

FCC Form 396
WFIU-FM/WTIU-TV
Recruitment Outreach Narrative Statement-Exhibit 3
April 2020

The station achieved broad and inclusive recruitment outreach during the two years prior to the filing of this report (April 1, 2020) by taking advantage of the numerous web sites that provide free listings of jobs in broadcasting. These web sites include, but are not limited to:

Corporation for Public Broadcasting Jobline
Public Broadcasting Service Connect
Public Broadcasting Management Association
Indiana Broadcasters Association
Society of Broadcast Engineers
National Academy of Television Arts & Sciences
National Educational Telecommunications Association
WTIU-TV Jobs
WFIU-FM Jobs

In addition, the station lists all full-time job openings on Indiana University's Human Resources Employment Opportunities web site.

The main constraints on the success of the station's recruitment outreach efforts are financial and geographical. Simply put, the station's salaries are not sufficiently competitive to attract many applicants from outside of the Midwest. However, we strive to add new listings and websites to our contact lists, particularly in the Midwest area. Furthermore, we take advantage of facebook, twitter and linked-in when available.