

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2018

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, 2017 to and including March 31, 2018 (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, 2017 to March 31, 2018
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 |
|--|--|--|
| 00003543 DG - Digital Crusader | Indiana University HR Web Site (Jobs@IU) | 6 |
| 00005542 MB-Membership Services Coordinator | Indiana University HR Web Site (Jobs@IU) | 6 |
| 00009606 FM- WFIU Multimedia Producer | IU Employee Referral | 8 |
| 00015795 EP - Lighting/Stage Manager | IU Employee Referral | 5 |
| 00016439 MB - Member Benefits Coordinator | IU Employee Referral | 4 |
| 00016558 EP- Technical Director/Digital Engineer | Indiana University HR Web Site (Jobs@IU) | 4 |
| 00019396 OP- - IT Technician Assistant | Indiana University HR Web Site (Jobs@IU) | 4 |
| 00021872 NW - News Producer/Journalist | Indiana University HR Web Site (Jobs@IU) | 4 |
| 00036007 FM - WFIU Multi-Media Producer | Social Media: Facebook | 8 |
| 00036468 DR- Administrative Support Coordinator | IU Employee Referral | 4 |
| 00036470 NW - Multi-Media Journalist/Rural Issues | IU Employee Referral | 3 |
| 00036471 NW-Multi-Medial Journalist/Education | CPB Jobline | 5 |
| 00039391 EP - Production Coordinator | IU Employee Referral | 3 |
| 000039477 DG - Web Developer | LinkedIN | 4 |
| 00042128 NW-Managing Editor RJC Statewide News | Offer maded and declined; position put on hold | 4 |
| 00042599 OP - Broadcast Production Engineer | Indiana University HR Web Site (Jobs@IU) | 3 |
| 000042689 OP- Broadcast Operations Coordinator | IU Employee Referral | 2 |
| 00043491 NW - Morning Edition Producer/Newscaster | CPB Jobline | 5 |
| 00043746 OP - Technical Broadcast Facilities Manager | Indiana University HR Web Site (Jobs@IU) | 2 |
| 00045029 EP- Technical Director/Digital Engineer | IU Employee Referral | 4 |
| 00045117 OP - Technical Broadcast Facilities Manager | Indiana University HR Web Site (Jobs@IU) | 2 |
| 00046010 NW/RJ - Multi-Media Journalist/Environment & Energy | CPB Jobline | 5 |
| TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD: | | 95 |

APPENDIX 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2017 TO MARCH 31, 2018
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFIU-FM AND WTU-TV

| UPDATED 3/30/18 | | | | | | | |
|---|--|------------|--|------------|---|--|--|
| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | |
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| AAJA A Asian American Journalists Association | national@aaja.org | | | | http://www.aaja.org/membership/chapters/ | | 1 |
| ASIA Asia Ramy Inocencio, President | ramy_inocencio@hotmail.com | | | | | | 2 |
| AAJA Atlanta Jacqueline S Howard, President Media Coordinator CNN | jacqueline.s.howard@gmail.com | | | | | | 18 |
| AAJA Chicago Erin Chan Ding Freelancer | erinchandding@gmail.com | | ssong@cbs.com | | | | 19 |
| AAJA Denver Gil Asakawa, President Manger of Student Media, University of Colorado | gilasakawa@gmail.com | | | | | | 19 |
| AAJA Florida Valerie Boey, President Reporter WOFL-TV (Fox 35) | valerie@boey.com | | | | | | 17 |
| AAJA Hawaii Jason Ujbay, President Managing Editor, Hawaii Business | jason.ubay@gmail.com | | | | | | 17 |
| AAJA Los Angeles Henry Fuhrmann, President | henry.fuhrmann56@gmail.com | | | | | | 17 |
| AAJA Michigan Anjana Schroeder, President | anjanaschroeder@gmail.com | | | | | | 17 |
| AAJA Minnesota Nancy Yang | nancy.c.yang@gmail.com | | | | | | 17 |
| AAJA New England Susan Choi, President Freelance Photojournalist | choi_susan@hotmail.com | | | | | | 19 |

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| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | |
|--|---|------------|-----------------|------------|--|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| AAJA New York Philip Yam, President online Managing Editor, Scientific American | pyam2006@gmail.com; | | | | | | 19 |
| AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal | vickyeckenrode@yahoo.com; | | | | | | 19 |
| AAJA Philadelphia Julie Shaw, President Reporter, Philidelphia Daily News | julie_shaw_ny@hotmail.com; | | | | | | 19 |
| AAJA Portland Nicole Dungca, President | ndungca@gmail.com; | | | | | | 19 |
| AAJA Sacramento Sandy Louey, President | slouey@juno.com; | | | | | | 19 |
| AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News | donna.y.tam@gmail.com; | | | | | | 19 |
| AAJA Seattle | aajaseattle@gmail.com; | | | | | | 19 |
| AAJA Texas Alanna Quillen, President Reporter, KTVE/KARD | alanna.quillen@gmail.com; | | | | | | 19 |
| AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Pilitico | seungmin.kim1@gmail.com; | | | | | | 19 |
| American University School of Communication - jobs.current.org | news@current.org | | | | www.current.org | | 3 |
| Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306 | | | | | | | 0 |

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| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | |
|---|---|------------|-----------------|------------|----------|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees 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; | | | | | | 19 |
| AWC Des Moines Great Des Moines Chapter Kathy Holdefer, Membership | kholdefer@hotmail.com; | | | | | | 18 |
| AWC Detroit Chapter Laura Oliveto, President | info@womcomdetroit.org; | | | | | | 19 |
| AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President | rkhatch@ilstu.edu; | | | | | | 19 |
| AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President | akroberts@purdue.edu; | | | | | | 17 |
| AWC New Jersey Chapter | ybigornia@metlife.com; | | | | | | 17 |
| AWC Santa Barbara Chapter Lynn Jones | lynn@lynnkiones.com; | | | | | | 17 |
| AWC Seattle Chapter Eva Chiu | echiu@infoadvantage.com; | | | | | | 17 |
| AWC Springfield Missouri Chapter Michele Kauffman, President | michele@a-v-p.com; | | | | | | 17 |
| AWC Topeka Chapter Lauren Tice | lrtice@gmail.com; | | | | | | 19 |
| AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President | darakahnpeskin@gmail.com; | | | | | | 19 |

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|--|--|------------|--|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| Bethel AME Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon | laffoonministry@gmail.com ; | | | | | | 20 |
| Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405 | bfca@indiana.edu ; | | | | | | 21 |
| Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: mhedenskoog@fgreedomforum.org | | | | | http://www.facebook.com/pages/Chips-Quinn-Scholars_Program/344506078926 | | 0 |
| Chronicle of Higher Education | | | | | https://chroniclevitae.com/jobs | | 0 |
| Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600 | | | | | www.cpb.org/jobline/listing | 5 | 14 |
| CSUN Latino Journalists | csunlatinojournalists@gmail.com ; | | | | | | 19 |
| Freedom Forum Michelle Hedenskoog | mhedenskoog@freedomforum.org ; | | | | | | 19 |
| Greater Public (formerly DEI) | | | | | http://www.deiworksite.org | | 2 |
| HigherEdJobs.com | | | | | DO NOT SEND: Human Resources sends for PA3 and above. higherjobs.com | 4 | 3 |
| 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: 740-753-7040 | cunningham_s@hocking.edu ; | | tompkinsh@hocking.edu ; | | jonesal@hocking.edu | | 19 |
| Indiana Black Expo, Inc 3145 N. Meridian St. Indianapolis In 46208 317-925-2702 | communications@indianablackexpo.com ; | | | | | | 14 |

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|--|---|------------|---|------------|--|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| Indiana Broadcasters Association (INDBA) 3003 East 98th Street Indianapolis IN 46280 800-342-6276 | INDBA@aol.com; | | | | http://www.indianabroadcasters.org | | 21 |
| Indiana Public Media/WTIU-WFIU | | | | | DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org | 2 | 22 |
| Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361 | Mcullath@indiana.edu; | | acc@indiana.edu; | | | | 21 |
| Indiana University - Asian Student Union | asu.indiana@gmail.com; | | | | | | 21 |
| Indiana University - Black Student Union Eric E. Williams, Advisor | ericwill@indiana.edu; | | | | | | 21 |
| Indiana University - Human Resources (PeopleAdmin) Employment Opportunities Web Site University Human Resources Services Poplars E165 Bloomington, IN 47405 812-855-2172 | | | | | https://jobs.iu.edu/ | 34 | 20 |
| Indiana University - Latino Graduate Student Association (LGSA) | jgsa@indiana.edu; | | | | | | 21 |
| Indiana University - Latinos Unidos of Indiana University (LUIU) Indiana University Bloomington, IN 47405 | luiu@indiana.edu; | | | | | | 21 |
| Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus Ochmaa Escue Bryan Hall 200 Bloomington, IN 47405 812-855-4613 | dema@indiana.edu; | | | | | | 18 |

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|---|--|------------|--|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| 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 | | | | | | 21 |
| Indiana University - Purdue University at Indianapolis Multicultural Success Center Khalilah Shabazz, Director Indianapolis, IN 46202 317-274-2815 | shabazzk@iupui.edu | | | | | | 21 |
| Indiana University Media School Laura Fonseca Career Advisor | lfonseca@indiana.edu | | | | | | 18 |
| Indianapolis Recorder Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143 | Shannonw@indyrecorder.com | | newsroom@indyrecorder.com | | | | 19 |
| IPBS | rogerrhodes1@msn.com | | | | | | 21 |
| IPBS Programming, Traffic, Operations Listserv | ipbs-traffic@googlegroups.com | | | | | | 17 |
| IvyTech College | kanderso@ivytech.edu | | | | https://bloomington-ivytech-csm.symplicity.com/employers/index.php?_ksl=1&s=jobs&ss+jobs&mode=list | | 21 |
| Journalismjobs.com | | | | | journalismjobs.com | | 0 |
| LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174 | lacasa@indiana.edu | | | | | | 21 |
| List Net Job Jobs in Indiana website | | | | | listnetjob.com | | 0 |

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|---|--|------------|-----------------|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| Maynard Institute Elizabeth Pinio, Contact 510-891-9202 | epinio@mije.org ; | | | | http://mije.org.job | 18 | |
| NAACP Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513 | wavdlv@sbcglobal.net ; | | | | | 20 | |
| NABJ A National Association of Black Journalists | | | | | http://www.nabi.org/?page+joblistings | 0 | |
| NABJ Ball State | ballstatenabj@gmail.com ; | | | | | 17 | |
| NABJ Chicago Kathy Chaney, President | kp_chaney@yahoo.com ; | | | | www.nabjchicago.org | 17 | |
| NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH | cjonesmba@aol.com ; | | | | | 17 | |
| NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216 | felixhoover@sbcglobal.net ; | | | | | 17 | |

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|---|---|------------|---|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ) | gdabj@aol.com; | | | | www.gdabj.com | | 19 |
| NABJ Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807 | vbthomas@cbs.com; | | | | | | 19 |
| NABJ IU NABJ Chapter India Jackson | indjack@indiana.edu; | | | | | | 17 |
| NABJ Northwestern University Chapter Charles Whitaker, Advisor | c-whitaker@northwestern.edu; | | | | | | 19 |
| NABJ Joan (Pittman) Burcher Ohio University | pittmanc@ohio.edu; | | ks119707@ohio.edu; | | | | 19 |
| NABJ University of Illinois at Urbana-Champaign Chapter | nabjuofi@gmail.com; | | | | | | 19 |
| NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor | dseay01@louisville.edu; | | ul.nabj@gmail.com; | | | | 19 |
| National Association of Hispanic Journalists contact: Nicole Chavez | nnicole.ch@gmail.com; | | | | | | 19 |
| National Association of Hispanic Journalists Washington DC Chapter | nahjdc@gmail.com; | | | | | | 19 |
| National Educational Telecommunications Association | maryanne@netaonline.org; | | | | http://www.netaonline.org/jobs.htm | | 18 |

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| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | |
|--|--|------------|-----------------|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| 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/ | | 19 |
| NLGJA A National Lesbians and Gay Journalists Assn | | | | | | | 0 |
| NLGJA Arizona Joe Hengemuehler, Chapter President | az@nlgia.org ; | | | | | | 19 |
| NLGJA Arizona State University Robert Soares, Chapter President | asu@nlgia.org ; | | | | | | 19 |
| NLGJA Boston Robert David Sullivan, Chapter President | boston@nlgia.org ; | | | | | | 19 |
| NLGJA California Northern California Chapter Maria De La O, Chapter Co-President | norcal@nlgia.org ; | | | | | | 19 |
| NLGJA Chicago Sean Lewis, Chapter President | chicago@nlgia.org ; | | | | | | 19 |
| NLGJA Columbia University Claire Pires, Chapter President | culgia@nlgia.org ; | | | | | | 19 |
| NLGJA Georgia Holly Crenshaw, Chapter President | ga@nlgia.org ; | | | | | | 19 |
| NLGJA Los Angeles Greg Hernandez, Chapter President | la@nlgia.org ; | | | | | | 19 |
| NLGJA New York Patrick Henderson, Chapter President | ny@nlgia.org ; | | | | | | 19 |
| NLGJA Northwestern University Sammy Caiola, Chapter-Co-President | nwu@nlgia.org ; | | | | | | 19 |

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|---|--|------------|-----------------|------------|---|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| NLGJA Online Only Joe Mirabells, At-Large Chapter President | at-large@nlgia.org; | | | | | | 19 |
| NLGJA Philadelphia Eric Walter, Chapter President | philly@nlgia.org; | | | | | | 19 |
| NLGJA Washington, D.C. Curtis Tate, Chapter President | dc@nlgia.org; | | | | | | 19 |
| Northwestern Medill-Northwestern Journalism Institute | medillcareerservices@northwestern.edu; presswomen@aol.com; | | | | http://medill-northwestern-csm.symplicity.com/employers | | 19 |
| Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board Public Broadcasting Service Alexandria, VA 22314-1698 703-739-5000 | | | | | http://connect.pbs.org | | 0 |
| Public Radio Assoc of Development Officers (PRADO) | | | | | PRADO-request@listserv.syr.edu; | | 1 |
| Public Radio in Mid-America (PRIMA) email job listing to dan skinner @ku Kansas Public Radio | skinner@ku.edu.edu; | | | | www.prima.org; http://www.prima.org/about-PRIMA/job-listings.html | | 19 |
| Public Radio Professionals (PubRad) | pubradio@lists.pubradio.org; | | | | | | 17 |
| Public Radio Program Director's Association (PRPD) | | | | | http://prpd.org/topmenu/joblistings.aspx | | 0 |
| RTVS List Serve | | | | | DO NOT SEND: Sent by Business Office | 4 | 20 |
| Rose-Hulman Institute of Technology Kathy Kassissieh Asst. Director of Career Services 5500 Wabash Ave. Terre Haute, IN 47803 812-877-8652 | kassissi@rose-hulman.edu; | | | | | | 21 |
| Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000 | | | | | http://www.sbe.org | | 2 |
| Society of Environmental Journalists | cmac@sei.org | | | | | | |
| South Asian Journalists Association Washington, D.C. Amita Parashar | amita.parashar@gmail.com; | | | | | | 19 |

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| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | | |
|--|---|------------|-----------------|------------|---|--|--|---|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized | |
| South Asian Journalists Association Bay Area Diana Rohini LaVigne | lavigne@post.harvard.edu; | | | | | | 16 | |
| South Asian Journalists Association New York Aseem Chhabra | chhabs@aol.com; | | | | | | 19 | |
| South Asian Journalists Association Toronto Aparita Bhandari | aparita@gmail.com; | | | | | | 19 | |
| ThinkTV | gmacknight@thinktv.org; | | | | | | 18 | |
| TV Jobs Web Site TVJOBS Broadcast Employment Services | admin@tvjobs.com; | | | | http://www.tvjobs.com | | 19 | |
| OTHER RESOURCE IDEAS | | | | | | | | 0 |
| Airmedia | | | | | Airmedia.org | | 0 | |
| Business Colleagues | | | | | | | 2 | |
| CAB (Community Advisory Board) | | | | | | | 0 | |
| Chronicle of Higher Education | | | | | Chroniclevitae.com/jobs | | 0 | |
| IPBS (Indiana Public Broadcasting Group) Connections | | | | | | | 0 | |
| Indy Star Website | | | | | | 1 | | |
| Job Recruitment Sites | eg., Indeed.com CareerBuilder (\$\$\$ listing) Glass Door Monster | | | | Indeed.com | 2 | 20 | |
| Journalismjobs.com | | | | | journalismjobs.com | | 0 | |
| Linked in | | | | | | 10 | 7 | |
| Livingston Associates | | | | | Hire.jobvite.com | | 0 | |
| Memchat@yahoogroups.com | Memchat@yahoogroups.com | | | | | | 3 | |
| Pledgechat@yahoogroups.com | Pledgechat@yahoogroups.com | | | | | | 3 | |
| Public Media Journalists | | | | | | | 0 | |
| Recruiters | Examples Sarah Cady Informatics | | | | | | 1 | |

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| SECTION 2: RECRUITMENT SOURCE INFORMATION | | | | | | | |
|--|--|------------|-----------------|------------|------------------------|--|--|
| Recruitment Source | email address 1 | Email Sent | email address 2 | Email Sent | Web Site | Total # of Interviewees This Source Provided During This Period (if any) | Full-time Positions for Which This Source Was Utilized |
| social media: (Twitter, linkedIn, yahoo, facebook) | Twitter & Facebook: WFIU & WTIU Facebook Groups: NPR Station Social; PBS Social Hub; Public Media Women In Leadership; Yppublicmedia; Public Media Millennials Mizzoumafiareporters Public Media Journalists | | | | EG., #thinkpublicmedia | 5 | 15 |
| Word of Mouth/IU Employee Referral | | | | | | 28 | 12 |
| TOTAL | | | | | | 95 | |

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2017 to March 31, 2018
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 6, 2017 – Ivy Tech Career Expo 2017
August 18, 2017 – IU Part-Time Jobs Fair
August 28, 2017 – IU-Bloomington – Student Involvement Fair
September 21, 2017 – Choice 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:

Bloomington North High School Service Learning Program
Indiana University/Bloomington – Student Involvement Program
Indiana University College of Arts & Sciences Walter Center for Career Advancement
Indiana University Honors College internship program
Indiana University – Indianapolis Production Workshop
Indiana University Jacobs School of Music Library Internship Program
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 & Environmental Affairs (SPEA) Internship Program
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, Indeed.com and linked-in when appropriate. In the time period covered by this report we used Facebook groups including, but not limited to:

Mizzoumafiareporters
Municipal Media Millennials
NPR Station Social
PBS Social Hub
Public Media Journalists
Public Media Women in Leadership
WFIU & WTIU
Yppublicmedia