

## WFIU-FM/WTIU-TV

### Annual EEO Public File Report

April 1, 2024

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, 2023 to and including March 31, 2024 (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, 2023 to March 31, 2024**  
**Stations Comprising Station Employment Unit: WFIU-FM and WTU-**  
**TV**

**Section 1. Vacancy Information**

<b>Full-Time Positions Filled by Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Total # of Interviewees from All Sources for this</b>
OP - Broadcast Technician	IU Jobs	3
Content - WFIU Morning Edition Host/Producer (Multimedia Producer)	IU Jobs	8
Content - Director of Engagement (Event Services Specialist)	IU Jobs	4
MA - Social Media & Email Manager (Social Media Specialist)	IU Jobs	1
MP - MP Manager & Crewing Coord. (Production Leader)	IU Jobs	4
MP - Technical Manager (Broadcast Technician)	IU Jobs	4
MP - Technical Manager (Broadcast Technician)	IU Jobs	4
MP - Technical Manager (Broadcast Technician)	IU Jobs	4
OP - Technical Broadcast Facilities Manager (Technical Specialist)	IU Jobs	3
MB - Donor Relations & Stewardship Associate (Develop. Officer)	IU Jobs	3
Content - Director of Production (Production Leader)	IU Jobs	5
NW - Digital News Journalist (Multimedia Journalist)	IU Jobs	2
NW - Report for America Journalist (Multimedia Journalist)	Other Media Source (Report for America)	3
OP - Broadcast Technical Engineer (Broadcast Technician)	IU Jobs	2
MP - Director of E & PS (Broadcast Operations Leader)	IU Jobs	5
<b>TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:</b>		<b>55</b>

Appendix 2  
Annual EEO Public File Report  
Covering Period April 1, 2023 to March 30, 2024  
Stations Comprising Statement Employment Unit: WFIU and WTIU

Recruitment Source	Contact/Address	Phone Number	Email Address	Website	Source of Hiree	Full-Time Positions for Which This Source Was Utilized
Indiana State Job Bank (Indiana Career Connect)	N/A 200 N. LaSalle St. Suite	317-232-0200	<a href="mailto:ICC@dwd.in.gov">ICC@dwd.in.gov</a>	<a href="https://www.indianacareerconnect.com/vosnet/Default.aspx">https://www.indianacareerconnect.com/vosnet/Default.aspx</a>	0	15
Career Builder	900, Chicago, IL 60601 PO Box 10878, 2230 Fairview Ave	800-891-8880	N/A (Online Form)	<a href="http://careerbuilder.com">careerbuilder.com</a>	0	15
AbilityJOBS	Costa Mesa, CA 92627	N/A	N/A (Online Form)	<a href="https://www.abilitiesinjobs.com">https://www.abilitiesinjobs.com</a>	0	14
Asian Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.asianinjobs.com">https://www.asianinjobs.com</a>	0	14
Black Jobs: Careers & Employment for African Americans	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.blackinjobs.com">https://www.blackinjobs.com</a>	0	14
Hispanic Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.hispanicinjobs.com">https://www.hispanicinjobs.com</a>	0	14
LGBTQ Inclusion Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.lgbtqinjobs.com">https://www.lgbtqinjobs.com</a>	0	14
Diversity Inclusion Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.diversityinjobs.com">https://www.diversityinjobs.com</a>	0	14
Seniors Inclusion Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.seniorsinjobs.com">https://www.seniorsinjobs.com</a>	0	14
Women Inclusion Jobs	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.womeninjobs.com">https://www.womeninjobs.com</a>	0	14
JOFDAV	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	<a href="mailto:info@disabledperson.com">info@disabledperson.com</a>	<a href="http://www.JOFDAV.com">http://www.JOFDAV.com</a>	0	14
DisabledPerson	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	<a href="mailto:info@disabledperson.com">info@disabledperson.com</a>	<a href="http://www.disabledperson.com">http://www.disabledperson.com</a>	0	14
HireBlack	N/A	N/A	<a href="mailto:info@HireBlack.com">info@HireBlack.com</a>	<a href="https://www.hireblack.com">https://www.hireblack.com</a>	0	14
African American Job Search	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.africanamericanjobsearch.com">https://www.africanamericanjobsearch.com</a>	0	14
Asian Job Search	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.asianjobsearch.com">https://www.asianjobsearch.com</a>	0	14
Disabled Job Seekers	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.disabledjobseekers.com">https://www.disabledjobseekers.com</a>	0	14
Hispanic Job Exchange	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.hispanicjobexchange.com">https://www.hispanicjobexchange.com</a>	0	14
LGBTQ Job Search	N/A	N/A	<a href="mailto:info@searchbox.tech">info@searchbox.tech</a>	<a href="https://www.lgbtjobsearch.com">https://www.lgbtjobsearch.com</a>	0	14
Seniors To Work	N/A	N/A	<a href="mailto:info@workbox.tech">info@workbox.tech</a>	<a href="https://www.seniorstowork.com">https://www.seniorstowork.com</a>	0	14
US Diversity Job Search	N/A	N/A	<a href="mailto:info@workbox.tech">info@workbox.tech</a>	<a href="https://www.usdiversityjobsearch.com">https://www.usdiversityjobsearch.com</a>	0	14
Veteran Job Center	N/A	N/A	<a href="mailto:info@workbox.tech">info@workbox.tech</a>	<a href="https://www.veteranjobcenter.com">https://www.veteranjobcenter.com</a>	0	14
Higher Education Recruitment Consortium (HERC)	N/A	N/A	N/A (Online Form)	<a href="http://hercjobs.org">hercjobs.org</a>	0	14

HigherEdJobs (HEJ)	328 Innovation Blvd, Suite 235 State College, PA 16803 50 Crestwood Executive Center	814-861-3080	N/A (Online Form)	<a href="http://higherjobs.com">higherjobs.com</a>	0	14
INSIGHT into Diversity	Suite 526 St. Louis, MO 63126 Indeed, Inc., c/o CT Corporation 6433 Champion Grandview Way Building 1 Austin, Texas 78750	314.200.9955		<a href="mailto:info@insightintodiversity.com">info@insightintodiversity.com</a> <a href="http://insightintodiversity.com">insightintodiversity.com</a>	0	14
Indeed	United States 401 9th Street, NW Washington, DC	(800) 462-5842	N/A (Help Center Available)	<a href="http://indeed.com">indeed.com</a>	0	14
Corporation for Public Broadcasting	20004-2129 4400 Massachusetts Avenue, NW Suite LL05 Washington, DC 20016-	202-879-9600	N/A (Online Forms Available)	<a href="http://cpb.org">cpb.org</a>	0	14
Current	8122 2709 E 10th St Ste, Bloomington, IN 47405	860-437-5700		<a href="mailto:clientserv@yourmembershipjobs.current.org">clientserv@yourmembershipjobs.current.org</a>	0	14
IU Jobs		812-855-2172		<a href="mailto:iupers@iu.edu">iupers@iu.edu</a> <a href="http://jobs.iu.edu">jobs.iu.edu</a>	14	14
IU Employee Referral					0	
Social Media (Twitter, Facebook, etc.)					0	
LinkedIn					0	
Job Fair					0	
Other Media Source					0	
No Answer					0	
None of the Above					1	
<b>TOTAL</b>					15	

**Appendix 3**  
**Annual EEO Public File Report**  
**Covering the Period from April 1, 2023 - March 31, 2024**  
**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:**

August 18, 2023 - IU Fall Part-Time Jobs Fair  
October 2, 2023 - IPBS Fall Career Fair

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

N/A

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

Radio & TV Services Internship Program

We also involve Cox Scholars learning within our stations, as well as participate in an Exchange program where journalists from Germany visit our converged newsroom 1 week per year.

**4) Provision for EIU EO/nondiscrimination training to management level personnel:**

RTVS Unit/Team Leaders of PAL and PAX classifications were mandated to complete the "IU Legal Compliance for Managers" training providing information on federal and state employee protection laws including FLSA, FMLA, ADA, worker's compensation, equal employment and affirmative action, in addition to sexual harassment and misconduct.

All station employees were required to complete the CPB annual Harassment and Bias Prevention training.

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

In addition to all of our recruitment efforts, we provide our supervisors with a long list of other sites which would satisfy EEO Requirements which they are able to use to post their openings to if they wish.

Our postings are also shared on a monthly basis with NETA and IPBS for further advertisement.