



**WNDU-TV  
EEO PUBLIC FILE REPORT  
4/1/07 – 3/31/08**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
General Assistant	JobsMichiana.com	23
News Reporter	Employee Referral	59
News Reporter	Employee Referral	59
Photographer / News	<a href="http://WWW.WNDU.com">WWW.WNDU.com</a>	58
Sales/Account Executive	<a href="http://WWW.WNDU.com">WWW.WNDU.com</a>	58
Sales/Account Executive	JobsMichiana.com	23
Part Time Production Assistant	Employee Referral	59
Part Time Production Assistant	Employee Referral	59
Artist/Designer	Internal Promotion / Posting	60
Sales/Account Executive	JobsMichiana.com	23
Weekend Anchor	Internal Promotion / Posting	60
Sales/Account Executive	Employee Referral	59
Sales/Account Executive	<a href="http://WWW.WNDU.com">WWW.WNDU.com</a>	23
Sales/Account Executive	JobsMichiana.com	23
Sales/Account Executive	JobsMichiana.com	23
Photographer / News	Applicant heard from friend	68
Receptionist	JobsMichiana.com	23
Sales / General Assistant	<a href="http://WWW.WNDU.com">WWW.WNDU.com</a>	58
Sales / General Assistant	Internal Promotion / Posting	60
Receptionist	JobsMichiana.com	23
Sales / General Assistant	Internal Promotion / Posting	60
Receptionist	Internal Promotion / Posting	60
Accounting Assistant	JobsMichiana.com	23

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**  
**Broadcast Compliance Service)**

**(WNDU-TV uses  
The below**

**organizations are used in the notification done by Broadcast Compliance Service**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Armed Forces Center 1901 Kemble Ave South Bend, IN 46613 574-688-3774	Y	0
2	Asian Student Club Northwestern Univ Evanston, IL 60201 800-999-8725	Y	0
3	Asian American Journalist Association 1182 Market St Suite 320 San Francisco, CA 94102 415-346-2051	Y	0
4	AWS Roy Beatson 8515 Blufton Road Fort Wayne, IN 46809 260-744-6145	Y	0
5	Ball State University Student Placement 2000 W University Ave Muncie, IN 47306 800-382-8540	Y	0
6	Bethel College Placement Office 1001 W McKinley Ave Mishawaka, IN 46545 574-257-2660	Y	0
7	Black Broadcasters Alliance Sherman Kizart 205 N Michigan Chicago, IL 60601	Y	0
8	Columbia College Keith Lusson 623 S Wabash Chicago, IL 60605 312-344-8020	Y	0
9	St Joseph County City Building Personnel Dept 227 W Jefferson Blvd South Bend, IN 46601 574-235-9221	Y	0
10	Central State University Career Service Center 1400 Brush Row Rd Wilberforce, OH 45384	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Eastern NM University Placement Services 1500 S Avenue K Portales, NM 88130 505-562-2211	Y	0
12	Elkhart Area Career Center 2424 California Rd Elkhart, IN 46514 Karen Nicholason 574-262-5802	Y	0
13	Goodwill Industries 1805 W Western Ave South Bend, IN 46619 Verna Kubisiak 574-472-7302	Y	0
14	Grand Rapids College Career Placement Office 143 Bostwick NE Grand Rapids, MI 49503 Stacy Career Placement 616-234-4000	Y	0
15	Harris Stowe State College Career Services 3026 Laclede Ave St Louis, MO 63103 314-340-3389	Y	0
16	Illinois Center for Broadcasting Michael Kendall 55 West 22 <sup>nd</sup> Street, Suite 240 Lombard, IL 60148 630-916-1700	Y	0
17	Indiana Broadcasters Assoc 3003 E. 98 <sup>th</sup> Street, Suite 161 Indianapolis, IN 46280 317-573-0119 <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a>	Y	0
18	Indiana University - Bloomington 625 N Jordan Ave Bloomington, IN 47401 812-855-0577	Y	0
19	ITT Career Develop 35 W 33 <sup>rd</sup> St Chicago, IL 60616 312-567-6801	Y	0
20	ITT Technical Institute 9511 Angola Court Indianapolis, IN 46268-1119 317-875-8640	Y	0
21	Indiana University – South Bend P O Box 7111 South Bend, IN 46634 574-239-5018	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Ivy Tech 220 Dean Johnson Blvd South Bend, IN 46601 574-236-7177	Y	0
23	Jobs Michiana P O Box 1616 South Bend, IN 46634 Howard Voss 574-284-3114 <a href="http://www.jobsmichiana.com">www.jobsmichiana.com</a>	N	30
24	International Women's Media Found 1625 K Street NW Suite 1275 Washington, DC 20006 901-413-7457	Y	0
25	Work One St. Joseph County 851 Marietta St South Bend, IN 46601 <a href="mailto:sprusinski@dwd.state.in.us">sprusinski@dwd.state.in.us</a>	Y	7
26	Kendall College Division of Visual Communication 111 Division Ave Grand Rapids, MI 49503	Y	0
27	NAB 1771 NORTH ST NW SUITE 708 WASHINGTON, DC 20036 <a href="http://WWW.NAB.ORG">WWW.NAB.ORG</a>	Y	0
28	NABJ 8701 A Adelphi Rd Adelphi, MD 20783-1716 301-445-7100	Y	0
29	NAHJ 1000 National Press Bldg Washington, DC 20045 888-346-6245	Y	0
30	National Urban League ATTN: Human Resources 120 Wall Street New York, NY 10005 212-558-5300	Y	0
31	Malcom X College Career Center 1900 W Van Buren Chicago, IL 60612	Y	0
32	Michigan State University Student Services Building East Lansing, MI 48824	Y	0
33	Montana State University Career/Placement office Bozeman, MT 59701	N	0
34	Moorehouse College 233 Chestnut Street, SW Atlanta, GA 30314	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
35	New England Institute of Technology 2500 Post Road Warwick, RI 02886-9965	N	0
36	Northern Michigan University Job Search Center 1401 Presque Isle Marquette, MI 49855-5329	N	0
37	RTNDA 1600 K St NW Suite 700 Washington, DC 20006 202-659-6510	Y	0
38	Spelman College 350 Spelman Lane, SW Atlanta, GA 30314	Y	0
39	Syracuse University Newhouse School of Journalism 215 University Place Syracuse, NY 13244 315-443-9253	Y	0
40	Tennessee State University 3500 Centennial Blvd. Nashville, TN 37203	Y	0
41	The Leadership Institute Steven P.J. Wood Building 1101 North Highland Street Arlington, VA 22201	N	0
42	TV Jobs P O Box 4116 Oceanside, CA 92052 Mark Holloway 1-800-374-0119 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	0
43	United Negro College Fund LaJuan Lyles 120 Wall St Floor 10 New York, NY 10005 703-205-3513	Y	0
44	University of North Carolina/Chapel Hill Ms. Billie Nagelschmidt JOURNALISM, Howell Hall, Box 3365 Chapel Hill, NC 27599-3365	N	0
45	University of Southern Illinois Office of Student Placement Carbondale, IL 62901	N	0
46	Uplift Community Foundation Solomon Miles P O Box 56484 Washington, DC 20040 202-291-4688	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	Urban Youth Services YMCA 1201 Northside Blvd South Bend, IN 46615	Y	0
48	Urban League P.O. Box 4043 South Bend, IN 46634-4043	N	0
49	USI ATTN: John Morris 8600 University Boulevard Evansville, IL 47712	N	0
50	WETL Radio 635 S Main St South Bend, IN 46601 574-283-4122	Y	0
51	WHA-TV 821 University Avenue Madison, WI 53706	N	0
52	WVUT Vincennes University John Hitchcock 1200 N 2 <sup>nd</sup> Vincennes, IN 47591	Y	0
53	St Mary's College Placement Office Notre Dame, IN 46556	Y	0
54	South Bend Community School Corp 635 S Main St South Bend, IN 46601	Y	0
55	Penn Harris Madison School Corp 55900 Bittersweet Road Mishawaka, IN 46544	Y	0
56	Mishawaka High School 1202 Lincolnway East Mishawaka, IN 46544	Y	0
57	South Bend Tribune	N	2
58	www.wndu.com	N	17
59	Employee Referral	N	9
60	Internal Promotion / Posting	N	6
61	Previous Intern	N	5
62	Temporary Hiring Agency / Personnel Partners	N	2
63	Internet – World Wide Web	N	10
64	Davenport College	Y	0
65	Broadcast Compliance Service	N	8

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66	Gray Television, Inc. (Sister Stations) ATTN: Human Resources Coordinator (via internet email)	N	0
67	Walk In	N	0
68	Applicant Heard from a Friend	N	14
69			0
70			0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD:</b>			110

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Anchor talked with a group of students at St. Mary's College about the Television industry and how to get started - February 2008
2	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Chief Meteorologist spoke McKinley school about what it takes to be a weather anchor / Meteorologist – February 2008
3	Event or Program Sponsored by Community groups interested in Broadcasting Careers	Chief Meteorologist gave a tour of the studio and talked about the industry to a group of home schooled students and their parents – February 2008
4	Internship Programs	<p>College Students interned at the station during the reporting period as follows:</p> <ul style="list-style-type: none"> <li>- <b>May, 2007 – August, 2007</b> One (1) Indiana University South Bend student interned in News Photography, One (1) Purdue University student interned in News, One (1) Indiana University Bloomington student interned in News Photography, One (1) Ball State University student interned in News Production and one (1) interned in Sports, One (1) Indiana Wesleyan student interned in Production</li> <li>- <b>September, 2007 – December, 2007</b> One (1) Andrews University student interned in Production, One (1) Notre Dame student interned in Promotions, Three (3) Notre Dame student interned in News, One (1) Notre Dame student interned in Sports, One (1) Holy Cross College student interned in Production</li> <li>- <b>January, 2008 – May, 2008</b> One (1) Notre Dame Student interned in Promotions</li> </ul>
5	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Chief Meteorologist spoke at a Bethel College class regarding the weather aspect of media – April 2007
6	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Reporter, Executive Producer & Internet Manager spoke at LaSalle Intermediate school for a career day – March 2008
7	Event or Program Sponsored by Community groups interested in Broadcasting Careers	Anchor talked with a group at St Mary's College regarding getting started in the industry – February 2008

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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>8</b>	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Anchor had a student "Job Shadow" for a day, so student could get a feel for the industry – March 2008
<b>9</b>	Event or Program Sponsored by Educational Institution Relating to Broadcasting Careers	Anchor was part of a Career Day at Berrien Springs Middle School - May 2007
<b>10</b>	Participated in an activity to further the goal of disseminating information of job opportunities in broadcasting to candidates that might not know about them	Chief Meteorologist spoke at a Goshen Sunrisers Kiwanis Club meeting about the broadcasting industry – July 2007