brent Denny, National Sales Manager; Jack Tapp, Technical Services Manager; Joshua Witzke, Production Manager; and Kathy Hostetter, News Director. Young-Hee Yedinak, Community Affairs Manager, served on the planning committee for the event. Committee responsibilities included approval of workshops and seminars; venue setup planning and assignment; evaluation of attendance and demographics of participants; and final review of

² A restructure in the Engineering department occurred just as this position was filled. The position was retitled to be Manager, Technology and Operations instead of the Assistant Chief Engineer.

workshop evaluations and comments received from participants. Additionally, the station provided publicity of the event.

- The station participated in the Indiana Broadcasters Association Career Fair in Carmel, Indiana on March 24, 2018. Kathy Hostetter, News Director, and Kyle Thomas, Digital Desk Manager, participated in the event. The station promoted the event on the website, via Twitter, and with mentions in newscasts.

During the reporting period, the station maintained an internship program in the News department for college juniors and seniors, in which 10 students from the following universities participated: Ball State University, Butler University, Indiana University, Anderson University, The George Washington University, and University of Indianapolis. The staff member coordinating the program for the News department was Kyle Thomas. (FCC Menu Option 5)

During the reporting period, members of the station's employment unit participated in career events sponsored by educational institutions. (FCC Menu Option 10):

- Carlos Diaz, Multimedia Journalist, spoke to a group of students at Indiana University on April 14, 2017. He spoke to them about preparing for a career in broadcasting and reviewed demo reels that the students had prepared. The event was arranged by the Walter Center for Career Achievement at Indiana University.
- Kathy Hostetter, News Director; and Sandra Chapman, Investigative Reporter, participated in the Fall News Roundup at Ball State University on September 29, 2017. They were panelists on the "Directions and Connections" career panel where they discussed how they got to where they are today, what students should do, or not do, during their college years and industry trends. They also presented a session titled "When the Going Gets Rough" where they discussed specific the persistence and commitment that earned the station two Peabody Awards and how government agencies or private citizens have obstructed reporting. This event was hosted by the Department of Telecommunications at Ball State University.
- Kyle Thomas, Digital Desk Manager; and Matt Whisner, Chief Photographer, spoke to three classes of undergraduate students at the Indiana University Media School on October 10, 2017. They talked with students about the news business, social media and digital platforms, storytelling, photography and ethics. They also watched some of the student's demo reels to provide feedback.
- Scott Hums, Digital Content Director, visited with the students at Fall Creek Junior High School on November 20, 2017. He spoke to their TV class about broadcast journalism and storytelling.
- Kathy Hostetter, News Director, spoke to students at Butler University on February 6, 2018 about the always evolving news room and how the disruption has changed our view, workflow and news gathering.

By way of a station initiative, employees attended training programs and conferences enabling them to acquire skills that could qualify them for higher-level job vacancies. During the

reporting period, station personnel participated in the following programs. (FCC Menu Option 8):

- WTHR Management team members participated in a leadership development training led by Tim Harshbarger of Focus 3 on April 14, 2017. The session was titled “The R Factor” and introduced the concept of “Event + Response = Outcome” as a way to bring about discipline-driven behavior. Attendees included: Jennifer Atherton, Executive Producer; Michael Brouder, Creative Services Director; Michael Buchler, Digital Sales Manager; Phil Cannelongo, Executive Producer; Tim Conner, IS Manager; Larry Delia, President and General Manager; Brent Denny, National Sales Manager; Peggy Fox, Traffic Manager; Al Grossniklaus, Director of Engineering; Kathy Hostetter, News Director; Scott Hums, Digital Content Director; David Jones, Chief Engineer; Alex Jud, Executive Producer; Judy McQuoid, Director of Finance; Kelly Richards, Manager On-Air Promotions; Jeff Rosetti, Assistant News Director; Cherilyn Stephens, Human Resources Manager; Jack Tapp, Technical Services Manager; Kyle Thomas, Digital Desk Manager; Tim Warner, Director of Sales; Matt Whisner, Chief Photographer; Lisa Willey, Local Sales Manager; Joshua Witzke, Production Manager; Cyndee Hebert, Special Project Producer; and Matt Wright, Safety and Security Manager. The training was held on-site at WTHR.
- Matt Wright, Safety and Security Manager, attended Advanced ICS Command and General Staff – Complex Incidents training on April 25 – 27, 2017 at the Indiana Electric Cooperatives in Indianapolis, Indiana. The course was presented by the Indiana Department of Homeland Security and provided training and resources for personnel requiring advanced application of the Incident Command System (ICS) for performing in a management capacity in an area command or multiagency coordination entity.
- Scott Hums, Digital Content Director; and Kathy Hostetter, News Director, attended the Facebook Journalism Project News Day in Chicago, Illinois on May 18, 2017. The event was hosted by Facebook and included presentations, discussion and networking focused on giving attendees an opportunity to learn more about Facebook and Instagram as platforms for news.
- On July 20, 2017, the station hosted a media law seminar that was presented by Attorney Marion Little from Zeiger, Tigges and Little, LLP. Taylor Beck, Producer; Matt McCutcheon, Reporter; Julia Moffitt, Anchor; Michelle Corless, Producer; Jennifer Atherton, Executive Producer; Mary Stirsman, Producer; Michael Brouder, Creative Services Director; Alex Jud, Executive Producer; Matt Whisner, Chief Photographer; John Kofodimos, Photographer; Scott Medaris, Editor; Carlos Diaz, Multimedia Journalist; Cyndee Hebert, Special Projects Producer; Evan Hoffmeyer, Digital Desk Editor; Rich Nye, Multimedia Journalist; Mike Potter, Producer; Naomi Pescovitz, Anchor/Reporter; Scott Graber, Photographer; Kevin Rader, Reporter; Bob Kravitz, Senior Sports Reporter; Paul Stauder, Digital Desk Editor; Cathy Fee, Administrative Manager; Theresa Wells-Ditton, Director of Politics and Planning; Rich Van Wyk, Reporter; Jeff Rosetti, Assistant News Director; Anna Carrera, Multimedia Journalist; Ben Hill, Anchor; Camille Hayes, Digital Desk Editor; Steve Jefferson, Reporter; Sandra Chapman, Investigative Reporter; Steve Rhodes, Photographer; Bill Reilly, Photographer; John Duong, Photographer; Scott Hums, Digital Content Director; Mimi

Pearce, Traffic Reporter; Kathy Hostetter, News Director; David MacAnally, Reporter; Lauren Stream, Producer; Ryan Thedwall, Photographer; Mike Spears, Editor; Joel Bragg, Editor; Emily Longnecker, Reporter; Jim Johnston, Photographer; Jason Spells, Sports Anchor/Reporter; Tony Gaver, Digital Desk Editor; Dave Calabro, Sports Director; Larry Delia, President and General Manager; Kyle Thomas, Digital Desk Manager; Scott Swan, Anchor; Susan Batt, Special Projects Producer; Ashley Hardin-Hammons, Producer; Phil Cannelongo, Executive Producer; Bill Ditton, Photographer; Todd Donaldson, IS Technician; John Whalen, Photographer; Anne Marie Tiernon, Anchor; Kelly Greene, Meteorologist; and Angela Buchman, Meteorologist; were all in attendance at one of two sessions offered on that date.

- Scott Hums, Digital Content Director, attended the Online News Association 2017 Conference and Awards event in Washington, D.C. on October 5-7, 2017. The conference offered various sessions related to digital media and digital journalism.
- Several staff members attended the Indiana Broadcaster Association Conference on November 3, 2017 at the 502 East Event Centre in Carmel, Indiana. Michael Brouder, Creative Services Director; and Kathy Hostetter, News Director; attended sessions titled “Charting Your Future with ATSC 3.0” and “Connected Car: Staking Out Your Place in the Digital Automobile”. David Jones, Chief Engineer; Tim Conner, IS Manager; Jay Cory, Maintenance Technician; and Roberta Barmore, Maintenance Technician; attended the Engineering workshop which covered topics such as the ATSC 3.0, extending the life of broadcast transmitter equipment, the spectrum repack, SNMP protocol and an introduction to network security. Michael Buchler, Digital Sales Manager, attended sessions titled “Embracing Digital Sales”, “Prospecting: You have to kiss a bunch of frogs to find a prince” and “Connecting the Dots: How to Pull All of Your Digital Tools Together into a Single Strategy”. Scott Hums, Digital Content Director, attended the sessions “Connected Car: Staking Out Your Place in the Digital Automobile” and “Connecting the Dots: How to Pull All of Your Digital Tools Together into a Single Strategy”.
- Brent Denny, National Sales Manager, attended the Jim Doyle and Associates “Sales Manager’s High-Performance Boot Camp” in Tampa, Florida on January 28-30, 2018. Sessions at this workshop focused on developing strong leaders in a sales department and how to bring out the best in your sales team.
- WTHR Management team members participated in a leadership development training led by Tim Harshbarger of Focus 3 on March 16, 2018. The session was titled “Lead Now” and focuses on the disciplines necessary to be effective leaders. Attendees included: Jennifer Atherton, Executive Producer; Michael Brouder, Creative Services Director; Michael Buchler, Digital Sales Manager; Phil Cannelongo, Executive Producer; Tim Conner, IS Manager; Larry Delia, President and General Manager; Brent Denny, National Sales Manager; Kathy Hostetter, News Director; David Jones, Director Technology & Operations; Alex Jud, Executive Producer; Judy McQuoid, Director of Finance; Kelly Richards, Manager On-Air Promotions; Jeff Rosetti, Assistant News Director; Cherilyn Stephens, Human Resources Manager; Seth Keever, Manager Technology & Operations; Kyle Thomas, Digital Desk Manager; Tim Warner, Director of Sales; Matt Whisner, Chief Photographer; Lisa Willey, Local Sales Manager; Joshua

Witzke, Production Manager; and Matt Wright, Safety and Security Manager. The training was held on-site at WTHR.

- The Sales, Human Resources, and Digital Media departments made several web – based training sessions available to employees during the reporting period:
 - “Nielsen and comScore: A Look at Their Approaches” hosted by TVB; Angela Goodwin-Volpert, Account Executive; Eric Ratner, Account Executive; Lisa Willey, Local Sales Manager; Tim Warner, Director of Sales; Alan Figg, Account Executive; Randy Watson, Account Executive; Jennifer Blotkamp, Local Sales Assistant; Curt Young, Account Executive; Erin Peckinpaugh, Account Executive; Doug Ripperger, Account Executive; Brent Denny, National Sales Manager; and Brian Fields, Research Director; participated in this webinar on April 6, 2017.
 - “Audience Measurement at a Crossroads” hosted by NewsCheckMedia; Angela Goodwin-Volpert, Account Executive; Susan Carr, Account Executive; Lisa Willey, Local Sales Manager; Tim Warner, Director of Sales; Alan Figg, Account Executive; Randy Watson, Account Executive; Jennifer Blotkamp, Local Sales Assistant; Sue Layton, Account Executive; David Copple, Account Executive; Brent Denny, National Sales Manager; Michael Buchler, Digital Sales Manager; and Brian Fields, Research Director; participated in this webinar on August 8, 2017.
 - “Understanding the New EEO-1 Report: Pay Data and Hours Worked Requirements” hosted by Seyfarth Shaw; Cherilyn Stephens, Human Resources Manager, participated in this webinar on August 14, 2017.
 - “Money Call” hosted by Jim Doyle Associates; Erin Peckinpaugh, Account Executive; Susan Carr, Account Executive; Sue Layton, Account Executive; David Copple, Account Executive; Mike Buchler, Digital Sales Manager; Doug Ripperger, Account Executive; Lisa Willey, Local Sales Manager; Alan Figg, Account Executive; Renee Ray, Digital Account Executive; Brian Fields, Research Director; Brent Denny, National Sales Manager; Tim Warner, Director of Sales; and Angela Goodwin-Volpert, Account Executive; participated in this webinar on August 18, 2017.
 - “Exempt & Nonexempt Employees: Debunking the most common FLSA myths” hosted by J.J. Keller; Cherilyn Stephens, Human Resources Manager, participated in this webinar on September 26, 2017.
 - “Money Call” hosted by Jim Doyle Associates; Alan Figg, Account Executive; Brian Fields, Research Director; Tim Warner, Director of Sales; Curt Young, Account Executive; and Shane Nichols, Account Executive; participated in this webinar on December 14, 2017.
 - “Best Practices for Investigating and Addressing Sexual Harassment Complaints in the Workplace” hosted by the Law Firm of Seyfarth Shaw; Cherilyn Stephens, Human Resources Manager, participated in this webinar on February 1, 2018.

- As part of the benefit package provided by the employment unit, employees who have met eligibility requirements qualify for tuition assistance. During the reporting period, three employees were reimbursed for a portion of their tuition expenses. The program is overseen by Cherilyn Stephens, Human Resources Manager.

The station participated in the Indiana Broadcasters Association EEO/Scholarship Program for 2018. WTHR promoted the scholarship through Facebook, WTHR.com and public service announcements that ran in January and February of 2018. In addition, WTHR contributed \$1,000 towards the scholarship. Cherilyn Stephens, Human Resources Manager, reviewed submissions from students and submitted their recommendations to the IBA. (FCC Menu Option 7)

The station employment unit aired public service announcements during the reporting period informing the public that the station is an equal opportunity employer and offering organizations an opportunity to request the station's job vacancy listings. The announcements also inform viewers that the station's job vacancy information is available via the station's website.

WTHR-TV/WALV-CD
EEO Public File
(Period covered: April 1, 2017 through March 31, 2018)
Referral Sources
Appendix A

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
5	Talent Dynamics	Julie Pumphrey		600 E. Las Colinas Blvd.		Irving	TX	75039	214/640-3180	pumphrey@talentdynamics.com
6	NATAS Lower Great Lakes Chapter	Bob Hammer		1440 Rockside Rd	Suite221	Cleveland	OH	44134	440/526-3669	administrator@natasgl.org
8	Medialine	Rick Iler		2515 Sapprow Crest Dr		Katy	TX	77494	913/217-0685	medialine@medialine.com
9	TVJobs	Mark Holloway		P.O. Box 4116		Oceanside	CA	92058	800/374-0119	admin@tvjobs.com
10	Spots-n-Dots	Emily McKay		SND Publishing LLC	1635 Old Highway 41 Ste 112-238	Kennesaw	GA	30152	888/884-2630 x 701	ads@spotsndots.com
12	National Assoc. of Black Journalist	N/A		8800 Lakewood Dr	#117	Windsor	CA	95492	626/792-3846	info@nabcareers.org
13	National Assoc. of Hispanic Journalist	N/A		1050 Connecticut Ave NW	10th Floor	Washington	DC	20036	202/662-7168	
15	Indiana Broadcasters Association	Dave Arland, Sam Klemet		P.O Box 902		Carmel	IN	46082	317/770-0970	iba@indianabroadcasters.org
16	Word of Mouth	N/A								
17	Agent	N/A								
19	Investigative Reporters & Editors (IRE)	Ted Peterson		141 Neff Annex	Missouri School of Journalism	Columbia	MO	65211	573/884-7321	jobpostings@nicar.org
21	WTHR Website	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317-655-5613	cstephens@wthr.com
22	WTHR Internal Posting	Cherilyn Stephens		1000 N Meridian St		Indianapolis	IN	46204	317-655-5613	cstephens@wthr.com
23	Ball State University - Career Center	Amy Logan	*	2000 W University	Lucina Hall 220	Muncie	IN	47306	765/285-2431	careercenter@bsu.edu ; ajlogan@bsu.edu
24	Career Consultants - Oi Partners, Inc.	Betsy Hickman	*	32 E Washington St	Ste 900	Indianapolis	IN	46204	317/264-4114	bhickman@cciindy.com
28	DePauw University - Hubbard Center for Student Engagement	Erin Duffy	*	408 South Locust St		Greencastle	IN	46135	765/658-4569	erinduffy@depauw.edu
29	IUPUI: IU School of Journalism at IUPUI	Fred Bagg		755 W Michigan St	UL3100B	Indianapolis	IN	46202	317/278-5326	fbagg@iupui.edu
30	Indiana Black Expo	Lynna Townsend	*	3145 N. Meridian Street		Indianapolis	IN	46208	317/923-3043	ltownsend@indianablackexpo.com
32	Indiana University - The Walter Center for Career Achievement	Sarah Bird		625 N. Jordan Ave.		Bloomington	IN	47405	812/855-0576	IUWalter@indiana.edu
33	International Business College	Amy Cosgrove	*	7205 Shadeland Station Ave		Indianapolis	IN	46256	317/813-2346	acosgrove@ibcindianapolis.edu

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
34	IVY Tech - Career Services	Holly Wunder	*	50 W Fall Creek Parkway	T221	Indianapolis	IN	46208	317/921-4834	hwunder@ivytech.edu
40	University of Evansville	Donna Schmitt	*	1800 Lincoln Ave.		Evansville	IN	47722	812/488-1083	career@evansville.edu
41	University of Indianapolis c/o The Professional Edge Center	Betsy Knott		1400 East Hanna Ave	c/o Schwitzer Student Center 209	Indianapolis	IN	46227	317/788-3923	proedge@uindy.edu
43	Indiana Dept. of Workforce Development (WorkOne)			3400 Lafayette Rd		Indianapolis	IN	46222	317/246-5400	ICC@dwd.in.gov
44	Fort Wayne Urban League, Inc.	Rufus Hamilton	*	2135 S Hanna St		Fort Wayne	IN	46803	260/745-3100	rhamilton@fwurbanleague.org
45	Indianapolis Urban League	Kimberly Simmons	*	777 Indiana Ave.		Indianapolis	IN	46202	317/693-7641	ksimmons@indplsul.org
49	Promax	Rachel Wyatt		5700 Wilshire Blvd	Suite 275	Los Angeles	CA	90036	310/789-1506	rachel.wyatt@promaxbda.org
52	Dispatch Broadcast Group Website			770 Twin Rivers Dr		Columbus	OH	43215		www.dispatchbroadcast.com
53	Radio & Television News Director Assoc.	Karen Hansen		The National Press Building	529 14th Street, NW, Suite 1240	Washington	DC	20045	202/662-7257	karenh@rdna.org
55	Society of Broadcast Engineers	Scott Jones		9102 N. Meridian	Suite 150	Indianapolis	IN	46260	317/846-9000	kjones@sbe.org
56	MediaRecruiter.com	Art Scott		Birschbach Recruiting Network DBA Media Recruiter	9457 So. University Blvd., #303	Highlands Ranch	CO	80126	303/400-5150	art@MediaRecruiter.com
57	CareerBuilder.com	N/A		200 N LaSalle St		Chicago	IL		800/891-8880	www.careerbuilder.com
58	IndySHRM	Mark Records		8945 South Street		Fishers	IN	46038	317/841-3236	info@indyshrm.org
62	Monster.com	N/A							800/666-7837	www.monster.com
63	Rick Gevers and Associates	Rick Gevers		355 E Ohio St, #303		Indianapolis	IN	46204	317/635-7912	rick@rickgevers.com
64	Mediabistro	Iman Edwards		825 8th Avenue	29th Fl	New York	NY	10019	917/258-0988	support@mediabistro.com
65	Collective Talent	Michael Bille		1721 Richardson Place		Tampa	FL	33606	813/254-9695	bille@michaelsmedia.com
66	TVNewsCheck.com	Patty Hersh		24 W Lancaster Ave	Suite 205	Ardmore	PA	19003	610/420-6003	phersh@newscheckmedia.com
67	Society of Professional Journalists	Billy O'Keefe		3909 N. Meridian St.	Suite 200	Indianapolis	IN	46208	317/927-8000	billyok@mac.com
69	Indeed	N/A		177 Broad St, 6th Floor		Stamford	CT	6901		www.indeed.com
70	B-roll.net	Kevin Johnson		2302 Monroe St NE		Washington	DC	20018	202/486-8842	kev@b-roll.net
71	National Press Photographers Association	Thomas Kenniff		120 Hooper St		Athens	GA	30602	919/237-1782	tkenniff@nppa.org
72	LinkedIn	N/A		2029 Steirlin Ct		Mountain View	CA	94043		www.linkedin.com
73	Operation: Job Ready Veterans	Mike Espinda	*	9130 Otis Avenue	Suite A	Indianapolis	IN	46216	855/456-2732	mespinda@jobreadyvets.org

No	Organization Name	Contact	Request F/T Vacancies	Address 1	Address 2	City	State	Zip	Phone	E-mail Address
75	Ideanet/602 Communications	Sandy Lizik		4349 E. Colter Street		Phoenix	AZ	85018	602/954-8373	slizik@602communications.com
76	Michigan Association of Broadcasters (MAB)	Dan Kelley		819 N. Washington Avenue		Lansing	MI	48906	517/484-7444	dkelley@michmab.com
77	HVAF of Indiana	Alberta Platt	*	964 N. Pennsylvania St.		Indianapolis	IN	46204	317/951-0688	aplatt@hvaf.org
80	I/DO/PROMOZ blog	Don Smith				San Antonio	TX			donsjr@hotmail.com
81	Anderson University	Katie Mitchell		1100 E 5th Street		Anderson	IN	46012	765/641-4196	career@anderson.edu
82	Ohio Media School - Columbus Campus	Alvis Moore	*	5330 E. Main St. Suite 200		Columbus	OH	43213	614/655-5250	amoore@beonair.com
83	Mississippi State University Career Services	Cathy Green/Amy Skelton		300 Montgomery Hall	PO Box P	Mississippi State	MS	39762	662/325-3344	cgreen@career.msstate.edu
84	Penn State University Career Services			100 Eisenhower Road		University Park	PA	16802	814/865-2377	interviewing@psu.edu
85	Illinois Media School - Chicago Campus	Francesca Muller	*	455 Eisenhower Lane South	Suite 200	Lombard	IL	60148	216/930-4339	fmuller@beonair.com
86	Facebook	N/A								www.facebook.com
87	Work in Entertainment.com	N/A		7010 E Chauncey Lance	Ste 115	Phoenix	AZ	85054	480/779-4798	PostAJob@WorkInEntertainment.com

* Denotes referrals requesting vacancies within Indiana