

## WFIU-FM/WTIU-TV

### Annual EEO Public File Report

April 1, 2016

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, 2015 to and including March 31, 2016 (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, 2015 to March 31, 2016**  
**Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV**

**Section 1. Vacancy Information**

Full-time Positions Filled by Position Number and Job Title	Recruitment Source of Hiree	Total # of Interviewees from All Sources for This Position
00011497 Chief Videographer	Word of Mouth	5
00012080 WTIU Producer of On-Air Fundraising	Indiana University HR Web Site (Jobs@IU)	4
00013345 Digital News Journalist	Word of Mouth	4
00021787 WFIU-WTIU Corp Dev Sales Assoc	Indiana University HR Web Site (Jobs@IU)	3
0021872 News Producer/Journalist	Word of Mouth	4
00036470 Multimedia Journalist	Social Media (Twitter, LinkedIn, etc)	2
00039391 Production Coordinator	Word of Mouth	5
00039451 Video Production Specialist	Word of Mouth	3
00039455 Video Production Specialist	Indiana University HR Web Site (Jobs@IU)	3
00042128 Managing Editor	Word of Mouth	4
00042282 Technical Director/Digital Engineer	Indiana University HR Web Site (Jobs@IU)	2
00042625 Broadcast Audio Specialist (805)	Word of Mouth	2
00042846 On Air Promotions Producer/Coordinator	Indiana University HR Web Site (Jobs@IU)	3
00043209 WFIU Production Director	Word of Mouth	1
00021965 WFIU/WTIU Mktg & Communications Dir	In process of Interviewing applicants	N/A
<b>TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:</b>		<b>45</b>

APPENDIX 2  
ANNUAL EEO PUBLIC FILE REPORT  
COVERING THE PERIOD FROM APRIL 1, 2015 TO MARCH 31, 2016  
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFUW-FM AND WTUW-TV

SECTION 2: RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA A Asian American Journalists Association ASIA Asia Ramy Inocencio, President AAJA Atlanta Jacqueline S Howard, President Media Coordinator CNN AAJA Chicago Erin Chan Ding Freelancer AAJA Denver Gil Asakawa, President Manger of Student Media, University of Colorado AAJA Florida Valerie Boey, President Reporter WOFL-TV (Fox 35) AAJA Hawaii Jason Ujbay, President Managing Editor, Hawaii Business AAJA Los Angeles Henry Fuhrmann, President AAJA Michigan Anjana Schroeder, President AAJA Minnesota Nancy Yang			<a href="http://www.ajia.org/membership/chapters/">http://www.ajia.org/membership/chapters/</a>		1  13  14  14  14  14  14  14  14  14  14  14  14
	<a href="mailto:ramy_inocencio@hotmail.com">ramy_inocencio@hotmail.com</a>				
	<a href="mailto:jacqueline.s.howard@gmail.com">jacqueline.s.howard@gmail.com</a>				
	<a href="mailto:erinchan ding@gmail.com">erinchan ding@gmail.com</a>	<a href="mailto:ssong@cbs.com">ssong@cbs.com</a>			
	<a href="mailto:gilasakawa@gmail.com">gilasakawa@gmail.com</a>				
	<a href="mailto:valerie@boey.com">valerie@boey.com</a>				
	<a href="mailto:jason_ubay@gmail.com">jason_ubay@gmail.com</a>				
	<a href="mailto:henry.fuhrmann56@gmail.com">henry.fuhrmann56@gmail.com</a>				
	<a href="mailto:anjanaschroeder@gmail.com">anjanaschroeder@gmail.com</a>				
	<a href="mailto:nancy.c.yang@gmail.com">nancy.c.yang@gmail.com</a>				

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RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA New England Susan Choi, President Freelance Photojournalist	<a href="mailto:choi_susan@hotmail.com">choi_susan@hotmail.com</a> ;				14
AAJA New York Philip Yam, President Online Managing Editor, Scientific American	<a href="mailto:pyam2006@gmail.com">pyam2006@gmail.com</a> ;				14
AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal	<a href="mailto:vickyteckenrode@yahoo.com">vickyteckenrode@yahoo.com</a> ;				14
AAJA Philadelphia Julie Shaw, President Reporter, Philadelphia Daily News	<a href="mailto:julie_shaw_ny@hotmail.com">julie_shaw_ny@hotmail.com</a> ;				14
AAJA Portland Nicole Dungca, President	<a href="mailto:ndungca@gmail.com">ndungca@gmail.com</a> ;				14
AAJA Sacramento Sandy Louey, President	<a href="mailto:slouey@juno.com">slouey@juno.com</a> ;				14
AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News	<a href="mailto:donna.y.tam@gmail.com">donna.y.tam@gmail.com</a> ;				14
AAJA Seattle AAJA Texas Alanna Quillen, President Reporter, KTV5/KARD	<a href="mailto:aaiaseattle@gmail.com">aaiaseattle@gmail.com</a> ;				14
AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Politico	<a href="mailto:alanna.quillen@gmail.com">alanna.quillen@gmail.com</a> ;				14
	<a href="mailto:seungmin.kim1@gmail.com">seungmin.kim1@gmail.com</a> ;				14

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Recruitment Source American University School of Communication - jobs.current.org			<a href="http://www.current.org">www.current.org</a>		1
Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306					0
AWC A Association for Women in Communications					0
AWC Chicago Chapter Karen Warlin, Chapter President	<a href="mailto:chicagoawc@gmail.com">chicagoawc@gmail.com</a>				14
Des Moines Great Des Moines Chapter Kathy Holderfer, Membership	<a href="mailto:kholderfer@hotmail.com">kholderfer@hotmail.com</a>				14
AWC Detroit Chapter Laura Oliveto, President	<a href="mailto:info@womcomdetroit.com">info@womcomdetroit.com</a>				14
AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President	<a href="mailto:rkatch@ilstu.edu">rkatch@ilstu.edu</a>				14
AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President	<a href="mailto:akroberts@purdue.edu">akroberts@purdue.edu</a>				15
AWC New Jersey Chapter	<a href="mailto:ybigornia@metlife.com">ybigornia@metlife.com</a>				14
AWC Santa Barbara Chapter Lynn Jones	<a href="mailto:lynn@lynnkjones.com">lynn@lynnkjones.com</a>				14
AWC Seattle Chapter Eva Chiu	<a href="mailto:echiu@infoadvantage.com">echiu@infoadvantage.com</a>				14

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SECTION 2: AWC Springfield Missouri Chapter Michele Kauffman, President	<a href="mailto:michele@a-v-p.com">michele@a-v-p.com</a> ;				14
AWC Topeka Chapter Lauren Tice	<a href="mailto:lrtice@gmail.com">lrtice@gmail.com</a> ;				14
AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President	<a href="mailto:darakahnpeskin@gmail.com">darakahnpeskin@gmail.com</a> ;				14
Bethel AME Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon	<a href="mailto:laffoonministry@gmail.com">laffoonministry@gmail.com</a> ;				15
Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405	<a href="mailto:bfca@indiana.edu">bfca@indiana.edu</a> ;				15
Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: <a href="mailto:mhedenskoog@freedomforum.org">mhedenskoog@freedomforum.org</a> Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600			<a href="http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926">http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926</a>		0
CSUN Latino Journalists Freedom Forum Michelle Hedenskoog	<a href="mailto:csunlatinojournalists@gmail.com">csunlatinojournalists@gmail.com</a> ;		<a href="http://www.cpb.org/jobline/listing">www.cpb.org/jobline/listing</a>		10
					14
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Recruitment Source					
Greater Public (formerly DEI)			<a href="http://www.deliworksite.org">http://www.deliworksite.org</a>		2
HigherEdJobs.com			DO NOT SEND: Human Resources sends for PA3 and above. <a href="http://higherjobs.com">higherjobs.com</a>	1	1
Hocking College Sheree Cunningham, Sr Employment Advisor 3301 Hocking Parkway Nelsonville, OH 45764 740-753-3591 Toll Free: 877462-5464 Fax 740-753-7065 cunningham_s@hocking.edu; Indiana Black Expo, Inc		tompkinsh@hocking.edu;			15
Tim Fisher 3145 N. Meridian St. Indianapolis In 46208 317-925-2702		tfisher@indianablackexpo.com;			16
Indiana Broadcasters Association (INDBA) 3003 East 98th Street Indianapolis IN 46280 800-342-6276		communications@indianablackexpo.com;			16
Indiana Public Media/WTIU-WFIU		INDBA@aol.com;	<a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a>		16
Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361			<a href="http://indianapublicmedia.org">http://indianapublicmedia.org</a>		16
Indiana University - Asian Student Union		acc@indiana.edu;			16
Indiana University - Black Student Union		asu.indiana@gmail.com;			16
Eric E. Williams, Advisor		ericwill@indiana.edu;			16

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Indiana University - Human Resources (OLA) Employment Opportunities Web Site University Human Resources Services Poplars E165 Bloomington, IN 47405 812-855-2172				16	16
Indiana University - Latino Graduate Student Association (LGSA) Indiana University - Latinos Unidos of Indiana University (LUIU) Indiana University Bloomington, IN 47405	<a href="mailto:lgsa@indiana.edu">lgsa@indiana.edu</a>		<a href="https://jobs.iu.edu/">https://jobs.iu.edu/</a>	16	16
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus Ochma Escue Bryan Hall 200 Bloomington, IN 47405 812-855-4613	<a href="mailto:iuiu@indiana.edu">iuiu@indiana.edu</a>			16	16
Indiana University - Purdue University at Indianapolis Office of Diversity, Equity & Inclusion (DEI) Karen Dace, PhD., Vice-Chancellor for Diversity Equity and Inclusion (DEI) 355 N Lansing Street AO110 Indianapolis IN 46202-2896 317-278-3820	<a href="mailto:dema@indiana.edu">dema@indiana.edu</a>			16	16
Indiana University - Purdue University at Indianapolis Multicultural Success Center Khalilah Shabazz, Director Indianapolis, IN 46202 317-274-2815	<a href="mailto:kdace@iupui.edu">kdace@iupui.edu</a>			16	16
	<a href="mailto:shabazzk@iupui.edu">shabazzk@iupui.edu</a>			16	16



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<b>SECTION 2:</b> <b>RECRUITMENT SOURCE INFORMATION</b>  Recruitment Source Indiana University School of Journalism Marcia F. Debnam Career Advisor Indianapolis Recorder Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143 IPBS	mdebnam@indiana.edu;				14
	Shannonw@indyrecorder.com; rogerrhodes1@msn.com;	newsroom@indyrecorder.com;			14 16
IvyTech College Journalismjobs.com	kanderso@ivytech.edu;		https://bloomington-ivytech-csm.symplicity.com/employers/index.php?_ksl=1 &s=jobs&ss+jobs&mode=list journalismjobs.com		16 0
LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174 List Net Job Jobs in Indiana website	lacasa@indiana.edu;				15 1
Maynard Institute Elizabeth Pinio, Contact 510-891-9202 NAACP Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513	epinio@mjie.org;		listnetjob.com  http://mjie.org/job		15 16
	wavdlv@sbcglobal.net;				

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NABJ A National Association of Black Journalists			<a href="http://www.nabj.org/?page=joblistings">http://www.nabj.org/?page=joblistings</a>	0	0
Ball State	<a href="mailto:ballstatenabj@gmail.com">ballstatenabj@gmail.com</a>			14	14
Chicago Kathy Chaney, President	<a href="mailto:kp_chaney@yahoo.com">kp_chaney@yahoo.com</a>		<a href="http://www.nabjchicago.org">www.nabjchicago.org</a>	14	14
NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH	<a href="mailto:cjonesmba@aol.com">cjonesmba@aol.com</a>			14	14
NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216	<a href="mailto:felixhoover@sbcglobal.net">felixhoover@sbcglobal.net</a>			14	14
NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)	<a href="mailto:gdabj@aol.com">gdabj@aol.com</a>		<a href="http://www.gdabj.com">www.gdabj.com</a>	14	14

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NABJ Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807	<a href="mailto:vbthomas@cbs.com">vbthomas@cbs.com</a>				14
NABJ IU NABJ Chapter India Jackson	<a href="mailto:indjack@indiana.edu">indjack@indiana.edu</a>				14
NABJ Northwestern University Chapter Charles Whitaker, Advisor	<a href="mailto:c-whitaker@northwestern.edu">c-whitaker@northwestern.edu</a>				14
NABJ Joan (Pittman) Burcher Ohio University	<a href="mailto:pittmanc@ohio.edu">pittmanc@ohio.edu</a>	<a href="mailto:ks119707@ohio.edu">ks119707@ohio.edu</a>			14
NABJ University of Illinois at Urbana-Champaign Chapter	<a href="mailto:nabjuoffi@gmail.com">nabjuoffi@gmail.com</a>				14
NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor	<a href="mailto:diseay01@louisville.edu">diseay01@louisville.edu</a>		<a href="mailto:ul_nabj@gmail.com">ul_nabj@gmail.com</a>		14
National Association of Hispanic Journalists contact: Nicole Chavez	<a href="mailto:nnicole.ch@gmail.com">nnicole.ch@gmail.com</a>				14
National Association of Hispanic Journalists Washington DC Chapter	<a href="mailto:nahidc@gmail.com">nahidc@gmail.com</a>				14
National Educational Telecommunications Association National Television Academy of Television Arts & Sciences (NTA) 3487 Center Road Brunswick, OH 44212 Fax 330-220-7914	<a href="http://www.netaonline.org">http://www.netaonline.org</a>		<a href="http://www.netaonline.org/jobs.htm">http://www.netaonline.org/jobs.htm</a>		3
	<a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a>		<a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a>		14

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NLGJA A					0
National Lesbians and Gay Journalists Assn NLGJA Arizona					14
Joe Hengemuehler, Chapter President NLGJA	<a href="mailto:az@nlgia.org">az@nlgia.org</a>				14
Arizona State University Robert Soares, Chapter President NLGJA	<a href="mailto:asu@nlgia.org">asu@nlgia.org</a>				14
Boston Robert David Sullivan, Chapter President NLGJA	<a href="mailto:boston@nlgia.org">boston@nlgia.org</a>				14
California Northern California Chapter Maria De La O, Chapter Co-President NLGJA	<a href="mailto:norcal@nlgia.org">norcal@nlgia.org</a>				14
Chicago Sean Lewis, Chapter President NLGJA	<a href="mailto:chicago@nlgia.org">chicago@nlgia.org</a>				14
Columbia University Claire Pires, Chapter President NLGJA	<a href="mailto:columbia@nlgia.org">columbia@nlgia.org</a>				14
Georgia Holly Crenshaw, Chapter President NLGJA	<a href="mailto:ga@nlgia.org">ga@nlgia.org</a>				14
Los Angeles Greg Hernandez, Chapter President NLGJA	<a href="mailto:la@nlgia.org">la@nlgia.org</a>				14
New York Patrick Henderson, Chapter President NLGJA	<a href="mailto:ny@nlgia.org">ny@nlgia.org</a>				14
Northwestern University Sammy Caiola, Chapter Co-President NLGJA	<a href="mailto:nwu@nlgia.org">nwu@nlgia.org</a>				14
Online Only Joe Mirabellis, At-Large Chapter President	<a href="mailto:at-large@nlgia.org">at-large@nlgia.org</a>				14

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Recruitment Source	email address 1	email address 2	Web Site		
NLGIA Philadelphia Eric Walter, Chapter President	<a href="mailto:philly@nlgia.org">philly@nlgia.org</a>				14
NLGIA Washington, D.C. Curtis Tate, Chapter President	<a href="mailto:dc@nlgia.org">dc@nlgia.org</a>				14
Medill-Northwestern Journalism Institute <a href="mailto:presswomen@aol.com">presswomen@aol.com</a>	<a href="mailto:medillcareerservices@northwestern.edu">medillcareerservices@northwestern.edu</a> <a href="mailto:presswomen@aol.com">presswomen@aol.com</a>		<a href="http://medill-northwestern-csm.symplicity.com/employers">http://medill-northwestern-csm.symplicity.com/employers</a>		14 14
Public Broadcasting Service Connect Information/Job Board Public Broadcasting Service Alexandria, VA 22314-1698 703-739-5000			<a href="http://connect.pbs.org">http://connect.pbs.org</a>		2
Public Radio Assoc of Development Officers (PRADO)			<a href="mailto:PRADO-request@listserve.syr.edu">PRADO-request@listserve.syr.edu</a>		4
Public Radio in Mid-America (PRIMA) email job listing to dan skinner @WKSU	<a href="mailto:skinner@wksu.org">skinner@wksu.org</a>		<a href="http://www.prima.org/about">www.prima.org</a> ; <a href="http://www.prima.org/about">http://www.prima.org/about</a> <a href="http://www.prima.org/about">PRIMA job listings.html</a>		16 15
Public Radio Professionals (PubRad)	<a href="mailto:pubradio@lists.pubradio.org">pubradio@lists.pubradio.org</a>				1
Public Radio Program Director's Association (PRPD)			<a href="http://prpd.org/topmenu/joblistings.aspx">http://prpd.org/topmenu/joblistings.aspx</a>		
Rose-Hulman Institute of Technology Kathy Kassissieh Asst. Director of Career Services 5500 Wabash Ave. Terre Haute, IN 47803 812-877-8652	<a href="mailto:kassissi@rose-hulman.edu">kassissi@rose-hulman.edu</a>				16
Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000					0
South Asian Journalists Association Washington, D.C. Amita Parashar	<a href="mailto:amita.parashar@gmail.com">amita.parashar@gmail.com</a>		<a href="http://www.sbe.org">http://www.sbe.org</a>		14

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Recruitment Source	email address 1	email address 2	Web Site		
South Asian Journalists Association Bay Area					14
Diana Rohini LaVigne	<a href="mailto:lavigne@post.harvard.edu">lavigne@post.harvard.edu</a>				
South Asian Journalists Association New York					14
Aseem Chhabra	<a href="mailto:chhabs@aol.com">chhabs@aol.com</a>				
South Asian Journalists Association Toronto					14
Aparita Bhandari	<a href="mailto:aparita@gmail.com">aparita@gmail.com</a>				15
ThinkTV	<a href="mailto:gmacKnight@thinktv.org">gmacKnight@thinktv.org</a>				
TV Jobs Web Site					15
TVJOBS Broadcast Employment Services	<a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>		<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>		
Airmedia			<a href="http://www.airmedia.org">Airmedia.org</a>		1
CareerBuilder			<a href="http://www.careerbuilder.com">CareerBuilder.com</a>		1
CareerBuilder.com				1	0
Chronicle of Higher Education			<a href="http://www.chronicle.com/jobs">Chronicle.com/jobs</a>		1
Indeed.com			<a href="http://www.indeed.com">Indeed.com</a>	2	1
Journalismjobs.com			<a href="http://www.journalismjobs.com">journalismjobs.com</a>		1
Linked in					0
Livingston Associates			<a href="http://www.hirejobvite.com">Hire.jobvite.com</a>		1
<a href="mailto:Memchat@yahoo.com">Memchat@yahoo.com</a>	<a href="mailto:Memchat@yahoo.com">Memchat@yahoo.com</a>				1
Monster.com					1
<a href="mailto:Pledgechat@yahoo.com">Pledgechat@yahoo.com</a>	<a href="mailto:Pledgechat@yahoo.com">Pledgechat@yahoo.com</a>			1	0
Scanning the Dial Blog					1
social media: (Twitter, linkedIn, yahoo, facebook)					0
Word of Mouth/IU Employee Ref				2	1
				22	16
				45	

**Appendix 3**  
**Annual EEO Public File Report**  
**Covering the Period from April 1, 2015 to March 31, 2016**  
**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 2, 2015 – Ivy Tech Community College Career Expo 2015: Hire Ivy Expo

July 16, 2015 – Indiana Black Expo Employment Opportunity Fair

August 21, 2015 – IU Part-Time Jobs Fair

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

Bloomington North High School Service Learning Program

Franklin College internship

Indiana University Arts & Sciences Career Development Center internship program

Indiana University Honors College internship program

Indiana University Media School/Journalism internship program

Indiana University Media School internship program

Indiana University Media School Class P437: WTIU Production Workshop

Northern Kentucky University internship

Volunteer/Internships through web site [www.IndianaPublicMedia.org/about/jobs/](http://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 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 Connect

We also utilize social media including, but not limited to - blogs, Facebook, twitter, yahoo and linked-in when appropriate.