

## **WFIU-FM/WTIU-TV**

### **Annual EEO Public File Report**

**April 1, 2009**

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, 2008 to and including March 31, 2009 (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;
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;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
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; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

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, 2008 to March 31, 2009**  
**Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV**

**Section 1: Vacancy Information**

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total # of Interviewees From All Sources For This Position</u>
Broadcast Audio Technician	Word-of-Mouth (station employee)	4
Broadcast Technician	Word-of-Mouth (station employee)	4
WFIU Assistant News Director	Indiana University HR web site	5
Editor/Videographer	CPB Jobline web site	6
General Assignment Manager WTIU/WFIU	Indiana University HR web site	5
WFIU News Director	Word-of-Mouth (station employee)	4
Integrated Media Director	Indiana University HR web site	5
Chief Financial Officer WTIU/WFIU	Indiana University HR web site	7
<b>Total Number of Persons Interviewed During Applicable Period:</b>		<b><u>40</u></b>

**Appendix 2**  
**Annual EEO Public File Report**  
**Covering the Period from April 1, 2008 to March 31, 2009**  
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**Section 2: Recruitment Source Information**

<u>Recruitment Source</u>  <u>(Contact Information)</u>	<u>Total # of</u>  <u>Interviewees This</u> <u>Source Has</u> <u>Provided During</u> <u>This Period (If</u> <u>Any)</u>	<u>Full-time</u> <u>Positions</u> <u>For</u> <u>Which This</u> <u>Source Was</u>  <u>Utilized</u>
<b>Indiana University's Human Resources  Employment Opportunities Web Site</b> <a href="http://www.indiana.edu/~hrm/employment/">http://www.indiana.edu/~hrm/employment/</a> University Human Resources Services Poplars E165 404 East 7th Street Bloomington, IN 47405 812-855-2172	19	8
<b>WFIU-FM Web Site</b> <a href="http://www.wfiu.indiana.edu/">http://www.wfiu.indiana.edu/</a> WFIU-FM 1229 East 7th Street Bloomington, IN 47405 812-855-1357	4	3
<b>WTIU-TV Web Site</b> <a href="http://www.wtiu.indiana.edu/">http://www.wtiu.indiana.edu/</a> WTIU-TV 1229 East 7th Street Bloomington, IN 47405 812-855-5900	1	8
<b>National Association of Hispanic Journalists</b> Job listing <a href="mailto:jobbank@hahj.org">jobbank@hahj.org</a>	0	2

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**Continued**

**Section 2: Recruitment Source Information (Continued)**

<u>Recruitment Source</u> <u>(Contact Information)</u>	<u>Total # of</u> <u>Interviewees This</u> <u>Source Has</u> <u>Provided During</u> <u>This Period (If</u> <u>Any)</u>	<u>Full-time</u> <u>Positions</u> <u>For</u> <u>Which This</u> <u>Source Was</u> <u>Utilized</u>
<p><b>Corporation for Public Broadcasting Jobline</b>  <b>Web Site</b>  <a href="http://www.cpb.org/">http://www.cpb.org/</a>  Corporation for Public Broadcasting  401 Ninth Street, NW  Washington, DC 20004-2129  202-879-9600</p>	3	8
<p><b>Public Broadcasting Service Connect</b>  PBS Connect Forums/Systemwide Information/  Job Board  Public Broadcasting Service  1320 Braddock Place  Alexandria, VA 22314-1698  703-739-5000</p>	0	6
<p><b>Public Radio Assoc. of Development Officers</b>  <b>List Serve</b>  <a href="mailto:PRADO@ListServ.SYR.edu">PRADO@ListServ.SYR.edu</a>  note: posting on list serve points to the WFIU  web site</p>	0	2
<p><b>Radio-Television News Directors Association</b>  <b>RTNDA Job Bulletin</b>  <a href="http://rtnda.org">http://rtnda.org</a>  1600 K Street NW, Suite 700  Washington DC, 20006  <a href="mailto:rtnda@rtnda.org">rtnda@rtnda.org</a></p>	0	1

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**Section 2: Recruitment Source Information (Continued)**

<u>Recruitment Source</u>  <u>(Contact Information)</u>	<u>Total # of</u>  <u>Interviewees This</u> <u>Source Has</u> <u>Provided During</u> <u>This Period (If</u> <u>Any)</u>	<u>Full-time</u> <u>Positions</u> <u>For</u> <u>Which This</u> <u>Source Was</u>  <u>Utilized</u>
<b>TV Jobs Web Site</b> <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> TVJOBS Broadcast Employment Services <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	3	5
<b>National Federation of Press Women Web Site</b> <a href="http://www.nfpw.org/jobbank">http://www.nfpw.org/jobbank</a> <a href="mailto:presswomen@aol.com">presswomen@aol.com</a> PO Box 5556, Arlington, VA 22205 800-780-2715	0	2
<b>Local/Regional/National Newspaper</b> <b>Classified Ads:</b> <b>Herald Times/Sunday Hoosier Times</b> Classifieds 1900 South Walnut Bloomington, IN 47403 812-332-2183	1	2
<b>The Indianapolis Star Career Builder Web Site</b> <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>	1	1
<b>Current</b> Classifieds 1612 K Street, N.W., Suite 704 Washington, D.C. 20006 202-463-7055	0	1

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**Section 2: Recruitment Source Information (Continued)**

<u>Recruitment Source</u> <u>(Contact Information)</u>	<u>Total # of</u> <u>Interviewees This</u> <u>Source Has</u> <u>Provided During</u> <u>This Period (If</u> <u>Any)</u>	<u>Full-time</u> <u>Positions</u> <u>For</u> <u>Which This</u> <u>Source Was</u> <u>Utilized</u>
<b>Imagine. Connect. Act. Web Site</b> Action Without Borders A Global Clearinghouse of Nonprofit Resources <a href="http://www.idealists.org">http://www.idealists.org</a> 646-290-7725	1	1
<b>Indiana Broadcasters Association Web Site</b> <a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a> Indiana Broadcasters Association 3003 East 98th Street, Suite 161 Indianapolis, IN 46280 800-342-6276	1	5
<b>NAACP-Bloomington Chapter</b> Clarence Gilliam, President P.O. Box 243 Bloomington, IN 47402 812-339-3809	0	8
<b>Black Film Center/Archive</b> Indiana University Audrey T. McCluskey, Director 2805 E. 10th Street Bloomington, IN 47408 812-855-6041	0	8
<b>Latinos Unidos of Indiana University (LUIU)</b> Indiana University Bloomington, IN 47405 <a href="mailto:luiu@indiana.edu">luiu@indiana.edu</a>	0	8

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**Section 2: Recruitment Source Information (Continued)**

<u>Recruitment Source</u>  <u>(Contact Information)</u>	<u>Total # of</u>  <u>Interviewees This</u> <u>Source Has</u> <u>Provided During</u> <u>This Period (If</u> <u>Any)</u>	<u>Full-time</u> <u>Positions</u> <u>For</u> <u>Which This</u> <u>Source Was</u>  <u>Utilized</u>
<b>Apostolic Lighthouse Assembly</b> Anthony Thompson, Pastor 850 E. Winslow Road Bloomington, IN 47401 812-339-3306	0	8
<b>Bethel AME Church</b> Pastor G.Collins 302 N. Rogers Bloomington, IN 47401 812-334-3216	0	8
<b>Indiana Black Expo, Inc. (Job Fair)</b> Rev. Charles R. Williams, President 3145 N.Meridian St. Indianapolis, IN 46208 317-925-2702	2	8
<b>International Latin American Student Assoc.</b> Indiana University Bloomington IN 47405 <a href="mailto:habla@indiana.edu">habla@indiana.edu</a> <a href="mailto:ilasa@indiana.edu">ilasa@indiana.edu</a>	0	8
<b>Children's Literacy</b> Templeton Family Literacy Office Gracia Valliant Job Search Services <a href="mailto:gvallian@bloomington.in.us">gvallian@bloomington.in.us</a>	0	8

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**Continued**

**Section 2: Recruitment Source Information (Continued)**

<u>Recruitment Source</u>	<u>Total # of</u>	<u>Full-time</u>
<u>(Contact Information)</u>	<u>Interviewees This</u>	<u>Positions</u>
	<u>Source Has</u>	<u>For</u>
	<u>Provided During</u>	<u>Which This</u>
	<u>This Period (If</u>	<u>Source Was</u>
	<u>Any)</u>	<u>Utilized</u>
<b>IUPUI</b>	0	8
Karen Whitney Vice-Chancellor for Undergraduate Education Administration Building 355 N. Lansing Street Indianapolis, IN 46202-2896 317-274-8990 <a href="mailto:whitney@iupui.edu">whitney@iupui.edu</a>		
<b>Indianapolis Recorder</b>	0	8
Angie Blair Vice President and General Manager 2901 Tacoma Avenue Indianapolis, IN 46218 317-924-5143 <a href="mailto:newsroom@indyrecorder.com">newsroom@indyrecorder.com</a>		
<b>El Centro Comunal Latino</b>	0	8
Raquel Anderson Indiana University Bloomington, IN 47405 <a href="mailto:raanders@indiana.edu">raanders@indiana.edu</a>		
<b>American Cablevision</b>	0	8
Orthor Aldridge Public Relationa Manager 3030 Roosevelt Avenue Indianapolis, IN 46218 317-632-9077 ext.357 <a href="mailto:AL.adridge@mybighthouse.com">AL.adridge@mybighthouse.com</a>		

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**Section 2: Recruitment Source Information (Continued)**

Recruitment Source  (Contact Information)	Total # of  Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions For Which This Source Was  Utilized
<b>Asian Culture Center</b> Melanie Castillo-Cullather, Director 807 E.10th Street Indiana University Bloomington, IN 47405 812-856-5361 <a href="mailto:mcullath@indiana.edu">mcullath@indiana.edu</a>	0	8
<b>Nadine F. Pinede</b> Ofc Academic Supp & Diversity-BI campus Bryan Hall, room 200 Indiana University Bloomington, IN 47405 812-855-4613 <a href="mailto:npinede@indiana.edu">npinede@indiana.edu</a>	0	8
<b>Kathy Kassissieh</b> Asst. Director of Career Services Rose-Hulman Institute of Technology 530 Wabash Ave., CM 15 Terre Haute, IN 47803 812-877-8652 <a href="mailto:kassissi@rose-hulman.edu">kassissi@rose-hulman.edu</a>	0	8
<b>Scott Stowers</b> Supported Employment Manager Options for Better Living Bloomington, IN 812-332-9615 <a href="mailto:sstowers@optionsfbl.com">sstowers@optionsfbl.com</a>	0	1

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**Continued**

**Section 2: Recruitment Source Information (Continued)**

<b>Recruitment Source (Contact Information)</b>	<b>Total # of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions For Which This Source Was Utilized</b>
<b>National Academy of Television Arts &amp; Sciences Web Site</b> <a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a> 3487 Center Road, Suite 6C Brunswick, OH 44212 <a href="mailto:news@ntacleveland.com">news@ntacleveland.com</a>	0	1
Latino Graduate Student Association <a href="mailto:lgsa@indiana.edu">lgsa@indiana.edu</a>	0	8
<b>Public Broadcasting Management Association</b> <a href="http://www.pbma.org/jobs.htm">http://www.pbma.org/jobs.htm</a> PO Box 50008, Columbia, SC 29250 803-799-5517	0	1
Asian American Journalists Association <a href="mailto:national@aaja.org">national@aaja.org</a>	0	1
<b>Word-of-Mouth</b> (station employees)	4	8

**Appendix 3**  
**Annual EEO Public File Report**  
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**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 2, 2008 Indiana University Summer Jobs Fair  
April 3, 2008 Ivy Tech Community College Career Expo 2008: Streamline Your Search.  
July 17, 2008 Indiana Broadcasters Association 2008 Indiana Black Expo Employment Opportunity Fair  
November 19, 2008 Indiana Broadcasters Association Fall 2008 Job Fair Radio & Television

**2) Participation in events sponsored by organizations representing broadcasting groups:**

April 4, 2008 18<sup>th</sup> Annual MultiVisions 2008 Communications Conference – Conference Co-Sponsor..

**3) Participation in an internship program for students interested in broadcasting:**

Indiana University Arts & Sciences Career Development Center internship program  
Indiana University School of Journalism Media Living/Learning Center internship program  
Indiana University Department of Telecommunications internship program  
Indiana University College of Arts & Sciences (COAS) internship program

**4) 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

**5) 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 Indian 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.