

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2020

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; 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, 2019 to and including March 31, 2020 (the "Applicable Period").

The FCC's 2012 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 or over the telephone.

Appendix 1
Annual EEO Public File Report
Covering the Period from April 1, 2019 to March 31, 2020
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 1. Vacancy Information

		Total # of Interviewees from All Sources for This
Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Position
TV-Graphic Designer	IU employee referral	4
EP-Chief Videographer/Editor/ Associate Producer	IU employee referral	4
OP-Broadcast Technical Engr	IU Employee Referral	4
NW-Chief Videographer	Jobs @ IU	4
MB- Producer of On-Air Fundraising	Jobs @ IU	6
CD-Corporate Development Sales Associate	Word of Mouth	5
NW-Digital News Journalist	IU Employee Referral	9
CD-Corporate Development Sales Associate	Word of Mouth	5
EP-Editor Videographer	Jobs @ IU	5
EP-Production Coordinator	Jobs @ IU	5
EP-Editor/Videographer	Indeed	4
EP-Production/Director	Linked-In; Jobs @ IU	4
NW-Multi-Media Journalist/Anchor	IU employee referral	5
NW-Multi-Media Journalist-News Anchor	Jobs @ IU	5
OP-Broadcast Audio Specialist	IU employee referral	5
NW-Multi-Media Journalist	CPB Job Board	4
TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:		78

APPENDIX 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFIU-FM AND WTIU-TV

Updated 3/31/20						
SECTION 2:						
RECRUITMENT SOURCE INFORMATION						
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA Asian American Journalists Association	5 Third Street, Suite 1108 San Francisco, CA 94103	415-346-2051		https://www.aaja.org/posting_jobs_introduction		6
American University School of Communication			news@current.org	https://jobs.current.org/employer/pricing		14
Apostolic Lighthouse Assembly	Anthony Thompson, Pastor 850 E. Winslow Road Bloomington, IN 47401	812-339-3306				0
AWC Association for Women in Communications	1717 E. Republic Rd., Ste. A Springfield, MO 65804	417-886-8606		https://awc.careerwebsite.com/employer		6
Bethel AME Church	Pastor D. Laffoon 302 N Rogers Street Bloomington, IN 47404	812-334-3216	laffoonministry@gmail.com ;			11
Black Film Center/Archive	Michael T. Martin, Ph.D. Dir. Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405		bfca@indiana.edu ;			15
Chips Quinn Scholars Listserve	555 Pennsylvania Ave NW Washington, DC			http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926		2
Chronicle of Higher Education	1255 Twenty-Third St. NW Seventh Floor Washington, DC 20037			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	1	7
CSUN Latino Journalists			csunlatinojournalists@gmail.com ;			12
Greater Public (formerly DEI)				https://greaterpublic.org		3
HigherEdJobs.com				DO NOT SEND: Human Resources sends for PA3 and above. highereditjobs.com		1

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Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Hocking College	3301 Hocking Parkway Nelsonville, OH 45764	740-753-3591 Toll Free: 877-462-5464	tompkinsh@hocking.edu ;			14
Indiana Black Expo, Inc.	3145 N. Meridian St. Indianapolis IN 46208	317-925-2702	communications@indianablackexpo.com ;			14
Indiana Broadcasters Association (INDBA)	3003 East 98th Street Indianapolis IN 46280	800-342-6276	IBA@IndianaBroadcasters.org	http://www.indianabroadcasters.org		14
Indiana Public Media/WTIU-WFIU				DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org		16
Indiana University - Asian Culture Center	Melanie Castillo-Cullather, Dir. 807 E. 10th St Bloomington IN 47405	812-856-5361	Mcullath@indiana.edu ; acc@indiana.edu ;			12
Indiana University - Asian Student Union			asu.indiana@gmail.com ;			13
Indiana University - Black Student Union	Eric E. Williams, Advisor (PeopleAdmin)		ericwill@indiana.edu ;			13
Indiana University - Human Resources	Employment Opp. Web Site University HR Services Poplars E165 Bloomington, IN 47405	812-855-2172		https://jobs.iu.edu/	6	16
Indiana University - Latino Graduate	Student Association (LGSA)		lgsa@indiana.edu ;			13
Indiana University - Latinos Unidos of IU			luiiu@indiana.edu ;			14
Indiana University - Office of Academic Support & Diversity	Ryan Matthew Carlberg	812-856-5708	rycarlbe@indiana.edu			15
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA)	James C Wimbush Bloomington Campus Ochmaa Escue Bryan Hall 200 Bloomington, IN 47405	812-855-2739	dema@indiana.edu ; wimbush@iu.edu ;			15
Indiana University - Purdue University at Indianapolis <i>Office of Diversity, Equity & Inclusion (DEI)</i>	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 ;			15
Indiana University - Purdue University at Indianapolis <i>Multicultural Success Center</i>	Khalilah Shabazz, Director Indianapolis, IN 46202	317-274-2815	shabazzk@iupui.edu ;			15
Indiana University <i>Media School</i>	Laura Fonseca, Career Adv.		lfonseca@indiana.edu ;			15
Indianapolis Recorder	Robert Shegog - Pres/COO 2901 Tacoma Ave. Indianapolis, IN 46218	317-924-5143	roberts@indyrecorder.com ; newsroom@indyrecorder.com ;	https://www.indianapolisrecorder.com		13

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SECTION 2: RECRUITMENT SOURCE INFORMATION					Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site		
IPBS	Mark Newman, Exec. Dir.	317-614-0408	rogerrhodes1@msn.com;	https://ipbs.org		11
IPBS Programming, Traffic, Operations Listserv			ipbs-traffic@googlegroups.com;			10
IvyTech College			kanderso@ivytech.edu;	https://ivytech.edu/bloomington/index.html		14
Journalismjobs.com			info@journalismjobs.com	https://www.journalismjobs.com/		13
LaCasa Indiana University Latino Cultural Center	Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408	812-855-0174	lacasa@indiana.edu;			12
Maynard Institute for Journalism Education	1400 65th Street, Suite 200 Emeryville, CA 94608		info@mije.org	https://www.mije.org		12
Medill School of Journalism Media, Integrated Marketing Communications	1845 Sheridan Road Evanston, IL 602208-2101		paul.manyara@northwestern.edu	https://www.medill.northwestern.edu/alumni/career-services.html		9
NAACP	Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402	812-332-1513	wavdlv@sbcglobal.net;			11
NABJ National Association of Black Journalists	NABJ Career Center 8800 Lakewood Dr. #117 Windsor, CA 95492	626-792-3846	info@nabjcareers.org	https://www.nabjcareers.org/login		12
NABJ Ball State			ballstatenabj@gmail.com;		1	12
NABJ Chicago	Kathy Chaney, President		kp_chaney@yahoo.com;	www.nabjchicago.org		11
NABJ Columbus Association of Black Journalists (CABJ)	Cecil Jones, President Worthington, OH		cjonesmba@aol.com;			11
NABJ Columbus Association of Black Journalists (CABJ)	P O Box 1924 Columbus, IN 43216		felixhoover@sbcglobal.net;			11
NABJ Dayton	Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)		gdabj@aol.com;	www.gdabj.com		10
NABJ Detroit NABJ Chapter	Vickie Thomas, President City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI	313-300-2807				4
NABJ IU NABJ Chapter	India Jackson		indjack@indiana.edu;			12

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NABJ Ohio University	Joan (Pittman) Burcher		pittmanc@ohio.edu ; ks119707@ohio.edu ;		9
NABJ Univ. of IL at Urbana-Champaign Chapter			nabjuofi@gmail.com ;		12
NABJ Univ. of Louisville Asn. of Black Journalists	Dana Seay, Advisor		dlseay01@louisville.edu ; ul.nabj@gmail.com ;		13
NAHJ National Association of Hispanic Journalists	Nicole Chavez		nnicole.ch@gmail.com ;	https://nahj.org/login	13
NETA National Educational Telecom. Association	939 S. Stadium Rd Columbia, SC 29201	803-799-5517	jfisher@netaonline.org ;	https://www.netaonline.org/Contact-Us	12
National Television Academy of Television Arts & Sciences (NTA)	3487 Center Road Brunswick, OH 44212		emmysuncst@aol.com ;	http://jobbank.emmyonline.org/	12
NLGJA National Lesbians and Gay Journalists Assn	2120 L Street, NW Washington, DC 20037	202-588-9888	info@nlgia.org	https://members.nlgia.org/networking/job_postings.aspx	13
Northwestern Medill-Northwestern Journalism Institute			medillcareerservices@northwestern.edu ;	https://www.medill.northwestern.edu/alumni/career-services.html	9
Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board Public Broadcasting Service	Alexandria, VA 22314-1698	703-739-5000		https://www.pbs.org/show/discovering-alexandria	3
Public Radio Assoc of Development Officers (PRADO)			PRADO-request@listserv.syr.edu ;		9
Public Radio in Mid-America (PRIMA) Kansas Public Radio			skinner@ku.edu.edu ;	www.prima.org ; http://www.prima.org/about/PRIMA/job_listings.html	10
Public Radio Professionals (PubRad)					2
Public Radio Program Director's Association (PRPD)				http://prpd.org/topmenu/joblistings.aspx	2
RTVS List Serve				DO NOT SEND: Sent by Business Office	4
Rose-Hulman Institute of Technology	Kathy Kassissieh Asst. Dir. of Career Services 550 Wabash Avenue Terre Haute, IN 47803	812-877-8652	kassissi@rose-hulman.edu ;	https://www.rose-hulman.edu/career-services/for-recruiters-and-employers/index.html	10
Society of Broadcast Engineers, Inc.	9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260	317-846-9000		https://www.sbe.org/sections/jl_submit.php	5

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Society of Environmental Journalists	1629 K Street NW, Ste 300 Washington, DC 20006	202-558-2055	cmac@sej.org	https://www.sej.org/post-job-sejorg		12
SAJA South Asian Journalists Association Washington, D.C.	Amita Parashar		amita.parashar@gmail.com ;	http://www.saja.org/Sys/Login?ReturnUrl=%2fjobs		13
Think.Public.Media	Stacey Foxwell		sfoxwell@npr.org	https://www.thinkpublicmedia.org/		15
ThinkTV			gmacknight@thinktv.org ;	https://www.thinktv.org		14
TV Jobs Web Site TVJOBS Broadcast Employment Services			admin@tvjobs.com ;	http://www.tvjobs.com		11
OTHER RESOURCE IDEAS						0
Airmedia				https://airmedia.org		0
Business Colleagues						3
CAB (Community Advisory Board)						0
Chronicle of Higher Education				https://careers.chronicle.com/		0
Indeed					1	0
IPBS (Indiana Public Broadcasting Group) Connections						2
Indy Star Website				https://jobs.indystar.com/adminnet/Employer/Marketing/3414		0
Job Recruitment Sites	eg., Indeed Career Builder (\$\$\$ listing) Glass Door Monster			Indeed.com		0
Journalismjobs.com				https://www.journalismjobs.com/post-new-job		0
LinkedIn				https://www.linkedin.com/talent/post-a-job?trk=homepage-basic_talent-finder-cta		2
Livingston Associates			info@livingstonassociates.net	https://app.jobvite.com/login/login.html		2
Member Chat - Yahoo Groups			Memchat@yahoogroups.com			3
Pledge Chat - Yahoo Groups			Pledgechat@yahoogroups.com			3
Public Media Journalists						0
Recruiters			Examples Sarah Cady Informatics			3

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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	1	11
Word of Mouth/IU Employee Referral					7	1
TOTAL					17	712

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2018 to March 31, 2019
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 4, 2019 – Ivy Tech Career Expo 2019

August 23, 2019 – IU Part-Time Jobs Fair

April 17, 2019 – Rose Hulman 2019 Spring Career Fair

March 28, 2020 – 2020 Indiana Broadcasters Association (IBS) Virtual Career Fair

(This Fair was changed from in person to virtual because of coronavirus shutdowns.)

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

Indiana University College of Arts & Sciences Walter Center for Career Advancement

Indiana University Media School/Journalism internship program

Indiana University Media School Class MSCH-X476: WTIU Production Workshop

Indiana University Cox Legacy Scholars provided a scholarship student for work at WFIU

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.

All Station employees are required to complete the CPB annual harassment prevention training.

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, 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:

Corporation for Public Broadcasting Jobline (CPB)
Indiana Broadcasters Association
National Academy of Television Arts & Sciences Website
National Educational Telecommunications Association
Public Broadcasting Service (mypbs.org)

We also utilized 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:

IPBS
Mizzoumafiareporters
Public Media Millennials
Public Media Women in Leadership
Women in Public Media
WFIU & WTIU