

WEVV-TV
Annual EEO Public File Report

This EEO Public File Report ("Report") complies with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule.

This report has been prepared on behalf of the following station(s): WEVV-TV, Evansville, IN.

This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2018 to and including March 31, 2019.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new 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.

WEVV-TV and Bayou City Broadcasting Evansville are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WEVV-TV
Human Resources Department
477 Carpenter St
Evansville, IN 47708

Or by calling Human Resources at 812-464-4444.

It is the policy of WEVV-TV/Bayou City Broadcasting Evansville to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

Full Time Vacancy filled from 4/1/18 thru 3/31/19	Recruiting Sources Used	New Hire recruitment source	# Interviewees
MCO	1,2,3,13,25	13	6
Producer	1,2,3,13,11,17,24,18,22,25	13	5
Reporter/MMJ	1,2,3,17,13,11,22,31,19,16,21,24,26	1	18
Reporter/MMJ	1,2,3,17,13,11,22,31,19,16,21,24,26	25	15
Evening Anchor	1,13,17,11,22,26,30,19,31,21	25	1
Sports Reporter	1,2,3,17,13,11,18,22,31,19,16,21,24,25,26	17	5
Account Executive	1,2,3,13,25	13	3
Morning Anchor	1,2,3,11,18,13,17,22,26,31,25	25	6
Chief Meteorologist	1,2,3,17,13,11,18,22,31,19,16,21,24,25,26,28	25	8
Morning Reporter/MMJ	1,2,3,11,18,13,17,22,31,30,19,24,21,16,25	13	6
News Director	1,2,3,13,17,25	17	6
Sports Director	1,2,3,17,13,11,18,22,31,19,16,21,24,25	17	3
Account Executive	1,2,3,13,25	13	3
Account Executive	1,2,3,13,25	13	3
Account Executive	1,2,3,13,25	13	3
Reporter/MMJ	1,2,3,11,18,30,22,19,31,32,33,24,12,26	17	7
Local Sales Manager	1,2,3,13,25	13	4
Videographer	1,2,3,13,25	25	3
Producer	1,2,3,13,25	25	3
Videographer	1,2,3,13,25	25	3
Videographer	1,2,3,13,25	25	2
Editor	1,2,3,13,25	25	0
Web Producer	1,2,3,13,17,11,18,22,25	25	4
Account Executive	1,2,3,13,25	13	4
Account Executive	1,2,3,13,25	25	4

Reference Source	# of references
WEVV Website	10
Indeed	46
TV Jobs	32
USI	1
Internal applicants/referrals	27
Michigan State	5
Ball State	3
Natl Assoc Black Journalists	1

LIST OF RECRUITMENT SOURCES

Reference	Recruitment Source	Contact Person	email/ website	Telephone Number Fax Number
1	Station Website	Rob Williams	WEVV.com	812-464-4444
2	Station Bulletin Board	Julie Burleson		812-602-2867
3	Twitter	Rob Williams		812-464-4444
4	Evansville Courier and Press	Rebecca Yates	yatesb@courierpress.com	812-464-7549
5	Monster.com	Rebecca Yates	Monster.com	free w/Courier postings
6	Henderson Community College	Angie Watson	angie.watson@kctcs.edu	270-831-9671
7	Oakland City University	Nickolas John	careerservices@oak.edu	812-749-1394
8	ITT Tech	David Tucker	dtucker4@itt-tech.edu	812-858-1600
9	Kentucky Wesleyan College	Margaret	mcambron@kwc.edu	270-926-3111
10	University of Evansville	Diane	carrer@evansville.edu	812-488-1083
11	University of Southern Indiana	Career Services	usi-csm.symplicity.com	812-488-1083
12	Northwestern Univ.	Career Services	www.northwestern.edu	847-491-3700
13	Indeed	fill out on line	indeed.com	
14	NAACP	Gerald Arnold	geraldarnold1992@yahoo.com	812-473-2994
15	CAPE	Gail Brocksmith	galeb@capeevansville.org	812-425-4241
16	University of KY		https://wku-csm.symplicity.com	859-257-9555
17	TV Jobs		http://jobs.tvjobs.com/	
18	Vincennes University		https://vinu-scm.symplicity.com	
19	Southern Illinois University		www.experience.com	
20	Purdue University		https://cco.purdue.edu/nacelink.aspx	
21	University of Illinois		https://grad.illinois.edu/careers	217-300-7261
22	Ball State University		https://bsu-csm.symplicity.com/	
23	Wabash Valley College	Kyle Peach	peachk@iecc.edu	
24	Valparaiso University	Bart Wolf	bart.wolf@valpo.edu	
25	Internal Reference			
26	Butler University		https://www.butler.edu	800-368-6852
27	Ohio University		https://www.ohio.edu	
28	National Assoc of Black Journalists		https://www.nabj.org	
29	Northern Illinois University		https://www.niu.edu	
30	Depauw University		https://www.depauw.edu	
31	Michigan State		https://www.msu.edu	
32	Ohio University		https://www.ohio.edu	
33	Eastern Michigan		https://www.emich.edu	

RECRUITMENT INITIATIVES

- Boy and girl scout troops, 4 H participants, and children from local summer care programs have come to tour the studio and discuss news and weather broadcasting opportunities.
- The week of Spring Break and once a week in the summer Elementary school students came in and participated with the staff on the morning news shows - Our Spring Break and Summer Stars programs.
- High School Choirs and bands are invited in each December to participate in a Christmas carol production. This gets them into the studio and working around the cameras, sound, and light equipment.
- Station personnel have visited area schools to discuss the opportunities available in the broadcasting field.
- Four Armed Services ROTC students interned during the summer to understand the broadcasting business first hand. For 6 weeks they worked alongside station staff members across all department at the station.