

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2013

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, 2012 to and including March 31, 2013 (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, 2012 to March 31, 2013
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Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total # of Interviewees from All Sources for This Position
WFIU Station Operations Director	Indiana University HR Web Site	5
Director of Digital Media	Indiana University HR Web Site	2
Technical Director/Digital Engineer	www.indeed.com	5
Services Editor/Server Operator	Indiana University HR Web Site	3
Broadcast Journalist	Indiana University HR Web Site	3
Corporate Development Sales Associate (Position 1)	Word of Mouth (Former IU Employee)	8
Corporate Development Sales Associate (Position 2)	Indiana University HR Web Site Open Position	4
Radio Projects Coordinator	Open Position	Reviewing Applicants
Total Number of Persons Interviewed During Applicable Period:		<u>30</u>

Appendix 2
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Section 2: Recruitment Source Information

Recruitment Source (Contact Information)	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions For Which This Source Was Utilized
American Cablevision Orthor Aldridge Public Relations Manager 3030 Roosevelt Avenue Indianapolis, IN 46218 317-632-9077 ext.357 AL.aldridge@mybighthouse.com	0	2
American University School of Communications Current.org	1	1
Apostolic Lighthouse Assembly Anthony Thompson, Pastor 850 E. Winslow Road Bloomington, IN 47401 812-339-3306	0	5
Bethel AME Church Dennis Laffon 302 N. Rogers Bloomington, IN 47401 812-331-4314 laffonministries@gmail.com	0	5
Children's Literacy Templeton Family Literacy Office Gracia Valliant Job Search Services gvallian@bloomington.in.us	0	6
Chips Quinn Scholars Listserve http://www.facebook.com/pages/Chips-Quinn-Scholars_Program/344506078926	0	1

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Columbus Association of Black Journalists P.O. Box 1924 Columbus, OH 43216 cabjcolumbus@yahoo.com	0	1
Columbus Association of Black Journalists Chapter President Cecil Jones Freelance Worthington, OH cjonesmba@aol.com	0	1
Corporation for Public Broadcasting Jobline Website http://www.cpb.org/ Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600	2	6
Detroit NABJ Chapter President Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807 vbthomas@cbs.com vickiet@detroitnabj.org	0	3

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El Centro Communal Latino Indiana University Chapter Raquel Anderson Elizabeth Perez-Mediana Bloomington, IN 47405 812-355-7513 raanders@indiana.edu elcentra@elcentrocommunal.org	0	7
Freedom Forum Michelle Hedenskoog mhedenskoog@freedomforum.org	0	1
Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 gdabj@aol.com www.gdabj.com	0	3
Indiana Black Expo, Inc. Beth McGinty 3145 N. Meridian St. Indianapolis, IN 46208 317-925-2702 317-923-3037 bmcginty@indianablackexpo.com communications@indianablackexpo.com	0	4

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Indiana Broadcasters Association Web Site http://www.indianabroadcasters.org INDBA@aol.com Indiana Broadcasters Association 3003 East 98th Street, Suite 161 Indianapolis, IN 46280 800-342-6276	0	6
Indiana Public Media http://indianapublicmedia.org	0	5
Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E.10th Street Bloomington, IN 47405 812-856-5361 mcullath@indiana.edu acc.indiana.edu	0	7
Indiana University Asian Student Union asu.indiana@gmail.com	0	2
Indiana University Black Film Center/Archive Indiana University Audrey T. McCluskey, Director 2805 E. 10th Street Bloomington, IN 47408 812-855-6041 mcclusk@indiana.edu	0	7
Indiana University Black Student Union Eric D. Williams, Advisor Ericwill@indiana.edu	0	4

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Indiana University Human Resources Employment Opportunities Web Site https://jobs.iu.edu/ University Human Resources Services Poplars E165 404 East 7th Street Bloomington, IN 47405 812-855-2172	16	7
Indiana University International Latin American Student Assoc. Indiana University Bloomington IN 47405 ilasa@indiana.edu	0	7
Indiana University Latino Graduate Student Association lgsa@indiana.edu	0	7
Indiana University-Latinos Unidos of Indiana University (LUIU) Indiana University Bloomington, IN 47405 luiu@indiana.edu	0	6
Indiana University Office of Academic Support & Diversity-Bloomington Campus Nadine F. Pinede Bryan Hall, Room 200 Indiana University Bloomington, IN 47405 812-855-4613 npinede@indiana.edu trvino@indiana.edu	0	7

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Recruitment Source (Contact Information)	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions For Which This Source Was Utilized
<p>Indiana University-Purdue University at Indianapolis Maggie Miller Vice-Chancellor for Undergraduate Education Kenneth B. Durgans, Ed.D. Assistant Chancellor for Diversity, Equity and Inclusion Administration Building 355 N. Lansing Street Indianapolis, IN 46202-2896 317-274-8990 mlvincen@iupui.edu kdurgans@iupui.edu</p>	0	6
<p>Indiana University-Purdue University at Indianapolis Zephia Bryant, MPA Director of Multicultural Success Center 815 W. Michigan St., Taylor Hall 115 Indianapolis, IN 46202 317-274-2815 zbryant@iupui.edu</p>	0	5

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Indiana University-Purdue University at Indianapolis Assistant Chancellor for Diversity, Equity and Inclusion Office of Diversity, Equity and Inclusion Kenneth B Durgans, Ed.D. 355 N Lansing St AO 139 Indianapolis In 46202 317-278-3820 kdurgans@iupui.edu	0	3
Indianapolis Association of Black Journalists Chapter President DeShong Perry Producer WTHR-TV 1000 N. Meridian St. Indianapolis, IN 46214 317-655-5802 dperry@wthr.com	0	3
Indianapolis Recorder (African American newspaper) Shannon Williams President and General Manager 2901 Tacoma Avenue Indianapolis, IN 46218 317-924-5143 shannonw@indyrecorder.com newsroom@indyrecorder.com	0	7

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LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E. 7 th St Bloomington, IN 47408 802-855-0174 lacasa@indiana.edu	0	3
Life Designs, Inc. Bloomington, IN 812-332-9615 rputerbaugh@lifedesignsinc.org (Ron) mbrookshire@lifedesignsinc.org (Matt)	0	2
Maynard Institute - Job in the Media Elizabeth Pinio Epinio@mije.org http://mije.org.job	0	1
NAACP-Monroe County Branch Clarence Gilliam, President P.O. Box 243 Bloomington, IN 47402 812-339-3809 wavdlv@sbcglobal.net http://www.bloomington.in.us/~mcbnaacp/	0	6
National Association of Black Journalists http://www.nabj.org/?page+joblistings	0	1
NABJ – Chicago Chapter secretary@najbchicago.org	0	2

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NABJ - Indiana University Bloomington Bloomington, IN Advisor: Michael Evans mirevans@indiana.edu	0	3
NABJ – University of Illinois at Urbana-Champaign Chapter Advisor: Leon Dash leondash@uicu.edu	0	3
National Association of Black Journalists http://www.nabj.org/?page+joblistings	0	1
National Association of Black Journalists, Northwestern University chapter Advisor: Charles Whitaker c-whitaker@northwestern.edu	0	1
National Television Academy of Arts & Sciences (NTA) Web Site http://jobbank.emmyonline.org/ 3487 Center Road, Suite 6C Brunswick, OH 44212 news@ntacleveland.com	0	4
Native American Community Center Del Criscenzo Executive Director info@naccbloomington.org	0	3

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Public Broadcasting Service Connect PBS Connect Forums/Systemwide Information/Job Board Public Broadcasting Service 1320 Braddock Place Alexandria, VA 22314-1698 703-739-5000	0	2
Public Radio (PubRad) Public Radio Professionals pubradio@lists.pubradio.org	0	2
Public Radio Assoc. of Development Officers List Serve PRADO@ListServ.SYR.edu note: posting on list serve points to the WFIU web site	1	4
Public Radio in Mid-America www.prima.org	0	2
PRPD Public Radio Program Director's Assn http://prpd.org/topmenu/joblistings.aspx	0	1
Rose-Hulman Institute of Technology Kathy Kassissieh Asst. Director of Career Services 5500 Wabash Ave., CM 15 Terre Haute, IN 47803 812-877-8652 kassissi@rose-hulman.edu	0	7

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South Asian Journalists Association-Bay Area Diana Rohini VaVigne lavigne@post.harvard.edu	0	1
South Asian Journalists Association-New York Aseem Chhabra chhabs@aol.com	0	1
South Asian Journalists Association-Toronto Aparita Bhandari Piali Roy aparita@gmail.com	0	1
South Asian Journalists Association-Washington, D.C. Amita Parashar amita.parashar@gmail.com	0	1
TV Jobs Web Site http://www.tvjobs.com TVJOBS Broadcast Employment Services admin@tvjobs.com	0	2
University of Louisville Association of Black Journalists Advisor: Dana Seay dlseay01@louisville.edu	0	3
WFIU-FM Web Site http://www.wfiu.indiana.edu/ WFIU-FM 1229 East 7th Street Bloomington, IN 47405 812-855-1357	1	7

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WFYI Barbara Duke bsams@WFYI.org	0	1
Word-of-Mouth/Other (station employees/former employees/internal job listing)	7	7
Community Advisory Board (CAB) Member Referral	1	
www.indeed.com (gathers job information from numerous sources)	1	
WTIU-TV Web Site http://www.wtiu.indiana.edu/ WTIU-TV 1229 East 7 th Street Bloomington, IN 47405 812-855-5900	0	7

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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, 2012 – Ivy Tech Community College Career Expo 2012: Returns on Education
April 11, 2012 – IU Summer Jobs Fair
August 15, 2012 – IU Part-Time Jobs Fair
March 16, 2013 – 2013 Broadcasters Career Fair (Indianapolis, IN)

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

Indiana University Arts & Sciences Career Development Center internship program
Indiana University School of Journalism internship program
Indiana University School of Journalism Digital News Masters program
Indiana University Department of Telecommunications internship program
Indiana University Department of Telecommunications Class T540: Special Projects in Telecommunications
Indiana University Department of Telecommunications Class T437: WTIU Production Workshop
Bloomington High School North Internship Program
Owen Valley High School Internship Program
Earth Eats Blogger Internship to educated residents about sustainable agriculture
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.

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 and Twitter:

In addition to all of our other recruitment efforts, we take advantage of the numerous websites that provide free 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 Connect
Public Broadcasting Management Association

We also utilize facebook, twitter and linked-in when available.