

ANNUAL EEO PUBLIC FILE REPORT

WTWO

April 1, 2014 through March 31, 2015

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WTWO

The information contained in this Report covers the time period beginning April 1, 2014 to and including March 31, 2015 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: WTWO

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Multimedia Journalist	4/07/14	B	4	A-C, E, G-J, N, P
2	Multimedia Journalist	4/07/14	V	4	A-C, E, G-J, N, P, V
3	Production Assistant	5/05/14	B	1	A-C, E-J, N, P
4	Account Executive	4/01/14	C	1	A-C, E, G-J, N, P
5	Multimedia Journalist	4/11/14	A	2	A-C, E, G-J, N, P
6	Master Control Operator	5/06/14	E	2	A-E, G-J, L, N, P, U
7	Production Assistant	5/12/14	I	1	A-C, E-J, N-P
8	Producer	5/12/14	A	3	A-C, E-J, N-P
9	AM/Noon Weather Anchor	5/21/14	C	2	A-C, E-J, N-P
10	Producer	7/07/14	G	3	A-C, E-J, N-P, V
11	Videographer	7/07/14	U	2	A-C, E-J, N-P, S, U-V
12	Master Control Operator	7/08/14	C	2	A-E, G-J, L, N, P, U
13	Production Assistant	7/09/14	C	4	A-E, G-J, L, N-P
14	Account Executive	8/04/14	E	1	A-C, E, G-J, N, P
15	Multimedia Journalist	8/04/14	C	3	A-C, E, G-J, N, P, Y
16	Account Executive	8/25/14	W	2	A-E, G-J, L, N, P, W
17	Master Control Operator	10/22/14	A	4	A-E, G-J, L, N, P, X
18	News Reporter	12/08/14	C	3	A-J, N, O, S
19	Production Assistant	12/15/14	E	3	A-E, G-J, L, N, P
20	Production Assistant	3/17/15	X	2	A-E, G-J, L, N, P, X
21	Creative Services Producer/Photographer/Editor	3/23/15	X	2	A-C, E-J, N-P

Total Number of Persons Interviewed During Applicable Period: 51

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: WTWO

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Mywabashvalley.biz	Patty Sluder	PO Box 9268 Terre Haute, IN 47808	812.696.2121	N	17
B	Nexstar.tv	Terri Bush	545 E. John Carpenter Freeway, Suite 700 Irving, TX 75062	972.373.8800	N	6
C	Employee Referral	None	n/a	n/a	N	9
D	Work One Western Indiana Careerconnect.com	Laury Burris 812.230.2023	30N.8 th Street Terre Haute, IN 47807	812.234.6602 812.234.0242-F	N	0
E	Indiana Broadcasters Association	Gwen Piening	14074 Trade Center Drive, Suite 141 Fishers, IN 46038	317.770.0970 800.342.6276	N	3
F	Indiana University Career Services	Alan Gusse	625 N. Jordan Avenue Bloomington, IN 47405	812.855.0576 812.855.2121-F	N	0
G	Internal Posting	n/a	n/a	n/a	N	4
H	ISU Sycamore Career Center	Dustin BeDell	HMSU 7 th Floor 550 Chestnut St Terre Haute, IN 47809	812.237.5000 812.237.4392-F	N	0
I	Ivy Tech Community College	Jaime Frey	8000 S. Education Dr. Terre Haute, IN 47802	812.298.2282 812.298.2303-F	N	1
J	MediaLine	Mark Shilstone	PO Box 51909 Pacific Grove, CA 93950	248.358.9000 831.648.5204-F	N	0
K	Ohio Center for	Phil Brown	6703 Madison Avenue	513.271.6060	N	0

	Broadcasting		Cincinnati, OH 45227			
L	Southern Illinois University	Krissi Boehm	1100 Lincoln Drive Carbondale, IL 62901	618.453.4308	N	2
M	Specs Howard School of Broadcast Arts	Kathleen McIntyre	19900 West 9 th Mile Rd. Southfield, MI 4807	248.358.9000	N	0
N	Tvjobs.com	Mark Holloway	PO Box 4116 Oceanside, CA 92052	760.754.2115-F	N	1
O	Vincennes University	Rick Coleman	1200 N. 1st Street Vincennes, IN 47591	812.888.4280 812.888.2201-F	N	0
P	WEIU-TV Eastern Illinois University	Kelly Runyon	600 Lincoln Avenue Charleston, IL 61920	217.581.7356 217.581.6650-F	N	0
Q	Franklin College	Kirk Bixler	101 Branigin Blvd. Franklin, IN 46131	317.738.8810-F	N	0
R	Harrison College	John Mace	1378 S. State Road 46 Terre Haute, IN 47803	812.877.2100 812.877.4440-F	N	0
S	Illinois Center for Broadcasting	Edgar Ybarra	455 Eisenheiser Lane South Lombard, IL 60148	630.916.1700 630.916.1764 -F	N	0
T	St. Mary-of-the-Woods Career Development Center	Debbie Miller career@smwc.edu	140 LeFer Hall St. Mary-of-the-Woods, IN 47876	812.535.5215 812.535.5197-F	N	0
U	Other – Word of Mouth	n/a	n/a	n/a	N	3
V	Illinois State University	Laura Trendle- Polus lmtrend@ilstu.edu	Fell Hall 025C South University St. Normal, IL 61761	309.438.7409	N	2
W	Ad – Tribune-Star	n/a	P.O. Box 149 Terre Haute, IN 47808	812.231.4219	N	1
X	ISU Career Fair	Stephanie Jeffers	231 N. 6 th Street Terre Haute, IN 47809	812.237.3805	N	2

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2014 through March 31, 2015

Station(s) Comprising the Station Employment Unit: WTWO

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTWO

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The station provided internship and job shadow opportunities for two Indiana State University students, one Ball State University student and one South Vigo High School student. These internships provided work experience in the News and Production departments. WTWO hired a Producer upon completion of her internship.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions.	On August 25, 2014, the station's General Manager, Chief Engineer and Operations Manager participated in the Terre Haute Job Fair. The job fair was hosted by Congressman Larry Bucshon in cooperation with Work One Western Indiana, Indiana State University, The Terre Haute Chamber of Commerce and the city of Terre Haute.
3	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	General Manager and Director of Sales participated in a Sales Career Exploration Event on September 23, 2014, 5:30-8:30pm. Employers had an opportunity to interact with future sales leaders. Employers could meet, recruit and set up interviews with ISU sales students that were near graduation.
4	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	General Manager, Operations Manager, News Director and Chief Engineer attended Indiana State University's Career Fair on September 24, 2014. They staffed a booth and discussed employment opportunities at WTWO.
5	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	General Manager, Chief Engineer, Operations Manager and News Director participated in Indiana State University's Spring Career Fair on March 3, 2015. The Career Fair provided employers with direct contact to talented students for internship and professional employment opportunities. WTWO hired a Production Assistant as a result of our participation.

6	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	General Manager and E-Media Manager participated in the Vincennes University Career Fair on March 26, 2015. There were students from a variety of programs that will be graduating soon. This was a great opportunity for employers and graduating students to meet. We received four resumes from qualified students.
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