

ANNUAL EEO PUBLIC FILE REPORT
WEHT
APRIL 1, 2016 through March 31, 2017

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):

WEHT

The information contained in this Report covers the time period beginning April 1, 2016 to and including March 31, 2017 (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, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WEHT

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	Multi Media Journalist	04/16/16	D	4	A-K, M-W, Z
2	Broadcast Engineer	04/25/16	D	3	A-K, M-X, Z
3	Producer News	06/15/16	II	2	A-C, E-K, M-X, Z, II
4	Multi Media Journalist	06/27/16	D	3	A-K, M-X, Z II
5	News Editor	06/29/16	D	2	A-K, M-X, Z
6	Account Executive	07/11/16	D	3	A-H, J, K, M, O-X, Z
7	Producer News	09/08/16	D	3	A-K, M-W, Y, Z
8	Producer News	09/06/16	F	3	A-K, M-X, Z
9	Sports MMJ	11/14/16	D	4	A-K, M, O-X, Z
10	Web Producer	12/5/16	CC	4	A-C, E-K, M, O-X, Z, CC
11	Anchor/Reporter	01/09/17	C	2	A-C, E-H, J-K, M-X, Z
12	Master Control Operator	01/09/17	D	4	A-H, J-K, M, O-X, Z, CC
13	Account Executive	02/2/17	GG	8	A-K, M, O-X, Z, GG, HH

14	Anchor/Reporter	03/15/17	G	4	A-H, J-K, M, O-X, Z, JJ
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Total Number of Persons Interviewed During Applicable Period: 49

Appendix 2 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WEHT

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	WEHT Station Posting	None	800 Marywood Dr. Henderson, KY 42420	800-879-8542	N	5
B	WEHT Station Website	None	www.tristatehomepage.com	800-879-8542	N	0
C	Nexstar Broadcasting Website/Hire Centric/HR Smart	None	545 E. John Carpenter Freeway Suite 700 Irving, TX 75062	972-373-8800	N	9
D	Referral	N/A	N/A	N/A	N	14
E	University of Southern Indiana	Dr. David Black	8600 University Blvd. Evansville, IN 47712	812-465-7152	Y	0
F	TV Jobs.com	None	info@tvjobs.com	800-885-6222	N	7

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
G	Indiana Broadcasting Association Career Services	Gwenn Piening	14074 Trade Center Dr. Suite 141 Fishers, IN 46038	317-770-0970	Y	2
H	Ivy Tech Community College Career Services	Monica Fleeger	3501 N. 1 st Ave Evansville, IN 47710	812-429-1422	Y	0
I	Kentucky Wesleyan College	Margaret Cambron	3000 Frederica St. Owensboro, KY 42301	270-852-3302	Y	1
J	Western Kentucky University	Adrienne Browning	1906 College Heights Bowling Green, KY 42101	270-745-3095	N	0
K	Broadcast Compliance Services	Robin Cooper	1700 Rockville Pike Rockville, Maryland 20852	866-227-4336	N	0
L	Indeed.com	None	177 Broad Street 6 th FL Stamford, CT 06901	203-564-2418	N	0
M	Evansville Career Services	Terri Peak	1820 Green River Rd. Evansville, IN 47715	812-479-9763	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
N	Daymar College	Charlotte Traas	3361 Buckland Square Owensboro, KY 42301	270-926-404 0	N	0
O	Henderson Community College	Doris Capehart	2660 South Green St. Henderson, KY 42420	270-831-973 7	Y	0
P	Daviess County Impact-Red Door	Mark Hunter	2212 East National Highway Washington, IN 47501	812-254-447 1	N	0
Q	Department of Employment Services	Ben Salmon	121 East Second St. Owensboro, KY 42303	270-687-729 7	N	0
R	Indiana Department of Human Services	Hun Kim	Southwest Indiana Regional Council 7 11 Southeast 7 th St. Evansville, IN 47708	812-464-780 2	N	0
S	Oakland City University	Robert Gulick	110 S. Green River Rd. Evansville, IN 47715	812-479-680 8	N	0
T	Department of Human Services	Sharon L. Devillez	320 East Raymond St Harrisburg, IL 62946	618-253-716 1	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
U	Vincennes University	Jeff Beshaeers	1002 North First St. Vincennes, IN 47591	812-888-4501	N	0
V	WorkOne Evansville	Betty	700 North Weinbach Ave. Evansville, IN 47711	812-475-1147	N	0
W	Employment and Training Henderson	Shannon Axton	212 North Water St. Henderson, KY 42420	270-826-5335	N	0
X	NCAAP Indianapolis	Chrystal Ratcliff	300 East Fall Creek Pkway Dr. Indianapolis, IN 46208	317-925-5127	N	0
Y	Owensboro Area Career Center	Donald McGlothlin	121 East Second St. Suite 10 Owensboro, KY 42303	270-687-7297	N	0
Z	University of Evansville	Donna Schmitt	1800 Lincoln Ave Evansville, IN 47714	812-479-2663	N	0
AA	Media Recruiter	www.mediarecruiter.com	9457 S. University Bd. #303 Highlands Ranch, CA 80126	303-400-5150	N	0

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
BB	National Association of Black Journalists	None	1100 Knight hall Suite 3100 College Park, Maryland 20742	301-405-024 8	N	0
CC	Walk in/Word of Mouth	None	800 Marywood Dr. Henderson, KY 42420	800-879-854 2	N	3
DD	Evansville Courier & Press	None	300 E. Walnut St. Evansville, IN 47708	812-424-771 1	N	0
EE	TV NewsCheck.com	Patty Hersh	24 West Lancaster Ave. Suite 205 Ardmore, Pennsylvania 19003	610-420-600 3	N	0
FF	Beyond.com	Julie Shenkman	3077 East 98 th St. Suite 180 Indianapolis, Indiana 46280	317-819-436 0	N	0
GG	Linked In	www.linkedin.com	2029 Stierlin Ct., Mountain View, CA 94043	650-687-360 0	N	6
HH	Broadcast on Air	WEHT-Station	800 Marywood Dr. Henderson, KY 42420	800-879-854 2	N	0
II	University of Alabama	Dr. Chandra Clark	P.O. Box 870152, Tuscaloosa, AL 35487	205-348-269 7	N	2

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
JJ	American Advertising Federation of Greater Evansville (AAF)	www.aafevv.com	300 E Walnut Street, Evansville, Indiana 47713	812-423-3843	N	0

Appendix 3 to Annual EEO Public File Report

Covering the Period from April 1, 2016 through March 31, 2017

Station(s) Comprising the Station Employment Unit: WEHT

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

	Recruitment Initiative	Description
1	Participation in job fairs by station personnel with substantial responsibility for hiring decisions	The team has participated in nine job fairs, five of which were hosted by educational institutions, and three hosted by a trade group and one local job fair. At each of the job fairs Management engaged with the students and/or jobseekers about career opportunities in broadcasting. The educational institution job fairs were at University of Southern Indiana, University of Evansville, Kentucky Wesleyan, and Vincennes University. The trade group fairs was sponsored by the Indiana Broadcasters Association (Indiana Black Expo Opportunity Fair, IBA Fall Career Fair, IBA Spring Career Fair). Fall of 2016, WEHT co-sponsored The 2016 Tropicana Job & Recruitment Fair. The station aired public service announcements, rented a booth, and hiring managers met with jobseekers during the event.
2	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	WEHT had a part time intern in the news department. After graduating from the University of Southern Indiana in May of 2016 she was hired as a full time Multi Media Journalist.

	Recruitment Initiative	Description
3	Participation in activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities	Through its membership in the Indiana Broadcasters Association, the station participates in BCS, Broadcast Compliance Services recruitment tool usage. The station also participates in the IBA Scholarship Program. The station also participates in various training programs and recruitment programs offered by the IBA.
4	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Production Department - Creative Services and News Departments all spent a great deal of time cross training employees to help them become qualified for advancement. In addition, managers in sales and digital media also opened up opportunities for training internal candidates for cross departmental advancement. One part time Production Assistant became a full-time Master Control Operator. Another part time Production Assistant was promoted to a full-time news editor.