

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 04/01/06 to 03/21/07.

1) Employment Unit: LIN TELEVISION - Indianapolis

2) Unit Members (Stations and Communities of License): WISH-TV  
WNDY-TV  
WIIH-TV

3) EEO Contact Information for Unit Member:

Mailing Address:  1950 North Meridian Street Indianapolis, IN 46202	Telephone Number: 317-956-8888
	Contact Person: Tina Cosby
	E-mail Address: tcosby@wishtv.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Position:	# Interviewed:	Source:
1. WISH AE	11	wishtv.com
2. Reporter	4	Magid
3. Payroll/Benefits Administrator	4	wishtv.com
4. Content Producer	5	wishtv.com
5. National Sales Manager	1	Internal
6. WIIH AE	6	Internal
7. Bi-lingual Director	10	Internship
8. Broadcast/IT Technician	7	Personal
9. National Sales Assistant	12	wishtv.com
10. WISH AE	12	Personal
11. PA	10	Indy Star
12. Master Control Operator	4	wishtv.com
13. Master Control Operator	5	Internal
14. Sports Reporter/Anchor	3	wishtv.com
15. News Reporter	3	Personal
16. PT Wknd Assignment Editor	7	Indy Star
17. Building Maintenance	4	Personal
18. Broadcast Graphic Designer	3	wishtv.com
19. Senior Promotions Producer	3	tvjobs.com (BCS National)
20. WISH AE	5	Spots-N-Dots
21. Traffic Assistant	2	Personal
22. WISH AE	7	Personal
23. Design Director	7	602 Communications
24. Traffic Assistant	1	IBA website (BCS Regional)
25. Traffic Assistant	1	Indy Star
26. WIIH Account Executive	8	Internal

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**4) Full-Time Job Vacancies Filled by Each Station. (cont.)**

<u>Position:</u>	<u># Interviewed:</u>	<u>Referral Source:</u>
27. A/R Specialist	5	Personal
28. Master Control Operator	5	wishtv.com
29. Kevin Finch	5	Internal
30. A/R Specialist	5	Indy Star
31. Master Control Operator	5	wishtv.com
32. PA	21	wishtv.com
33. Office Administrator	4	wishtv.com
34. Writer/Producer	9	Internal
35. Special Projects Photographer	1	Internal
36. Broadcast Graphic Designer	1	IUPUI (BCS Regional)

**5) Recruitment Source List**

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Indianapolis Star	Angie Couch	307 N. Pennsylvania St. Indianapolis, IN 46206-0145 1-800-669-7827 ext. 7453	45	No	All
Indianapolis Recorder	Sharon Maxey	2901 N. Tacoma Indianapolis, IN 46218 317-924-5143	5	No	All
EmploymentSource Indianapolis Edition	Nichole Ramey	6415 Castleway West Drive Suite 201 Indianapolis, IN 46250 (317) 570-4030 ext. 352	10	No	All
Lin Television	Lisa Sousa	401-457-9431	15	No	All
wishtv.com	Katheryn Simms	1950 N. Meridian Indianapolis, IN 46202 317-923-8888	92	No	All
myndytv.com	Jackie Green	1950 N. Meridian Indianapolis, IN 46202 317-923-8888	0	No	All
indyunivision.com	Sugeiris Torres	1950 N. Meridian Indianapolis, IN 46202 317-824-9444	2	No	All
Spots & Dots	Alice Riehl	167 Oakdale Road Johnson City, NY 13790 888-884-2630	10	No	1, 5, 6, 9, 10, 20, 22, 26,
La Ola Latino Americana	Ildfonso Carvajal	317-822-0345	1	No	6, 7, 26
La Voz De Indiana	Liliana Hammick	317-423-0953	1	No	6, 7, 26
El Coyote Newspaper	Marcos Parra	317-536-5079	0	No	6, 7, 26
CV Latina	Isacc Peña	317-513-9222	0	No	6, 7, 26
Enfoque Latino	Laurence Belandria	317-895-6842	0	No	6, 7, 26

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Broadcasting & Cable	Katie Rosa	360 Park Avenue South, 14 <sup>th</sup> Floor New York, NY 10010 323-965-2089	0	No	5, 19, 29
TV Week	Marc Abrams	Los Angeles  (323) 370-2415	0	No	5, 19, 29
Broadcast Compliance Service - Regional  (See attached)	Robin Cooper	106 Old Court Road, Suite 300 Baltimore, MD 21208  301-998-6136	15	No	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 16, 17, 18, 20, 21, 22, 24, 25, 26, 27, 28, 30, 31, 32, 33, 34, 35
Broadcast Compliance Service – National  (See attached)	Robin Cooper	106 Old Court Road, Suite 300 Baltimore, MD 21208  301-998-6136	8	No	5, 14, 15, 19, 23, 29,
Frank Magid Associates	Barbara Fry	1 Research Center  Marion, Iowa 52302  319-377-7345	10	No	2, 14, 15, 16, 19, 29,
602 Communications	Sandy Lizik	4349 E. Colter Street Phoenix, AZ 85018 (602) 954-8373	4	No	4, 18, 19, 23, 34
Other	Referrals/Word of Mouth		40	No	All

**6) Total # of Interviewees Referred:** For the period from 4/1/06 to 3/21/07 this Employment Unit interviewed 206 people for full-time job vacancies. [**Tina/Allan – change as necessary to reflect the two vacancies that are no longer included**]

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Sponsorship Of The Indianapolis Urban League’s Equal Employment Opportunity Day Luncheon and Career Fair:**

*On June 20<sup>th</sup>, 2006, Employment Unit Members sponsored the annual Indianapolis Urban League’s Equal Employment Opportunity Day Luncheon and Career Fair at the Westin Hotel in Downtown Indianapolis. More than 700 people were in attendance for the luncheon, which featured keynote speaker Dr. Adam Herbert, President of Indiana University.*

*Dr. Herbert spoke on the evolution of the workforce for men, women and people of color. The luncheon was MC’d by Unit Members anchor Deanna Dewberry. Breakout sessions on how to best take advantage of career opportunities were held prior to the luncheon.*

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*The Career Fair was held after the luncheon, when more than 200 potential job applicants had the opportunity to meet and speak with potential employers, including the Employment Unit. Community Affairs Director Tina Cosby, who has significant hiring responsibilities, was also on hand to help with employment questions.*

*The Employment Unit Members provided several weeks of advance media support in the forms of a :20 public service announcement which ran daily for two weeks prior to the event, web-site support, community calendar announcements, matrix board mentions, and in-studio-on-air mentions so that as much of the public was alerted as possible about the opportunities we were helping present.*

**(b) Initiative: Participation In The Indiana Black Expo Employment Opportunity Fair:**

*On July 13<sup>th</sup>, 2006, Employment Unit Members participated in an Employment Opportunity Fair at Indiana Black Expo's Summer Celebration with the Indiana Broadcaster's Association in the 500 Ballroom of the Indiana Convention Center. More than 200,000 people attend Indiana Black Expo's Summer Celebration every year during its annual four day run. The Job Fair is one of the biggest components of that Celebration and is always held on the first day. We participated financially with expenses associated with the event and through participation in the fair itself, as well as through promotional support as described below.*

*Community Affairs Director Tina Cosby, who has hiring responsibilities, worked the booth in an area where more than 1000 job-seekers would end up by the end of the day. Promotional materials were handed out, as well as listings of job openings within the Employment Unit Membership and the Employment Unit as a whole. Resumes, audition tapes, dvds and business cards were also received during numerous exchanges with interested job seekers.*

*Promotional support in the form of Community Calendar mentions and on-air reminders was also offered in order to maximize awareness about employment opportunities at the Indiana Black Expo Job Fair.*

**(c) Initiative: Participation In the National Association Of Black Journalists 4 Day Employment Opportunity Fair:**

*From August 16<sup>th</sup> through August 19<sup>th</sup>, nearly a dozen volunteers from the entire Employment Unit of LIN TV participated in the Employment Opportunity Fair at the National Association Of Black Journalists Annual Convention. It was held in Downtown Indianapolis at the Indiana Convention Center. More than 2500 were in attendance over the four day-long convention. We participated financially with expenses associated with the event and with on-site participation in the convention.*

*Our Employment Unit secured a recruitment booth on the floor of Hall A of the Indiana Convention Center with a television, tape machine, and other tools necessary to review and critique resume tapes, to conduct employment counseling, and to collect resumes,*

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tapes, dvds and business cards. We spoke with hundreds of potential applicants. During the first three days, when volume was at its heaviest, we collectively critiqued more than 50 tapes a day for applicants.

*News Director Mike Gareffi, Community Affairs Director Glenn Laxton, Community Affairs Director Rosetta Rolan, Community Affairs Director Tina Cosby, Assistant News Director David Seals, News Director Kevin Roach, Executive Director of Marketing and Community Affairs Sharon Howard, and Assistant News Director Kevin Finch, were among the volunteers working each day at company recruitment. All have significant responsibility in making hiring decisions for the Employment Unit.*

**(d) Initiative: Co-Sponsorship of The Indiana Broadcasters Association's Career & Job Fairs:**

*On September 16th, 2006, Employment Unit Members Co-Sponsored a Broadcaster Job Fair with the Indiana Broadcasters Association at the Sheraton North Hotel in Indianapolis, Indiana. We aired public service announcements and Community Calendar events announcements promotion the Broadcaster Job Fair, which resulted in over 100 attendees. In addition, we participated financially with expenses associated with the event and Tina Cosby, Community Affairs Director, discussed career opportunities in broadcasting and accepted resumes, tapes, dvds and business cards. Tina Cosby has substantial responsibility in hiring decisions.*

**(e) Initiative: Sponsorship & Hosting Of Job Fair**

*September 30, 2006, WIIH-TV, Indy Univision, the state's only Spanish-speaking television network, sponsored and hosted a Job Fair at the Glendale Mall on the Indianapolis North side.*

*An estimated 2,500 people were in attendance for the job fair, which catered specifically to the employment needs of our rapidly growing Hispanic population. WIIH station Manager Marco Dominguez, and WIIH-TV News Anchors Luis Navarro and Veronica Milan were in attendance throughout the day. At least 20 additional companies partnered with us for the day. Resumes and applications were taken, as well as job counseling and on-site job interviews provided. Promotional items were handed out and free lunch was served to all who were in attendance.*

*We raised public awareness in the Hispanic Community of this employment opportunity with the production and airing of a :30 television public service announcement that ran for three weeks. Thousands of fliers in Spanish and English were also circulated at the mall to help get out the word.*

**(f) Initiative: Co-Sponsorship of The Indiana Broadcasters Association's Career & Job Fairs:**

*On February 11, 2007, Employment Unit Members Co-Sponsored a Broadcaster Job Fair with the Indiana Broadcasters Association at the Sheraton North Hotel in*

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*Indianapolis, Indiana. We aired public service announcements and Community Calendar events announcements promoting the Broadcaster Job Fair, which resulted in over 150 attendees. We also participated financially with expenses associated with the event. In addition, Tina Cosby, Community Affairs Director, discussed career opportunities in broadcasting and accepted resumes, tapes, dvds and business cards. Tina Cosby has substantial responsibility in hiring decisions.*

**(g) Initiative: LIN Minority Scholarship Program:**

*WISH-TV, WNDY-TV & WIIH-TV participate in and regularly support the Minority Scholarship program of our Parent Company, LIN TV. This scholarship program is designed to give college students entering their junior year an opportunity to learn their craft at any one of our 25 plus television stations in the U.S. and Puerto Rico. At the conclusion of the program, students are all but guaranteed two years employment at one of our television stations.*

**(h) Initiative: Internship Program:**

*The Employment Unit Membership participates in Internship Programs on an ongoing basis. The internships are based out of the Employment Unit's in Indianapolis, Indiana.*

*Employment Unit Department Managers oversee our internship programs as internships with the Employment Unit are offered in any department, under the supervision of the appropriate Department Manager.*

*The Employment Unit's largest internship program is located in the WISH-TV News Department which takes on an average of 20-30 interns each calendar year, primarily during the summer and winter months.*

*Newsroom Administrator Dale Chandler is the Newsroom Intern Coordinator and handles the majority of the internship hiring responsibilities. Ongoing efforts to advertise our internship opportunities are available 24 hours a day, 7 days a week on our website and at our office front desk during regular business hours. Ongoing communications with area colleges and universities are also sustained. Interns are rising juniors, seniors or graduate students with a demonstrated interest in television broadcasting. Interns receive one credit hour per 70 hours interned with the Employment Unit. Employment Unit Department Managers select interns for their own department from among applicants.*

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