

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2023

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; W261CM-FX, Seymour, IN; W270BH-FX, Bloomington; INW236AE-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, 2022 to and including March 31, 2023 (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).

Section 1. Vacancy Information

TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:

Recruitment Source	Contact/Address	Phone Number	Email Address	Website	Source of Hire	Full-Time Positions for Which This Source Was Utilized
Indiana State Job Bank (Indiana)	N/A 200 N. LaSalle St. Suite 900,	317-232-0200	ICC@dwd.in.gov	https://www.indianacareerconnect.com/vosnet/Default.aspx	0	15
Career Builder	Chicago, IL 60601 PO Box 10878, 2230 Fairview Ave	800-891-8880	N/A (Online Form)	careerbuilder.com	0	15
AbilityJOBS	Costa Mesa, CA 92627	N/A	N/A (Online Form)	https://www.abilitiesinjobs.com	0	15
Asian Jobs	N/A	N/A	info@searchbox.tech	https://www.asianinjobs.com	0	15
Black Jobs: Careers & Employment for African	N/A	N/A	info@searchbox.tech	https://www.blackinjobs.com	0	15
Hispanic Jobs	N/A	N/A	info@searchbox.tech	https://www.hispanicinjobs.com	0	15
LGBTQ Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.lgbtqinjobs.com	0	15
Diversity Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.diversityinjobs.com	0	15
Seniors Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.seniorsinjobs.com	0	15
Women Inclusion Jobs	N/A	N/A	info@searchbox.tech	https://www.womeninjobs.com	0	15
JOFDAV	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	info@disabledperson.com	http://www.JOFDAV.com	0	15
DisabledPerson	disABLEDperson, Inc. PO Box 230636 Encinitas, Ca. 92023-0636	(760) 420-1269	info@disabledperson.com	http://www.disabledperson.com	0	15
HireBlack	N/A	N/A	info@HireBlack.com	https://www.hireblack.com	0	15
African American Job Search	N/A	N/A	info@searchbox.tech	https://www.africanamericanjobsearch.com	0	15
Asian Job Search	N/A	N/A	info@searchbox.tech	https://www.asianjobsearch.com	0	15
Disabled Job Seekers	N/A	N/A	info@searchbox.tech	https://www.disabledjobseekers.com	0	15
Hispanic Job Exchange			info@searchbox.tech	https://www.hispanicjobexchange.com	0	15
LGBTQ Job Search			info@searchbox.tech	https://www.lgbtjobsearch.com	0	15
Seniors To Work			info@workbox.tech	https://www.seniorstowork.com	0	15
US Diversity Job Search			info@workbox.tech	https://www.usdiversityjobsearch.com	0	15
Veteran Job Center			info@workbox.tech	https://www.veteranjobcenter.com	0	15
Higher Education Recruitment	N/A	N/A	N/A (Online Form)	hercjobs.org	0	15
HigherEdJobs (HEJ)	328 Innovation Blvd, Suite 235 State College, PA 16803 50 Crestwood Executive Center Suite 526	814-861-3080	N/A (Online Form)	higherjobs.com	0	15
INSIGHT into Diversity	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	15
Indeed	United States 401 9th Street, NW Washington, DC 20004-2129	(800) 462-5842	N/A (Help Center Available)	indeed.com	0	15
Corporation for Public Broadcasting	4400 Massachusetts Avenue, NW Suite LL05 Washington, DC 20016-8122	202-879-9600	N/A (Online Forms Available)	cpb.org	0	15
Current	Washington, DC 20016-8122	860-437-5700	clientserv@yourmembership.com < clientserv@yourmembership.com >	jobs.current.org	0	15

IU Jobs	2709 E 10th St Ste, Bloomington, IN 47405	812-855-2172	iupers@iu.edu	jobs.iu.edu	5	15
IU Employee Referral					7	
Social Media (Twitter, Facebook, LinkedIn					0	
Job Fair					1	
Other Media Source					0	
No Answer					0	
None of the Above					2	
TOTAL					15	

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2022 - March 31, 2023
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 19, 2022 - IU Fall Part-Time Jobs Fair
October 3, 2022 - IPBS Fall Career Fair
March 25, 2023 – IBA Spring Career Fair
March 29, 2023 - Public Media Virtual 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 were encouraged to complete Indiana University's Leading at IU Series which delves into EEO and nondiscrimination, and to complete (as well as have their reports complete) the "Intercultural Competence Certificate Program" offered by IU Global Studies.

All station employees are required to complete the CPB annual Harassment and Bias Prevention training, and all station employees were encouraged to view "Unconscious Bias" LinkedIn Learning offering.

Appendix 3 – Page 2

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

In addition to all of our recruitment efforts (FaceBook and LinkedIN included above in table), 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.



**INDIANA
BROADCASTERS
ASSOCIATION**

This certifies that

WTIU-FM

participated in the
**Spring 2023 Indiana Broadcasters
Association Career Fair,**
staged on Saturday, March 25, 2023.

The station named above contributed to the costs of the event, provided information on available jobs and internships in advance of the function for circulation to interested potential attendees, and promoted the event on-the-air.

The station should consult their attorney for legal advice as to the extent to which participation in these activities qualify the station to meet FCC EEO requirements for non-vacancy specific outreach efforts.

This certificate of participation awarded March 25, 2023.

David H. Arland

Executive Director, Indiana Broadcasters Association



**INDIANA
BROADCASTERS
ASSOCIATION**

This certifies that

WTIU-TV

participated in the
**Spring 2023 Indiana Broadcasters
Association Career Fair,**
staged on Saturday, March 25, 2023.

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