

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period March 23, 2008 to March 22, 2009.

1) Employment Unit: LIN Television

2) Unit Members (Stations and Communities of License): WLFI-TV18

3) EEO Contact Information for Unit Member:

Mailing Address: 2605 Yeager Road West Lafayette, IN 47906	Telephone Number: 765-463-1800
	Contact Person: Debbie Bryan
	E-mail Address: Debbie.bryan@wlfi.com

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

Job Title	Recruitment Source Referring Hires
1. News Anchor	LIN posting
2. Sports Reporter	Non-Employee Referral
3. News Reporter	WLFI.com
4. Videographer	Employee Referral
5. Videographer	WLFI.com
6. Sports Reporter	WLFI.com
7. AM Meteorologist	TVJobs.com
8. Weekend Anchor	WLFI.com
9. Graphic Artist	Non employee referral
10. Account Executive	Employee referral
11. Director of Studio Operations	WLFI.com
12. Windows system administrator	Careerbuilder.com
13. Internet Content Producer	Careerbuilder.com

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
WLFI Web site	Department Supervisor	2605 Yeager Road West Lafayette, IN 47906 765-463-1800	14	NO	1-13
TVJOBS.COM	Mark Holloway	PO BOX 4116 Oceanside, CA 92052 800-374-0119	7	NO	1-8
Indiana Association of Broadcasters	Linda Compton	11919 Brookshire Pkwy. Carmel, IN 46033 317-573-0119	0	NO	1-8
College of Mass Communication Southern IL University	Ron Graves	Carbondale, IL 62901 618-453-4302	1	NO	1-8
Careerbuilder.com	www.careerbuilder.com	WWW.careerbuilder.com	4	NO	9-13
TV18 advertising Spot	Baron Brendel- Produces spot	2605 Yeager Road West Lafayette, IN 47906	0	NO	9-13
LIN Job Posting	Lisa Sousa	404-454-2880	1	NO	1-13
Broadcast Compliance Services	www.bcs-ok.com	360 Park Ave. South New York, NY 10010 646-746-6949	0	NO	1-8
Other Industry Referral	N/A		7	NO	1-13
Employee Referral	N/A		6		1-13

Station WLFI is an Equal Opportunity Employer.

6) Total # of Interviewees Referred: For the period from March 23, 2008 to March 22, 2009 this Employment Unit interviewed 40 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives

(a) Initiative: Internship Program

During the year WLFI participates actively in an internship program. We host a variety of interns through the whole year. News, weather, sports and Promotions all had at least 1 intern through the time of this report with the news room having up to 5 interns through the year at different times. During this time the interns work actively with all staff and are exposed to a broad based scope of work in each area. They receive course credit for their efforts and gain an abundance of knowledge from shadowing reporters, meteorologists, sports reporters, and promotions manager.

(b) Initiative: Participation in educational sponsored programs or events.

WLFI-TV attended the Harrison High School Job fair in October 2008. Seth Conley, AM Anchor Attended and spoke to students about media related careers. They also discussed colleges and universities and what educational requirements are needed for a broadcasting career.

Seth Conley, AM Anchor attended the Carroll High School Job Fair in November 2008. Students Interacted with the news personality to learn what it takes to become a journalist. They learned what Jobs are available at the station as well as the education needed to get into broadcasting.

Alyssa Rossomme, AM Anchor attended the Tri county High School career fair for women, Wolcott, IN, in February 2009. This job fair was specifically geared towards women and gave them information on broadcasting education and career fields

(c) Initiative: Participation in four job fairs.

Rosetta Rolan, Director of Diversity for LIN Television Corporation, who has substantial Responsibility in the marking of hiring decisions attended the NABEF Career Day in April 2008. She actively recruited, interviewed, and collected resumes.

In June of 2008, Rosetta Rolan, Director of Diversity for LIN Television Corporation, who has Substantial responsibility in the making of hiring decision attended the Howard University Media Sales Institute to actively recruit and interview for Media Sales opportunities.

Sue Hartman, Assignment editor and Executive Producer attended the Western Illinois University Broadcast Media Career Fair- February 2009 where she interacted with soon to be college graduates and college students about what opportunities are available at the station and how to apply for and put together resume tapes.

Chris Hilgendorf, Director of Studio Operations attended the Butler University Career Fair, April 1, 2008. He talked with students and up coming graduates about opportunities available at the station and about the application process.

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(d) Initiative: Training Program

The news director has established a program for videographers. They are being trained to move into the role of Video Journalists, which includes how to write a script, write a story and post on the Website and also appear on camera in stand ups. This training is currently being done by Chris Morisse, News Director and Jeff Smith, Assistant News Director.

(e) Initiative: LIN Minority Scholarship Program

WLFI participates in, and regularly supports the LIN TV Minority Scholarship and Training Program.

The program is on behalf of our Parent Company, LIN TV Corp. The scholarship and training aspects of the program are designed to give deserving minority college students entering their junior year a two-year paid internship and a generous two-year college scholarship.

The idea is for us to create an opportunity for them to effectively learn their craft at any one of our television stations in any of our markets. The overall goal is for us to be able to recruit, train and maintain promising minority talent.

Upon successful completion of the program, our interns are guaranteed at least two years employment at one of our television stations. Two interns, a first year and a second year, are in our employment and training rotations at all times.

(f) Initiative: Participation in other activities.

WLFI-TV provides tours to Girl Scout and Boy Scout troops during the month of March to assist them in fulfilling badge requirements and to learn about what jobs people do at TV stations.

WLFI-TV allows for job shadowing of all areas of the station by high school and college students. The student generally spends several hours to a full day shadowing people in the newsroom to get an understanding of broadcast careers.

The station schedules numerous tours of the facility and to provide education to school classes throughout the year. School groups come to WLFI where they get a tour of the station and a behind the scenes look at the operation of the news department.