

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2021

The purpose of this EEO Public File Report is to comply with Sections 73.2080(c)(6) and 73.3527 of the FCC's EEO Rules. 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, 2020 to and including March 31, 2021 (the "Applicable Period").

The FCC's 73.2080, as amended May 15, 2019, EEO Rules require 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, via telephone or via internet meeting (e.g., zoom).

Appendix 1
Annual EEO Public File Report
Covering the Period from April 1, 2020 to March 31, 2021
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 1. Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from All Sources for This Position
DR-Executive Director	IU former employee referral	16
NW-Senior News Editor	LinkedIn	3
NW-Chief Videographer, News	LinkedIn	3
OP-Broadcast Production Engineer	word of mouth/IU Employee referral/Internal job posting	4
FM-WFIU Music Director	word of mouth/IU Employee referral/Internal job posting	3
FM-Senior Multimedia Producer	Position still open	in process of interviewing
OP-Broadcast Audio Specialist	word of mouth/IU Employee referral/Internal job posting	4
OP-Technical Broadcast Facilities Manager	word of mouth/IU Employee referral/Internal job posting	4
MB-Development Coordinator	position just opened	0
TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:		37

APPENDIX 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFIU-FM AND WTIU-TV

SECTION 2: RECRUITMENT SOURCE INFORMATION						
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA Asian American Journalists Association	5 Third Street, Suite 1108 San Francisco, CA 94103	415-346-2051		https://www.aaaja.org/posting_jobs_in_production		2
American University School of Communication			news@current.org	https://jobs.current.org/employer/pricing	1	5
Apostolic Lighthouse Assembly	Anthony Thompson, Pastor 850 E. Winslow Road Bloomington, IN 47401	812-339-3306				0
AWC Association for Women in Communications	1717 E. Republic Rd., Ste. A Springfield, MO 65804	417-886-8606		https://awc.careerwebsite.com/employer		2
Bethel AME Church	Pastor D. Laffoon 302 N Rogers Street Bloomington, IN 47404	812-334-3216	laffoonministry@gmail.com;			7
Black Film Center/Archive	Michael T. Martin, Ph.D. Dir. Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405		bfca@indiana.edu;			7
Chips Quinn Scholars Listserve	555 Pennsylvania Ave NW Washington, DC			http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926		2
Chronicle of Higher Education	1255 Twenty-Third St. NW Seventh Floor Washington, DC 20037			https://chroniclevitae.com/jobs		2
Corporation for Public Broadcasting (CPB)	401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600		www.cpb.org/jobline/listing	1	4
CSUN Latino Journalists			csunlatinojournalists@gmail.com;			7
Greater Public (formerly DEI)				https://greaterpublic.org		0
HigherEdJobs.com				DO NOT SEND: Human Resources sends for PA3 and above. higherjobs.com		0

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Hocking College	3301 Hocking Parkway Nelsonville, OH 45764	740-753-3591 Toll Free: 877-462-5464	tompkinsh@hocking.edu ;			7
Indiana Black Expo, Inc.	3145 N. Meridian St. Indianapolis IN 46208	317-925-2702	communications@indianablackexpo.com ;			7
Indiana Broadcasters Association (INDBA)	3003 East 98th Street Indianapolis IN 46280	800-342-6276	IBA@IndianaBroadcasters.org	http://www.indianabroadcasters.org		7
Indiana Public Media/WTIU-WFIU				DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org		5
Indiana University - Asian Culture Center	Melanie Castillo-Cullather, Dir. 807 E. 10th St Bloomington IN 47405	812-856-5361	Mculath@indiana.edu ; acc@indiana.edu ;			7
Indiana University - Asian Student Union			asu.indiana@gmail.com ;			7
Indiana University - Black Student Union	Eric E. Williams, Advisor (PeopleAdmin)		ericwill@indiana.edu ;			7
Indiana University - Human Resources	Employment Opp. Web Site University HR Services Poplars E165 Bloomington, IN 47405	812-855-2172		https://jobs.iu.edu/	8	7
Indiana University - Latino Graduate	Student Association (LGSA)		lgsa@indiana.edu ;			7
Indiana University - Latinos Unidos of IU			luiu@indiana.edu ;			7
Indiana University - Office of Academic Support & Diversity	Ryan Matthew Carlberg	812-856-5708	rycarlbe@indiana.edu			7

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Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA)	James C Wimbush Office of the Vice President for Diversity, Equity, and Multicultural Affairs Bryan Hall 115 107 S. Indiana Avenue Bloomington, Indiana 47405	812-856-5700	dema@indiana.edu			7
Indiana University - Purdue University at Indianapolis <i>Office of Diversity, Equity & Inclusion (DEI)</i>	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 ;			7
Indiana University - Purdue University at Indianapolis <i>Multicultural Success Center</i>	Khalilah Shabazz, Director Indianapolis, IN 46202	317-274-2815	shabazzk@iupui.edu ;			7
Indiana University <i>Media School</i>	Laura Fonseca, Career Adv.		lfonseca@indiana.edu ;			7
Indianapolis Recorder	Robert Shegog - Pres/COO 2901 Tacoma Ave. Indianapolis, IN 46218	317-924-5143	roberts@indyrecorder.com ; newsroom@indyrecorder.com ;	https://www.indianapolisrecorder.com		7
IPBS	Mark Newman, Exec. Dir.	317-614-0408	rogerrhodes1@msn.com ;	https://ipbs.org		7
IPBS Programming, Traffic, Operations Listserv			ipbs-traffic@googlegroups.com ;			5
IvyTech College			kanderso@ivytech.edu ;	https://ivytech.edu/bloomington/index.html		5
Journalismjobs.com			info@journalismjobs.com	https://www.journalismjobs.com/		5
LaCasa Indiana University Latino Cultural Center	Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408	812-855-0174	lacasa@indiana.edu ;			7
Maynard Institute for Journalism Education	1400 65th Street, Suite 200 Emeryville, CA 94608		info@mije.org	https://www.mije.org		7
Medill School of Journalism Media, Integrated Marketing Communications	1845 Sheridan Road Evanston, IL 602208-2101		paul.manyara@northwestern.edu	https://www.medill.northwestern.edu/alumni/career-services.html		7

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NAACP	Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402	812-332-1513	wavdlv@sbcglobal.net;			7
NABJ National Association of Black Journalists	NABJ Career Center 8800 Lakewood Dr. #117 Windsor, CA 95492	626-792-3846	info@nabjcareers.org	https://www.nabjcareers.org/login		5
NABJ Ball State			ballstatenabj@gmail.com;			5
NABJ Chicago	Kathy Chaney, President		kp_chaney@yahoo.com;	www.nabjchicago.org		5
NABJ Columbus Association of Black Journalists (CABJ)	Cecil Jones, President Worthington, OH		cjonesmba@aol.com;			5
NABJ Columbus Association of Black Journalists (CABJ)	P O Box 1924 Columbus, IN 43216		felixhoover@sbcglobal.net;			5
NABJ Dayton	Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)		gdabj@aol.com;	www.gdabj.com		5
NABJ Detroit NABJ Chapter	Vickie Thomas, President City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI	313-300-2807				0
NABJ IU NABJ Chapter	Jaclyn Ferguson		https://iub.campuslabs.com/engage/organization/nabj/contact			7
NABJ Ohio University	Joan (Pittman) Burcher		pittmanc@ohio.edu; ks119707@ohio.edu;			5
NABJ Univ. of IL at Urbana-Champaign Chapter			nabjuofi@gmail.com;			5

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NABJ Univ. of Louisville Asn. of Black Journalists	Dana Seay, Advisor		dlseay01@louisville.edu ; ul.nabj@gmail.com ;			5	
NAHJ National Association of Hispanic Journalists	Nicole Chavez		nnicole.ch@gmail.com ;	https://nahj.org/login		7	
NETA National Educational Telecom. Association	939 S. Stadium Rd Columbia, SC 29201	803-799-5517	jfisher@netaonline.org ;	https://www.netaonline.org/Contact- Us		7	
National Television Academy of Television Arts & Sciences (NTA)	3487 Center Road Brunswick, OH 44212		emmysuncst@aol.com ;	http://jobbank.emmyonline.org/		5	
NLGJA National Lesbians and Gay Journalists Assn	2120 L Street, NW Washington, DC 20037	202-588-9888	info@nlgja.org	https://members.nlgja.org/networking /job_postings.aspx		7	
Northwestern Medill-Northwestern Journalism Institute			medillcareerservices@northwestern. edu ;	https://www.medill.northwestern.edu /alumni/career-services.html		5	
Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board Public Broadcasting Service	Alexandria, VA 22314-1698	703-739-5000		https://www.pbs.org › show › discovering-alexandria		0	
Public Radio Assoc of Development Officers (PRADO)			PRADO-request@listserv.syr.edu ;			5	
Public Radio in Mid-America (PRIMA) Kansas Public Radio	Paul Maassen PRIMA President		pmaassen@uno.edu	www.prima.org ; http://www.prima.org/about PRIMA/job_listings.html		7	
Public Radio Professionals (PubRad)						0	
Public Radio Program Director's Association (PRPD)				http://prpd.org/topmenu/joblistings.a aspx		0	
RTVS List Serve				DO NOT SEND: Sent by Business Office		8	

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Rose-Hulman Institute of Technology	Kathy Kassissieh Asst. Dir. of Career Services 550 Wabash Avenue Terre Haute, IN 47803	812-877-8652	kassissi@rose-hulman.edu ;	https://www.rose-hulman.edu/career-services/for-recruiters-and-employers/index.html		7
Society of Broadcast Engineers, Inc.	9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260	317-846-9000		https://www.sbe.org/sections/il_submitt.php		0
Society of Environmental Journalists	1629 K Street NW, Ste 300 Washington, DC 20006	202-558-2055	cmac@sej.org	https://www.sej.org/post-job-sejorg		5
SAJA South Asian Journalists Association Washington, D.C.	Amita Parashar		amita.parashar@gmail.com ;	http://www.saja.org/Sys/Login?ReturnUrl=%2fjobs		7
Think.Public.Media	Stacey Foxwell		sfoxwell@npr.org	https://www.thinkpublicmedia.org/		5
ThinkTV			gmacKnight@thinktv.org ;	https://www.thinktv.org		5
TV Jobs Web Site TVJOBS Broadcast Employment Services			admin@tvjobs.com ;	http://www.tvjobs.com		5
OTHER RESOURCE IDEAS						0
Airmedia				https://airmedia.org		0
Business Colleagues						0
CAB (Community Advisory Board)						0
Chronicle of Higher Education				https://careers.chronicle.com/		0
IPBS (indiana Public Broadcasting Group) Connections	Barbara Duke Sams		bsams@ipbs.org			3
Indy Star Website				https://jobs.indystar.com/adminnet/Employer/Marketing/3414		0
Job Recruitment Sites	eg., Indeed Career Builder (\$\$\$ listing) Glass Door Monster			Indeed.com		0
Journalismjobs.com				https://www.journalismjobs.com/post-new-job		0

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LinkedIn				https://www.linkedin.com/talent/post-a-job?trk=homepage-basic_talent-finder-cta	3	0
Livingston Associates			info@livingstonassociates.net	https://app.jobvite.com/login/login.html	12	1
Public Media Journalists						0
Recruiters			Examples Sarah Cady Informatics			0
Social Media: (Twitter, Yahoo, FaceBook)			Twitter & Facebook: WFIU & WTIU Facebook Groups: NPR Station Social; PBS Social Hub; Public Media Women In Leadership; Yppublicmedia; Public Media Millennials Mizzoumafiareporters Public Media Journalists	EG., #thinkpublicmedia		0
Word of Mouth/IU Employee Referral/Internal Posting					12	0
TOTAL					37	339

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2020 - March 31, 2021
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 9, 2020 – Ivy Tech Career Expo 2020. (*Registered for April 2020 virtual event but it was cancelled due to pandemic.*)

April 29, 2020 – Rose Hulman 2020 Spring Career Fair – Virtual Event

2) Participation in job banks, Internet programs, and other programs designed to Promote Outreach generally:

March 22, 2021 – IPBS Webinar for Ball State Students re preparation for entry level positions in public media.

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

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

4) 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 and Indiana University Responsible Employees Sexual Misconduct Training.

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

During the applicable period, the Executive Direction position was listed with Livingston Associates (“LA”) - Public Media Search and Strategy Firm. LA is committed to the transformation of local public radio and television into being powerful, aligned, great places to work that are externally focused, essential institutions in their communities. LA empowers this transformation by helping stations identify and select the right leaders and teams. Innovation and diversity are key factors in the success of public media. LA seeks diverse applicants as they believe that diversity strengthens our societies and workforce and leads to powerful innovation and creativity in public media.

LA’s search included, Current Newspaper.online which includes: Publicmediajobs.org that is a leading source for career opportunities in public radio and TV. Current’s job portal reaches diverse professionals, and emerging and experienced talent for public service media. In addition, the following sites were used which include media, philanthropy and higher education sites because of our unique partnership with Indiana University: The Chronicle of Philanthropy – Philanthropy Career; Mediabistro; Radio Crossing; and Inside Higher Ed.

6) 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:

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 utilize 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:

IPBS
WFIU & WTIU