

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2017

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, 2016 to and including March 31, 2017 (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, 2016 to March 31, 2017
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 1. Vacancy Information

Full-time Positions Filled by Position Number and Job		Total # of Interviewees from All Sources for This Position	
Position Number	Title	Recruitment Source of Hiree	
0004056	TV - Graphic Designer	Indiana University HR Web Site (Jobs@IU)	5
00012164	CD - Sales Associate	Indiana University HR Web Site (Jobs@IU)	3
00013399	EP - Senior Producer/Director	IU Employee Referral	4
00016439	MB - Member Benefits Coordinator	IU Employee Referral	4
00021965	WFIU/WTIU Mktg & Communications Dir	Indiana University HR Web Site (Jobs@IU)	3
00039477	Web News Specialist	In process of reviewing applications and interviewing applicants	N/A
00042846	TV - On Air Promotions Producer/Coordinator	Indiana University HR Web Site (Jobs@IU)	4
00043491	NW - Morning Edition Producer/Newscaster	Indiana University HR Web Site (Jobs@IU)	3
00043746	OP - Technical Broadcast Facilities ManagerVideo	CPB.org	2
TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:			28

APPENDIX 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2016 TO MARCH 31, 2017
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFUW-FM AND WTUW-TV

Recruitment Source	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
UPDATED 3/31/17					
SECTION 2: RECRUITMENT SOURCE INFORMATION					
AAJA A Asian American Journalists Association			http://www.aaia.org/membership/chapters/		0
ASIA Asia					
Ramy Inocencio, President AAJA	ramy_inocencio@hotmail.com				7
Atlanta Jacqueline S Howard, President Media Coordinator CNN AAJA	jacqueline.s.howard@gmail.com				8
Chicago Erin Chan Ding Freelancer AAJA	erinchaniding@gmail.com	ssong@cbs.com			8
Denver Gill Asakawa, President Manager of Student Media, University of Colorado AAJA	gillasakawa@gmail.com				8
Florida Valerie Boey, President Reporter WOFL-TV (Fox 35) AAJA	valerie@boey.com				7
Hawaii Jason Ujbay, President Managing Editor, Hawaii Business AAJA	jason.ubay@gmail.com				7
Los Angeles Henry Fuhrmann, President AAJA	henry.fuhrmann56@gmail.com				7
Michigan Anjana Schroeder, President AAJA	anjanaschroeder@gmail.com				7
Minnesota Nancy Yang AAJA	nancy.c.yang@gmail.com				7
New England Susan Choi, President Freelance Photojournalist	choi_susan@hotmail.com				8

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STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFU-FM AND WTU-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
Recruitment Source					
AAJA New York Philip Yam, President online Managing Editor, Scientific American	pyam2006@gmail.com				8
AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal	vickyckenrode@yahoo.com				8
AAJA Philadelphia Julie Shaw, President Reporter, Philadelphia Daily News	julie_shaw_ny@hotmail.com				8
AAJA Portland Nicole Dungca, President	ndungca@gmail.com				8
AAJA Sacramento Sandy Louey, President	slouey@luno.com				8
AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News	donna.y.tam@gmail.com				8
AAJA Seattle	aajaseattle@gmail.com				8
AAJA Texas Alanna Quillen, President Reporter, KTVE/KARD	alanna.quillen@gmail.com				8
AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Politico American University School of Communication - jobs.current.org	seungmin.kim1@gmail.com		www.current.org		8
Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306					1
					0

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Recruitment Source	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
AWC A Association for Women in Communications					0
AWC Chicago Chapter Karen Warlin, Chapter President	chicagoawc@gmail.com				8
AWC Des Moines Great Des Moines Chapter Kathy Holderfer, Membership	kholderfer@hotmail.com				8
AWC Detroit Chapter Laura Oliveto, President	info@womcomdetroit.org				8
AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President	rkhatch@ilstu.edu				8
AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President	akroberts@purdue.edu				7
AWC New Jersey Chapter	ybigornia@metlife.com				7
AWC Santa Barbara Chapter Lynn Jones	lynn@lynnkjones.com				7
AWC Seattle Chapter Eva Chiu	echiu@infoadvantage.com				7
AWC Springfield Missouri Chapter Michele Kauffman, President	michele@a-v-p.com				7
AWC Topeka Chapter Lauren Tice	ltice@gmail.com				8
AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President	darakahnpeskin@gmail.com				8

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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
SECTION 2: RECRUITMENT SOURCE INFORMATION Recruitment Source Bethel AVE Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon laffoonministry@gmail.com Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405					9
Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: mhedenskoog@freedomforum.org Chronicle of Higher Education Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600 csunlatinojournalists@gmail.com Freedom Forum Michelle Hedenskoog mhedenskoog@freedomforum.org			http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926 https://chroniclevitae.com/jobs www.cpb.org/jobline/listing	2	4
Greater Public (formerly DEI) HigherEdJobs.com			http://www.deiworksite.org DO NOT SEND: Human Resources sends for PA3 and above. higherjobs.com	1	1
				1	0
				2	8
				1	1
				1	2

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STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFUI-FM AND WTUI-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
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; INDBA@aol.com;	cunningham_s@hocking.edu; INDBA@aol.com;	tompinksh@hocking.edu;	http://www.indianabroadcasters.org	7	9
Indiana Public Media/WTUI-WFIU Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361	mcullath@indiana.edu; asu.indiana@gmail.com;	acc@indiana.edu;	DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org	1	9
Indiana University - Asian Student Union Indiana University - Black Student Union Eric E. Williams, Advisor Indiana University - Human Resources (PeopleAdmin)	ericwill@indiana.edu;				8
Employment Opportunities Web Site University Human Resources Services Poplars E165 Bloomington, IN 47405 812-855-2172			https://jobs.iu.edu/	13	9
Indiana University - Latino Graduate Student Association (LGSA) Indiana University - Latinos Unidos of Indiana University (LUIU) Indiana University Bloomington, IN 47405	luisa@indiana.edu;	luiu@indiana.edu;			9

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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
Recruitment Source Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus Ochmae Escue Bryan Hall 200 Bloomington, IN 47405 812-855-4613 demaa@indiana.edu;					8
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 kdace@iupui.edu;					9
Indiana University Multicultural Success Center Khalliah Shabazz, Director Indianapolis, IN 46202 317-274-2815 shabazzk@iupui.edu;					9
Indiana University Media School Laura Fonseca Career Advisor lfonseca@indiana.edu;					8
Indianapolis Recorder Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143 Shannonw@indyrecorder.com; rogerrhodes1@msn.com;		newsroom@indyrecorder.com;			8
IPBS IPBS Programming, Traffic, Operations Listserv		ipbs-traffic@googlegroups.com;			8
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		6
					9
					0

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SECTION 2: RECRUITMENT SOURCE INFORMATION	email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source					
LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174	lacasas@indiana.edu				9
List Net Job Jobs in Indiana website			listnetjob.com		0
Maynard Institute Elizabeth Pinió, Contact 510-891-9202	epinio@mije.org		http://mije.org		7
INAAAP Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513	wavdlv@sbcglobal.net				9
NABJ A National Association of Black Journalists			http://www.nabj.org/Ppage+joblistings		0
NABJ Ball State Chicago	ballstatenabj@gmail.com				7
Kathy Chaney, President	kp_chaney@yahoo.com		www.nabjchicago.org		7
NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH	cjonesmba@aol.com				7

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Recruitment Source	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
NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216 NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ) NABJ	felixcover@sbcglobal.net		www.gdabj.com	7	7
Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807	gdabj@aol.com			7	7
NABJ IU NABJ Chapter India Jackson	vbthomas@cbs.com			7	7
NABJ Northwestern University Chapter Charles Whitaker, Advisor	indjack@indiana.edu			7	7
NABJ Joan (Pittman) Burcher Ohio University	c-whitaker@northwestern.edu			8	8
NABJ University of Illinois at Urbana-Champaign Chapter	pittmanc@ohio.edu	ks119707@ohio.edu		8	8
NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor	nabiyoji@gmail.com			8	8
National Association of Hispanic Journalists contact: Nicole Chavez	dlsav01@louisville.edu	ul.nabi@gmail.com		8	8
National Association of Hispanic Journalists Washington DC Chapter	nnicole.ch@gmail.com			8	8
	nahidc@gmail.com			8	8

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Recruitment Source	email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
National Educational Telecommunications Association	maryanne@netaonline.org		http://www.netaonline.org/jobs.htm		4
National Television Academy of Television Arts & Sciences (NTA) 3487 Center Road Brunswick, OH 44212 Fax 330-220-7914	emmysuncst@aol.com		http://jobbank.emmyonline.org/		8
NLGJA A					
National Lesbians and Gay Journalists Assn NLGJA Arizona Joe Hengemueller, Chapter President NLGJA	az@nlgia.org				0
Arizona State University Robert Soares, Chapter President NLGJA Boston Robert David Sullivan, Chapter President NLGJA	rsu@nlgia.org				8
California Northern California Chapter Maria De La O, Chapter Co-President NLGJA	boston@nlgia.org				8
Chicago Sean Lewis, Chapter President NLGJA	norcal@nlgia.org				8
Columbia University Claire Pires, Chapter President NLGJA	chicago@nlgia.org				8
Georgia Holly Crenshaw, Chapter President NLGJA	culjia@nlgia.org				8
Los Angeles Greg Hernandez, Chapter President NLGJA	ga@nlgia.org				8
New York Patrick Henderson, Chapter President	la@nlgia.org				8
	ny@nlgia.org				8

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Recruitment Source	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
NLGIA					
Northwestern University					
Sammy Caiola, Chapter-Co-President	nwu@nlgia.org				8
NLGIA					
Online Only					
Joe Mirabelis, At-Large Chapter President	at-large@nlgia.org				8
NLGIA					
Philadelphia					
Eric Waiter, Chapter President	philly@nlgia.org				8
NLGIA					
Washington, D.C.					
Curtis Tate, Chapter President	dc@nlgia.org				8
Northwestern					
Medill-Northwestern Journalism Institute	medillcareerservices@northwestern.edu ; presswomen@aol.com		http://medill-northwestern-csm.symphicity.com/employers		8
Public Broadcasting Service Connect					8
PBS Connect/Forums/Systemwide Information/Job Board					
Public Broadcasting Service					
Alexandria, VA 22314-1698					
703-739-5000					
Public Radio Assoc of Development Officers (PRADO)			http://connect.pbs.org		0
Public Radio in Mid-America (PRIMA)			PRADO-request@listserv.syr.edu ;		2
email job listing to dan skinner @ku			www.prima.org ; http://www.prima.org/about		
Kansas Public Radio	skinner@ku.edu ;		www.prima.org/about		8
Public Radio Professionals (PubRad)	pubradio@lists.pubradio.org ;		www.prima.org/about		7
Public Radio Program Director's Association (PRPD)					
RTVS List Serve			http://brpd.org/topmenu/joblistings.aspx		0
Rose-Hulman Institute of Technology			http://brpd.org/topmenu/joblistings.aspx		9
Kathy Kassissieh			DO NOT SEND: Sent by Business Office	6	
Asst. Director of Career Services					
5500 Wabash Ave.					
Terre Haute, IN 47803					
812-877-8652					
Society of Broadcast Engineers, Inc.	kassissi@rose-hulman.edu ;				9
9102 North Meridian Street, Suite 150					
Indianapolis, IN 46260					
317-846-9000			http://www.sbe.org		2

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Recruitment Source	email address 1	email address 2	Web Site		
South Asian Journalists Association Washington, D.C.					
Amita Parashar	amita.parashar@gmail.com				8
South Asian Journalists Association New York					
Aseem Chhabra	chhab@aol.com				8
South Asian Journalists Association Toronto					
Aparita Bhandari					
ThinkTV	aparita@gmail.com gmacknight@thinktv.org				8 9
TV Jobs Web Site					
TVJOBS Broadcast Employment Services	admin@tvjobs.com		http://www.tvjobs.com		9
Airmedia			Airmedia.org		0
Business Colleagues					1
CAB (Community Advisory Board)					1
CareerBuilder			CareerBuilder.com		1
Chronicle of Higher Education			Chronicle.com		1
Indeed.com			Indeed.com		0
IPBS (Indiana Public Broadcasting Group)					
Connections					1
Journalismjobs.com			journalismjobs.com		0
Linked in					0
Livingston Associates			Hire.jobvite.com		0
Memchat@yahoogroups.com	Memchat@yahoogroups.com				1
Monster.com					0
Pledgechat@yahoogroups.com	Pledgechat@yahoogroups.com				1
Public Media Journalists					1
Scanning the Dial Blog					0
social media: (Twitter, linkedIn, yahoo, facebook)					
Word of Mouth/IU Employee Ref			EG, #thinkpublicmedia	5	1
TOTAL				28	

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2016 to March 31, 2017
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 12, 2016 – IU Summer Jobs Fair

April 20, 2016 – 2016 Spring Career Fair at Rose-Hulman Institute of Technology

August 19, 2016 – IU Part-Time Jobs Fair

February 18, 2017 – Indiana Broadcasters Association - IBA Career 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 Honors College internship program

Indiana University Information & Library Sciences Class ILS Z605 Internship in Library & Information Science

Indiana University Media School/Journalism internship program

Indiana University Media School Grad Studies Class MSCH T800

Indiana University Media School Class MSCH-X476 (formerly P437): WTIU Production Workshop

Indiana University School of Public Health Class SPH-B496: Field Experience Public Health Education

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.

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

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:

Chronicle of Higher Education
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, chat groups, Facebook, twitter, yahoo, CareerBuilder and linked-in when appropriate.