

WFYI [METROPOLITAN INDIANAPOLIS PUBLIC BROADCASTING, Inc]
EEO PUBLIC FILE REPORT
Stations Comprising Station Employment Unit WFYI-TV and WFYI-FM
04/1/18 – 03/31/19

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, 2018 to and including March 31, 2019 (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

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree

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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	0	1	AARP-SCEP – No Longer Available 317-244-8117 (fax) scwmarion@aol.com
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	ProductionHUB.com – No Longer Available Tara Withrow 801 W. Fairbanks Ave. Winter Park, FL 32789 classifieds@productionhub.com
Yes	0	4	Anderson University career@anderson.edu
No	0	5	Ball State University kdrunyon@bsu.edu Career Center – Lucida Bldg 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
Yes	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
no	0	12	Citizens Multi Service Center CLOSED Florence Alexander 601 E. 17 th St. Indianapolis, IN 46202 317-926-2351
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. 71 st St. Indianapolis, IN 46268 317-293-2659
No	0	15	Depauw University www.depauw.edu/admin/career
No	0	16	Fathers and Families – No Longer Available Darryl Lewis 317-630-2463 (fax)
No	0	17	Flanner House William Sears 2424 Dr. Martin Luther King Dr. Indianapolis, IN 46208 317-925-4231
No	0	18	Forest Manor Multi Service Center – No Longer Available Regina Marsh 5603 East 38 th St. Indianapolis, IN 46218 317-545-1204
No	0	19	Hawthorne Social Service Association Diana Arnold 2440 W. Ohio St. Indianapolis, IN 46222 317-637-4312

No	0	20	Hispanic Center – Attn: Susan Haber – closed 617 E. North St. Indianapolis, IN 46204 317-636-6551
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
Yes	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
No	0	26	Indiana Wesleyan University No Longer Available Life Calling & Leadership 4201 S. Washington St. Marion, IN 46953 765-677-2257
Yes	0	27	Indiana University Kelley School of Business Randall Powell Undergraduate Career Services 10 th 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. 10 th 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. 40 th 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
Yes	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
No	0	36	Southwest Multi Service Center – closed Diana Arnold 5333 W. Washington St. Indianapolis, IN 46241 317-241-5588
No	0	37	Supportive Employment John Pavlack 964 Pennsylvania Ave. Indianapolis, IN 46208 317-554-5700
No	0	38	Training Inc. – No Longer Available Cindy Gosser cgosser@traininginc.org
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

No	0	41	UMANNA Organization – No Longer Available Dominick Anyanwu 317-894-1557 (fax)
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	17	44	WFYI Website
Yes	12	45	WFYI Employee / Board of Directors referral
Yes	10	46	WFYI Internal Candidate
Yes	0	47	INDIANAPOLIS STAR 307 N. Pennsylvania St. Indianapolis, IN 46204 317-444-4000
Yes	0	48	INDIANAPOLIS STAR WEBSITE CareerBuilder.com
Yes	0	49	Current 1612 K St. NW #704 Washington, DC 20006 202-463-7055
Yes	0	50	NUVO, alternative weekly newspaper NUVO Website
Yes	0	51	INET – State Website
Yes	0	52	PBS Website
Yes	0	53	Charitable Advisors Newsletter / Website
Yes	0	54	Center for Philanthropy Newsletter / Website
Yes	0	55	Non Profit News.com
Yes	0	56	CPB Jobline Website
Yes	0	57	Indiana Broadcasters Assn
No	0	58	Resumes on file from previous search
Yes	0	59	Craigslist.com
No	0	60	Monster.com
No	0	61	Temporary Service
No	0	62	Social Media Station Site
No	0	63	Head Hunters
No	0	64	Assn of Fundraising Professionals – Indiana
No	40	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

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	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 were implemented. Through VP of Counseling Services at UIndy, have developed an Internship program for UIndy students. 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.
2	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
3	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. Vice President of Organizational Relations 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 this training. Additional staff team members are involved in all interview processes. Through WFYI's "Voices that Inspire" 2020 Strategic Planning process, a station-wide staff team is working on a Diversity initiative, with focus on our staff population continuing to reflect the diversity of our community.
4	Development Training	Organizational Excellence strategic initiative continues, focusing on development of leadership team members' individual and team skills. This training has also been delivered to our director level staff members and is currently under way with our manager level staff. Specific training has centered around concepts in Patrick Lencioni's "The 5 Dysfunctions of a Team" and "The Advantage" textbooks, with development of Core/Aspirational Values, Mission, Vision, and culmination of WFYI's "Voices that Inspire" 2020 Strategic Plan. Implementation of new software and new procedures have offered opportunity for specific staff

		training. Specific training relative to individual's position is provided as needed. All position job descriptions were updated; more formalized annual goal setting (with quarterly reviews and formal six-month review) and annual performance appraisal processes have been implemented.
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.
6	Departmental Effectiveness Reviews	Conducted qualitative / quantitative review of all operational areas, with a goal to increase efficiencies and review optimum organizational structure and staffing. Enhanced bench strength and succession planning are elements of the comprehensive review, which will provide opportunity for staff development and future recruiting needs / opportunities. This comprehensive work product served as an important input in WFYI's "Voices that Inspire" 2020 Strategic Plan. Mentoring opportunities were provided for leadership team, along with other specific mentoring offered in areas / positions as need arose. Senior staff and Director level staff serve as mentors for newly hired staff to enhance product and industry knowledge, as well as providing on-site leadership for day-to-day activities. Continuous Improvement is an initiative of WFYI's "Voices that Inspire" 2020 Strategic Plan, the goal of which is to continue reviewing our operations for efficiencies and qualitative enhancements.

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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 to the Vice President of Organizational Relations.