

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2019

The purpose of this EEO Public File 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 stations: WFIU-FM and WTIU-TV, Bloomington, IN; W236AE-FX, Terre Haute, IN; W264AL-FX, Columbus, IN; W291AM-FX, Kokomo, IN; W269BU-FX, French Lick/West Baden Springs, IN; and W255BG-FX, Greensburg, IN. This Report is required to be placed in the public inspection files of these stations, and posted on their websites.

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

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 stations comprising the Station Employment Unit during the Applicable Period (Appendix 1);
2. For each such vacancy, the recruitment sources 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 (Appendix 2);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period (Appendix 1);
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 (Appendix 1 and 2); and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules (Appendix 3).

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 for Which This Source Was Utilized" refer to the number of the 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. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1
Annual EEO Public File Report
Covering the Period from April 1, 2018 to March 31, 2019
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 1. Vacancy Information

Full-time Positions Filled by Position Number and Job Title	Recruitment Source of Hiree	Total # of Interviewees from All Sources for This Position
00004125 EP-Chief Videographer/Editor	Corporation for Public Broadcasting (CPB)	5
00005542 MB-Membership Services Coordinator	Other Media Source: Indeed	4
00042128 NW-Multi-media Journalist/Anchor	IU Employee Referral	1
00045302 NW-Multimedia News Journalist/Anchor	Other Media Source: Indeed	2
TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:		12

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STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFU-FM AND WTU-TV

Recruitment Source	email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
UPDATED 3/20/19 SECTION 2: RECRUITMENT SOURCE INFORMATION					
AAJA A Asian American Journalists Association	national@aja.org		http://www.aja.org/membership/chapters/		3
Atlanta Jacqueline S Howard, President Media Coordinator, CNN	jacqueline.s.howard@gmail.com				3
AAJA Chicago Erin Chan Ding Freelancer	erin.chandling@gmail.com				2
AAJA Denver Gil Asakawa, President Manager of Student Media, University of Colorado	gilasakawa@gmail.com				2
AAJA Florida Valerie Boey, President Reporter WOFL-TV (Fox 35)	valerie@boey.com				3
AAJA Hawaii Jason Ujbay, President Managing Editor, Hawaii Business	jason.ujbay@gmail.com				3
AAJA Los Angeles Henry Fuhrmann, President	henny.fuhrmann56@gmail.com				3
AAJA Michigan Anjana Schroeder, President	anjanaschroeder@gmail.com				3
AAJA Minnesota Nancy Yang	nancy.c.yang@gmail.com				3
AAJA New England Susan Choi, President Freelance Photojournalist	choi_susan@hotmail.com				3

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RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA New York Philip Yam, President online Managing Editor, Scientific American	pyam2006@gmail.com ;				3
AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal	vickyckenrode@yahoo.com ;				3
AAJA Philadelphia Julie Shaw, President Reporter, Philadelphia Daily News	julie_shaw_ny@hotmail.com ;				3
AAJA Portland Nicole Dungca, President	ndungca@gmail.com ;				3
AAJA Sacramento Sandy Louey, President	slouey@juno.com ;				3
AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News	donna.y.tam@gmail.com ;				3
AAJA Seattle	aalaseattle@gmail.com ;				3
AAJA Texas Alanna Quillen, President Reporter, KTVE/KARD	alanna.quillen@gmail.com ;				3
AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Politico American University School of Communication - jobs.current.org	seungmin.kim1@gmail.com ;				3
Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306	news@current.org		www.current.org		2
					1

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SECTION 2: RECRUITMENT SOURCE INFORMATION		email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source						
AWC A	Association for Women in Communications					3
AWC Chicago Chapter Karen Warlin, Chapter President		chicagoawc@gmail.com ;				3
AWC Des Moines Great Des Moines Chapter Kathy Holdefer, Membership		kholdefer@hotmail.com ;				3
AWC Detroit Chapter Laura Oliveto, President		info@wom.comdetroit.org ;				3
AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President		rkatch@ilstu.edu ;				3
AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President		akroberts@purdue.edu ;				3
AWC New Jersey Chapter		ybigornia@metlife.com ;				3
AWC Santa Barbara Chapter Lynn Jones		lynn@lynnkiones.com ;				3
AWC Seattle Chapter Eva Chiu		echiu@infoadvantage.com ;				3
AWC Springfield Missouri Chapter Michele Kauffman, President		michele@a-v-p.com ;				3
AWC Topeka Chapter Lauren Tice		lrtice@gmail.com ;				3
AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President		darakahnpeskin@gmail.com ;				3

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SECTION 2: RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source Bethel AME Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405	email address 1 laffoonministry@gmail.com bfea@indiana.edu	email address 2	Web Site		4
Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: mhedenskoog@freedomforum.org Chronicle of Higher Education Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600	mhedenskoog@freedomforum.org		http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926 https://chroniclevitae.com/jobs	2	1
CSUN Latino Journalists Freedom Forum Michelle Hedenskoog Greater Public (formerly DEI)	csunlatinojournalists@gmail.com mhedenskoog@freedomforum.org		www.cpb.org/jobline/listing http://www.networksite.org	1	1
HigherEdJobs.com Hocking College Alan Jones, Sr Employment Advisor 3301 Hocking Parkway Nelsonville, OH 45764 740-753-3591 Toll Free: 877462-5464 Fax 740-753-7065	jonesal@hocking.edu		DO NOT SEND: Human Resources sends for PA3 and above. higherredjobs.com	2	3
Indiana Black Expo, Inc 3145 N. Meridian St. Indianapolis IN 46208 317-925-2702	jonesal@hocking.edu tompinksh@hocking.edu tfisher@indianablackexpo.com		jonesal@hocking.edu	2	2
Indiana Broadcasters Association (INDBA) 3003 East 38th Street Indianapolis IN 46280 800-342-6276	INDBA@aol.com		http://www.indianabroadcasters.org		4

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SECTION 2: RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Indiana Public Media/WTUI-WFUI Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361			DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org		3
Indiana University - Asian Student Union Indiana University - Black Student Union Eric E. Williams, Advisor	Mcullath@indiana.edu ; asu.indiana@gmail.com ;	acc@indiana.edu ;			2 2
Indiana University - Human Resources (PeopleAdmin) Employment Opportunities Web Site University Human Resources Services Poplars E165 Bloomington, IN 47405 812-855-2172	eriewill@indiana.edu ;				2
Indiana University - Latino Graduate Student Association (LGSA)	lgsa@indiana.edu ;		https://jobs.iu.edu/	4	4
Indiana University - Latinos Unidos of Indiana University (LUIU)					4
Indiana University Bloomington, IN 47405	luiu@indiana.edu ;				4
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus Ochmaa Escue Bryan Hall 200 Bloomington, IN 47405 812-855-4613		dema@indiana.edu ;			3
Indiana University - Purdue University at Indianapolis Office of Diversity, Equity & Inclusion (DEI) Karen Dace, PhD., Vice-Chancellor for Diversity Equity and Inclusion (DEI) 355 N Lansing Street AO110 Indianapolis IN 46202-2896 317-278-3820		kdace@iupui.edu ;			4

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Indiana University - Purdue University at Indianapolis Multicultural Success Center Khaliyah Shabazz, Director Indianapolis, IN 46202 317-274-2815	shabazzk@iupui.edu;				4
Indiana University Media School Laura Fonseca Career Advisor Indianapolis Recorder	lfonseca@indiana.edu;				3
Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143	Shannonw@indyrecorder.com; rogerrhodes1@msn.com;	newsroom@indyrecorder.com;			2
IPBS					2
IPBS Programming, Traffic, Operations Listserv	jobs-traffic@googlegroups.com;				1
IvyTech College Journalismjobs.com	kanderso@ivytech.edu;		https://bloomington-ivytech-csm.symplicity.com/employers/index.php?ksl=1&s=jobs&sr+jobs&mode=list journalismjobs.com		4
LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174	lacasa@indiana.edu;				2
List Net Job Jobs in Indiana website Maynard Institute Elizabeth Pinió, Contact 510-891-9202 NAACP	epinió@mije.org;		listnetjob.com http://mije.org/job		4
Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513					1
					2

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NABJ A National Association of Black Journalists					1
NABJ Ball State	ballstatabj@gmail.com		http://www.nabj.org/?page=joblistings		3
Chicago Kathy Chaney, President	kp_chaney@yahoo.com		www.nabchicago.org		3
NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH	cjonesmba@aol.com				3
NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216	felixhoover@sbcglobal.net				3
NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)	gdabj@aol.com				3
NABJ Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807	vbthomas@cbs.com		www.gdabj.com		3

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NABJ IU NABJ Chapter India Jackson	indjack@indiana.edu				3
NABJ Northwestern University Chapter Charles Whitaker, Advisor	c-whitaker@northwestern.edu				3
NABJ Joan (Pittman) Burcher Ohio University	pittmanc@ohio.edu	ks119707@ohio.edu			3
NABJ University of Illinois at Urbana-Champaign Chapter	nabjuof@gmail.com				3
NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor	diseay01@louisville.edu	ul.nabj@gmail.com			3
National Association of Hispanic Journalists contact: Nicole Chavez	nnicole.ch@gmail.com				3
National Association of Hispanic Journalists Washington DC Chapter	nahidc@gmail.com				2
National Educational Telecommunications Association	maryanne@netaonline.org		http://www.netaonline.org/jobs.htm		2
National Television Academy of Television Arts & Sciences (NTA) 3487 Center Road Brunswick, OH 44212 Fax 330-220-7914	emmysuncst@aol.com		http://jobbank.emmyonline.org/		1
NLGIA A					1
National Lesbians and Gay Journalists Assn NLGIA Arizona Joe Hengemuehler, Chapter President	az@nlgia.org				1
NLGIA Arizona State University Robert Soares, Chapter President	rsu@nlgia.org				1

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Recruitment Source	email address 1	email address 2	Web Site		
NLGJA Boston					
Robert David Sullivan, Chapter President	boston@nlgia.org				1
NLGJA California					
Northern California Chapter					
Maria De La O, Chapter Co-President	norcal@nlgia.org				1
NLGJA Chicago					
Sean Lewis, Chapter President	chicago@nlgia.org				1
NLGJA Columbia University					
Claire Pires, Chapter President	cujgia@nlgia.org				1
NLGJA Georgia					
Holly Crenshaw, Chapter President	gs@nlgia.org				1
NLGJA Los Angeles					
Greg Hernandez, Chapter President	la@nlgia.org				1
NLGJA New York					
Patrick Henderson, Chapter President	ny@nlgia.org				1
NLGJA Northwestern University					
Sammy Caiola, Chapter Co-President	nwu@nlgia.org				1
NLGJA Online Only					
Joe Mirabells, At-Large Chapter President	at-large@nlgia.org				1
NLGJA Philadelphia					
Eric Waiter, Chapter President	philly@nlgia.org				1
NLGJA Washington, D.C.					
Curtis Tate, Chapter President	dc@nlgia.org				1
Northwestern Medill-Northwestern Journalism Institute	medilcareerservices@northwestern.edu		http://medill-northwestern-esm.symplicity.com/employers		3

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Recruitment Source	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board Public Broadcasting Service Alexandria, VA 22314-1698 703-739-5000	mvpbs.org		http://connect.pbs.org		2
Public Radio Assoc of Development Officers (PRADO)			PRADO-request@listserv.syr.edu		2
Public Radio in Mid-America (PRIMA) email job listing to dan skinner @ku Kansas Public Radio	skinner@ku.edu.edu		www.prima.org ; http://www.prima.org/about PRIMA/job_listings.html		2
Public Radio Professionals (PubRad) Public Radio Program Director's Association (PRPD)	pubradio@lists.pubradio.org		http://prpd.org/tonmenu/joblistings.aspx DO NOT SEND: Sent by Business Office		1
RTV's List Serve Rose-Hulman Institute of Technology Kathy Kassissieh Asst. Director of Career Services 5500 Wabash Ave. Terre Haute, IN 47803 812-877-8652	kassissi@rose-hulman.edu				1
Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000					4
Society of Environmental Journalists South Asian Journalists Association Washington, D.C. Amita Parashar	cmac@sei.org		http://www.sbe.org		2
South Asian Journalists Association New York Aseem Chhabra	amita.parashar@gmail.com				1
South Asian Journalists Association Toronto Aparita Bhandari	chhabra@aol.com				3
ThinkTV TV Jobs Web Site TVJOBS Broadcast Employment Services	aparita@gmail.com gmac@thinktv.org admin@tvjobs.com		http://www.tvjobs.com		3
OTHER RESOURCE IDEAS					3
					2
					0

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SECTION 2: RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (f any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (f any)	Full-time Positions for Which This Source Was Utilized
Airmedia			Airmedia.org		0
Business Colleagues					0
CAB (Community Advisory Board)					0
Chronicle of Higher Education			Chroniclevitae.com/jobs		0
IPBS (Indiana Public Broadcasting Group)					0
Connections					0
Indy Star Website					0
	eg,				0
	Indeed.com				
	CareerBuilder (\$\$\$ listing)				
	Glass Door				
	Monster			4	1
Job Recruitment Sites			Indeed.com		0
Journalismjobs.com			journalismjobs.com		
Linked in					
Livingston Associates					0
Memchat@yahoo.com			Hire.jobvite.com		0
OTHERS					2
Pledgechat@yahoo.com					1
Public Media Journalists					1
					0
Recruiters	Examples				
	Sarah Cady				
	Informatics				
	Twitter & Facebook: WFIU & WTU				1
	Facebook Groups:				
	NPR Station Social;				
	PBS Social Hub;				
	Public Media Women In Leadership;				
	Yppublicmedia;				
	Public Media Millennials				
	Mizzoumafireporters				
	Public Media Journalists				
social media: (Twitter, linkedIn, yahoo, facebook)			EG., #thinkpublicmedia		4
Word of Mouth/ IU Employee Referral				3	2

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Recruitment Source					
TOTAL				12	277

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2018 to March 31, 2019
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by WFIU-FM and WTIU-TV

1) Participation in and/or co-sponsorship of job fairs:

April 5, 2018 – Ivy Tech Career Expo 2018
April 17, 2018 – IU Part-Time Jobs Fair
April 18, 2018 – Rose Hulman Spring Career Fair
March 26, 2019 - IU Summer Jobs & Internship Fair

2) Participation in an internship program for students and establishment of internship programs for members of the community interested in broadcasting:

Indiana University/Bloomington – Student Involvement Program
Indiana University College of Arts & Sciences Walter Center for Career Advancement
Indiana University Media School/Journalism internship program
Indiana University Media School Class MSCH-X476: WTIU Production Workshop
Indiana University School of Public & Environmental Affairs (SPEA) Internship Program
Volunteer/Internships through web site www.IndianaPublicMedia.org/about/jobs/

3) Provision for EEO/nondiscrimination training to management level personnel:

Station employees that supervise at least one employee are required to complete Indiana University's Human Resources Legal Compliance Training Series.

All Station employees are required to complete the CPB annual harassment prevention training.

4) Listing of all upper-level job openings with a media trade group with a broad-based membership:

All upper-level job openings were posted on the Indiana Broadcasters Association's web site's job bank. The mission of the IBA is to promote cooperation and understanding among broadcasters, as well as among businesses and other organizations associated with the broadcast industry; to foster and promote the development of the art of broadcasting; to encourage and promote customs and practices which will be in the best interests of the public and the broadcasting industry; to act as a contact with other broadcast associations.

5) Listing on Websites, Facebook, Twitter and Other Social Media:

In addition to all of our other recruitment efforts, we take advantage of the numerous websites that provide free and paid listings of jobs in broadcasting. These websites include, but are not limited to:

Chronicle of Higher Education
Corporation for Public Broadcasting Jobline (CPB)
Indiana Broadcasters Association
National Academy of Television Arts & Sciences Website
National Educational Telecommunications Association
Public Broadcasting Service (mypbs.org)

We also utilized social media including, but not limited to - blogs, chat groups, Facebook, twitter, yahoo, CareerBuilder, Indeed.com and linked-in when appropriate. In the time period covered by this report we used Facebook groups including, but not limited to:

Mizzoumafiareporters
Municipal Media Millennials
Public Media Journalists
Public Media Women in Leadership
WFIU & WTIU
Yppublicmedia