

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2025

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, 2024 to and including March 31, 2025 (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 2
Annual EEO Public File Report
Covering Period April 1, 2024 to March 30, 2025
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	ICC@dwd.in.gov	https://www.indianacareerconnect.com/vosnet/Default.aspx	0	9
Career Builder	900, Chicago, IL 60601 PO Box 10878, 2230 Fairview Ave	800-891-8880	N/A (Online Form)	careerbuilder.com	0	9
AbilityJOBS	Costa Mesa, CA 92627	N/A	N/A (Online Form)	https://www.abilitiesinjobs.com	0	9
Asian Jobs	N/A	N/A	info@searchbox.tech	https://www.asianinjobs.com	0	9
Black Jobs: Careers & Employment for African Americans	N/A	N/A	info@searchbox.tech	https://www.blackinjobs.com	0	9
Hispanic Jobs	N/A	N/A	info@searchbox.tech	https://www.hispanicinjobs.com	0	9
LGBTQ Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.lgbtqinjobs.com	0	9
Diversity Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.diversityinjobs.com	0	9
Seniors Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.seniorsinjobs.com	0	9
Women Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.womeninjobs.com	0	9
JOFDAV	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	info@disabledperson.com	http://www.JOFDAV.com	0	9
DisabledPerson	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	info@disabledperson.com	http://www.disabledperson.com	0	9
HireBlack	N/A	N/A	info@HireBlack.com	https://www.hireblack.com	0	9
African American Job Search	N/A	N/A	info@searchbox.tech	https://www.africanamericanjobsearch.com	0	9
Asian Job Search	N/A	N/A	info@searchbox.tech	https://www.asianjobsearch.com	0	9
Disabled Job Seekers	N/A	N/A	info@searchbox.tech	https://www.disabledjobseekers.com	0	9
Hispanic Job Exchange	N/A	N/A	info@searchbox.tech	https://www.hispanicjobexchange.com	0	9
LGBTQ Job Search	N/A	N/A	info@searchbox.tech	https://www.lgbtjobsearch.com	0	9
Seniors To Work	N/A	N/A	info@workbox.tech	https://www.seniorstowork.com	0	9
US Diversity Job Search	N/A	N/A	info@workbox.tech	https://www.usdiversityjobsearch.com	0	9
Veteran Job Center	N/A	N/A	info@workbox.tech	https://www.veteranjobcenter.com	0	9
Higher Education Recruitment Consortium (HERC)	N/A	N/A	N/A (Online Form)	hercjobs.org	0	9

HigherEdJobs (HEJ)	328 Innovation Blvd, Suite 235 State College, PA 16803 50 Crestwood Executive Center	814-861-3080	N/A (Online Form)	higherjobs.com	0	9
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		info@insightintodiversity.com insightintodiversity.com	0	9
Indeed	United States 401 9th Street, NW Washington, DC	(800) 462-5842	N/A (Help Center Available)	indeed.com	0	9
Corporation for Public Broadcasting	20004-2129 4400 Massachusetts Avenue, NW Suite LL05 Washington, DC 20016-	202-879-9600	N/A (Online Forms Available)	cpb.org	0	9
Current	8122 2709 E 10th St Ste, Bloomington, IN 47405	860-437-5700		clientserv@yourmembership.org jobs.current.org	0	9
IU Jobs		812-855-2172		iupers@iu.edu jobs.iu.edu	10	10
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					0	
TOTAL					10	

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2024 - March 31, 2025
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:

March 23, 2024 - IBA Career Fair

August 23, 2024 - IU Fall Part-Time Jobs Fair

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

All vacancies get posted to Indeed for possible job applicants.

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, PWFA, worker's compensation, equal employment and affirmative action, in addition to sexual harassment and misconduct.

Leadership development held for station directors regarding FLSA, FMLA, ADA, and PWFA.

All station employees were required to complete a Title IX and Compliance 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, CPB, and IPBS for further advertisement.

6) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Program offered to all staff members called "Leading at IU: Emerging Leaders Series. The Emerging Leaders Series is based on Gallup's Seven Expectations of Leaders, and helps convey what it takes to lead others at IU while building the essential skills needed to succeed in leading others.