

## **Annual EEO Public File Report**

The purpose of this 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): [Station Call Sign(s) and Communities License] and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning April 1, 2015 to and including March 31, 2016\_(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 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 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 numbers listed on Appendix 2 under the column entitled “Full-time Positions of Which this Source Was Utilized” refer to the number of full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer.

Appendix 1 to "Annual EEO Public File Report" Form

Covering the Period 4/1/15 to 3/31/16

Station(s) Comprising Station Employment Unit: WTRE

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	Administrative Assistant/News	Chamber of Commerce
2		
3		
4		
5		

Total Number of Persons Interviewed During Applicable Period: \_\_\_\_\_ 3 \_\_\_\_\_

Appendix 2 to “Annual EEO Public File Report” Form

Covering the Period 4/1/15 to 3/31/16

Station(s) Comprising Station Employment Unit: WTRE

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person	Total Number of Interviewees This Source Has Provided During This Period (if any)	Full-time Positions for Which This Source was Utilized
A	Word of Mouth	2	Administrative Asst.
B	Chamber of Commerce 314 W. Washington St. Greensburg, IN 47240 812-663-2832 Jeff Emsweller	1	Administrative Asst.

\* Indicate sources that have requested notification of job openings

Appendix 3 to “Annual EEO Public File Report” Form

Covering the Period 4/1/15 to 3/31/16

Station(s) Comprising Station Employment Unit: WTRE

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTRE pursuant to Section 73.2080(c)(2) of the FCC rules:

**(ix)** Establishment of a mentoring program for station personnel:

As positions are filled within the station, new employees are trained by more senior staff in every department. Senior staff are available to answer questions, provide resources, offer feedback and encourage productivity. Incentives are established between junior and senior staff as appropriate to encourage camaraderie, competitiveness and increased productivity.

**(xiv)** Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

WTRE staff meet regularly with legal counsel to review laws and regulations relating to the broadcast industry, including ensuring equal employment opportunity and preventing discrimination. When an employment position is created, legal counsel is consulted to ensure compliance with such regulations and requirements.