

**WFYI [METROPOLITAN INDIANAPOLIS PUBLIC MEDIA, INC.]**  
**EEO PUBLIC FILE REPORT**  
**Stations Comprising Station Employment Unit WFYI-TV and WFYI-FM**  
**04/1/19 – 03/23/20**

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: WFYI-TV and WFYI-FM, Indianapolis, 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 23, 2020 (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, first column)
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 by name, address, contact person and telephone number (Appendix 1, second column).
3. The recruitment source that referred the person hired for each full-time vacancy during the Applicable Period (Appendix 1, third column).
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 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 person accepted the job offer. A person was deemed "interviewed" whether in person or over the telephone.

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**APPENDIX 1. VACANCY LIST**

See Appendix 2 for Master Recruitment Source List

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director of Marketing and Strategic Communication	3;44-46; 5; 56; 58; 62; 65;74	44
Director, Major and Planned Giving	34; 44-46;49; 5; 5; 62; 66; 74	46
Radio Announcer, Morning Edition Alternate Host	44-46; 56; 62;74	4
Senior Director of Technology	34; 44-46; 49; 53; 56; 62; 65-66; 74;	45
News Videographer/Editor	1;34; 44-46; 49; 53; 56; 62; 65-66;68-70; 74;	44
Community Engagement Associate	1;34; 44-46; 49; 53; 56; 62; 65-66; 74;	45
Government and Policy Reporter	1;34; 44-46; 49; 53; 56; 62; 65-66; 74;	46
Radio Traffic Coordinator	34; 44-46; 49; 53; 56; 62; 65-66; 74;	45 (Staff referral)
Sponsorship and Events Coordinator	1;34; 44-46; 49; 53; 56; 62; 65-66; 74;	44
Local All Things Considered Host	34; 44-46; 49; 53; 56; 62; 65-66; 74;	45 (Staff Referral)
Health Reporter/ Digital Producer	1;34; 44-46; 49; 53; 56; 62; 65-66; 74;	45
Senior Staff Accountant	34; 44-46; 49; 53; 56; 62; 65-66; 74;	65
Project Manager, Side Effects Public Media	34; 44-46; 49; 53; 56; 62; 65-66; 74;	44
Community Engagement Specialist, Health Reporting	34; 44-46; 49; 53; 56; 62; 65-66; 74;	45 (Staff Referral)
IPB News Talk Show Assistant Producer	1; 34; 44-46; 49; 53; 56; 62; 65-66; 74;	65
IPB News Talk Show Host Producer	34; 44-46; 49; 53; 56; 62; 65-66; 74;	46

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**APPENDIX 2. MASTER RECRUITMENT SOURCE LIST**

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12 month period	RS#	Organization & Address
No	1	1	Ascend Indiana
No	0	2	Affiliate Center: Community Alliance of the Far Eastside Ann Marie Predovich 3724 N. Mitthoeffer Rd. Indianapolis, IN 46236 317-890-3288
No	0	3	American Marketing Association- Local Job Board
No	0	4	Anderson University career@anderson.edu
No	0	5	Ball State University kdrunyon@bsu.edu <u>Career Center – Lucida Bldg</u> Muncie, IN 47306 765-285-2436
No	0	6	Ball State University Joe Misiewicz Dept of Telecommunications E.F. Ball Bldg Muncie, IN 47306 765-285-2446
No	0	7	Butler University 2835 N. Illinois St. Indianapolis, IN 46208 career@butler.edu
No	0	8	Career Development Network Michael Batten 1350 N. Pennsylvania St. Indianapolis, IN 46202 mbatten@damien.org
No	0	9	Center for Leadership Development Helen Baker Job Placement Services 3526 Washington Blvd Indianapolis, IN 46205 317-940-9653

No	0	10	Christamore House Olgen Williams 502 N. Tremont St. Indianapolis, IN 46222 317-635-7211
No	0	11	CICOA Senior Employment Access Liz Hightower 4755 Kingsway Dr. Indianapolis, IN 46205 317-803-6060
		12	Obsolete Recruiting Source Removed
No	0	13	Concord Center Niki Girls 1310 S. Meridian St. Indianapolis, IN 46225 317-637-4376
No	0	14	Crooked Creek Multi-Service Center Helen Lands 2990 W. 71st St. Indianapolis, IN 46268 317-293-2659
No	0	15	DePauw University <a href="http://www.depauw.edu/admin/career">www.depauw.edu/admin/career</a>
		16	Obsolete Recruiting Source Removed
No	0	17	Flanner House William Sears 2424 Dr. Martin Luther King Dr. Indianapolis, IN 46208 317-925-4231
		18	Obsolete Recruiting Source Removed
No	0	19	Hawthorne Social Service Association Diana Arnold 2440 W. Ohio St. Indianapolis, IN 46222 317-637-4312
		20	Obsolete Recruiting Source Removed
No	0	21	Hispanic Education Center Secretary 580 Stevens St. Indianapolis, IN 46203 317-634-5022
No	0	22	Indiana Association of Black Journalists James Patterson ATTN: Job Opportunities PO Box 441795 Indianapolis, IN 46244-1795 317-633-1240
No	0	23	Indiana Black Expo Faith Barrett 3145 N. Meridian St. Indianapolis, IN 46208 317-925-2702

No	0	24	Indiana Department of Workforce Development bbrown@dwd.state.in.us
No	0	25	ITT Technical Services Bill Kingery 9511 Angola Court Indianapolis, IN 46268 317-875-8640
		26	Obsolete Recruiting Source Removed
No	0	27	Indiana University Kelley School of Business Randall Powell Undergraduate Career Services 10th Street & Fee Lane Bloomington, IN 47405 812-855-5317
No	0	28	Indianapolis Urban League Brian McDonald Employment Specialists 850 N. Meridian St. Indianapolis, IN 46202
No	0	29	John H. Boner Community Center James Taylor 2236 E. 10th St. Indianapolis, IN 46203 317-633-8210
No	0	30	Marian College Dave Roberts Career Services Officer 3200 Cold Spring Rd. Indianapolis, IN 46222 317-955-6341
No	0	31	Martin University Pat Thomas Job Placement Office 2171 Avondale Place Indianapolis, IN 46218
No	0	32	Martin Luther King Multi-Service Center P. Diane Jackson 40 W. 40th St. Indianapolis, IN 46208 317-923-4581
No	0	33	Mary Rigg Neighborhood Center Robert Burgbacher 1920 W. Morris St. Indianapolis, IN 46221 317-639-6106
No	0	34	I.U. Career Dev Ctr career@indiana.edu 625 N. Jordan Bloomington, IN

No	0	35	Southeast Multi-Service Center William Hubbs 901 S. Shelby St. Indianapolis, IN 46203 317-236-7400
		36	Obsolete Recruiting Source Removed
No	0	37	Supportive Employment John Pavlack 964 Pennsylvania Ave. Indianapolis, IN 46208 317-554-5700
		38	Obsolete Recruiting Source Removed
No	0	39	Ten Point Coalition Minister Douglas Harriston Job Training Program 317-924-0733
No	0	40	University of Indianapolis Corey Wilson Career Services 1400 E. Hanna Ave. Indianapolis, IN 46227 317-788-3296
		41	Obsolete Recruiting Source Removed
No	0	42	YMCA Lou Drexler 615 N. Alabama St. Indianapolis, IN 46204 317-266-9622
No	0	43	YWCA Christy Downton 4460 N. Guion Rd. Indianapolis, IN 46254 317-299-2750
Yes	32	44	WFYI Website
No	12	45	WFYI Employee / Board of Directors referral
No	11	46	WFYI Internal Candidate
No	0	47	INDIANAPOLIS STAR 307 N. Pennsylvania St. Indianapolis, IN 46204 317-444-4000
No	0	48	INDIANAPOLIS STAR WEBSITE CareerBuilder.com
No	0	49	Current 1612 K St. NW #704 Washington, DC 20006 202-463-7055

No	0	50	NUVO, alternative weekly newspaper NUVO Website
No	0	51	INET – State Website
No	0	52	PBS Website
No	0	53	Charitable Advisors Newsletter / Website
No	0	54	Center for Philanthropy Newsletter / Website
No	0	55	Non Profit News.com
No	0	56	CPB Jobline Website
No	0	57	Indiana Broadcasters Assn
No	0	58	Resumes on file from previous search
No	0	59	Craigslist.com
No	0	60	Monster.com
No	0	61	Temporary Service
No	1	62	Social Media Station Site
No	0	63	Head Hunters
No	0	64	Assn of Fundraising Professionals – Indiana
No	26	65	Indeed.com
No	0	66	Linked IN
No	0	67	Diversity.com
No	0	68	JournalismJobs.com
No	0	69	National Assn Black Journalists
No	0	71	Assn of Fundraising Professionals – National
No	0	72	Indiana State University Indstate.edu/career
No	0	73	IUPUI Iupui.edu/career
No	0	74	WFYI Employee social media pages/postings
No	0	75	Simply Hired
No	0	76	PRINDI (Public Radio News Directors, Inc.)

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**APPENDIX 3. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	Offered internships to a diverse group of high school and college students. Internships are provided without compensation. Credit hours are given to interns in accordance with school policies. Applicants must submit resume and application in order to be considered for internship. A more formalized Expectations and Evaluation process is implemented. We also sought an increased relationship with Ascend Indiana. Our internship opportunities have expanded to include most departments within the station, and throughout the year, not just summer internships. 22 internships were provided to students throughout Indiana over the past 12 months.
<b>2</b>	Scholarship Program	Participated in IBA Scholarship Program by airing announcements of the scholarships on our air to surrounding area (WFYI FM 90.1), providing applications for students and interns. Applications are screened for qualifications and referred to the IBA with recommendations
<b>3</b>	EEO Training	Personnel Handbook, in its entirety, is in process of review/revision. Provide annual EEO and Ethical Business Conduct sessions for all staff members. Director of Human Resources has worked with leaders and staff on specific questions. Specific recruiting/hiring/goal setting/performance appraisals/documentation training has taken place as open positions have allowed. Additional staff team members are involved in all interview processes. In May of 2019, the Director of Human Resources and Chief Development and Marketing Officer spearheaded the start of a diversity and inclusive working group focused on improving inclusion at the station through direct action and training.

4	Applicant Tracking System	Utilization of software to improve the broad reach of posts and make additional candidates who may have been unaware of such job opportunities. The system has allowed us to cross-post in more locations with greater reach to additional candidates.
5	Mentoring	Mentoring opportunities were provided for leadership team, along with other specific mentoring offered in areas / positions as need arose. Senior staff and Director level staffs serve as mentors for newly hired staff to enhance product and industry knowledge, as well providing on-site leadership for day-to-day activities.

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This EEO Statement for WFYI is posted on bulletin boards where we have official postings, in the mail room.

Equal Employment Opportunity Policy

WFYI is an equal employment opportunity employer. It is the policy of WFYI to afford equal employment opportunity to all individuals regardless of race, color, religion, gender, national origin, age, disability, or covered veteran status.

WFYI will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, gender, national origin, age, disability, or covered veteran status.

All personnel decisions and actions, such as compensation, benefits, transfers, layoffs, returns from layoff, and company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, gender, national origin, age, disability, or covered veteran status.

All employees of WFYI are expected to comply with the Policy Statement. Managers and supervisors are responsible for fulfilling the obligations set forth in the Policy Statement and for meeting any applicable affirmative action obligations, and their execution of this responsibility is considered in the evaluation of their job performance.

The Human Resources Section of WFYI is responsible for the successful implementation of the affirmative action programs, for monitoring the achievements and problem areas of such programs, and for periodically reporting to management on these matters. Employees are encouraged to communicate any questions or concerns to Human Resources or member of the Executive Leadership Team.