

**WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2022 to March 31, 2023**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WVPE, Elkhart, Indiana. It will be placed in the public inspection file of this station and posted on its website. The information contained in the Report covers the time period beginning April 1, 2022 through March 31, 2023 (the “Applicable Period”). The Report contains the following information:

- 1.** A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
- 2.** For each such vacancy, the recruitment source(s) 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;
- 3.** The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
- 4.** Date 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. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree began employment. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1
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There was 3 full-time vacancies filled during this filing period.

Sources for Business Account Manager:

| Recruitment Source (Name, Address, Phone, Website, and Contact) | | Total interviewed by source | Number of hires by source |
|---|--|-----------------------------|---------------------------|
| C | WVPE Website 2424 California Road Elkhart, IN 46514 574-262-5660 http://wvpe.org/employ.html | 1 | 0 |
| D | WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660 | 2 | 0 |
| F | Word of Mouth – Told in the interview they heard about the position from a Friend. | 3 | 1 |

Sources for News Director

| Recruitment Source (Name, Address, Phone, Website, and Contact) | | Total interviewed by source | Number of hires by source |
|---|--|-----------------------------|---------------------------|
| C | WVPE Website 2424 California Road Elkhart, IN 46514 574-262-5660 http://wvpe.org/employ.html | 1 | 0 |
| D | WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660 | 1 | 0 |
| F | Word of Mouth – Told in the interview they heard about the position from a Friend. | 2 | 1 |

Sources for Promotions Manager

| Recruitment Source (Name, Address, Phone, Website, and Contact) | | Total by source in this period | Total full-time positions hired by source |
|---|--|--------------------------------|---|
| F | Word of Mouth – Told in the interview they heard about the position from a Friend. | 1 | 1 |

Appendix 2
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All Recruitment Sources Used by Elkhart Community Schools / WVPE

| Recruitment Source (Name, Address, Phone, Website, and Contact) | | Total by source in this period | Total full-time positions hired by source |
|---|--|--------------------------------------|---|
| A | Corporation for Public Broadcasting Website 401 9th Street, NW Washington, DC 20004 Email: jobline@cpb.org http://www.cpb.org/jobline/ | 0 | 0 |
| B | Katy Barnhart Indiana Broadcasters Association Website 3003 E. 98th Street, Ste 161 Indianapolis, IN 46280 317-573-0119 https://www.indianabroadcasters.org/careers/job-openings/ | 0 | 0 |
| C | WVPE Website http://wvpe.org | 2 | 0 |
| D | WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660 | 3 | 0 |
| E | https://www.applitrack.com/ElkhartIN/onlineapp/ Maggie Lozano Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5000 | 0 | 0 |
| F | Word of Mouth – Told in the interview they heard about the position from a Friend. | 6 | 3 |
| G | https://www.k12jobspot.com/ Frontline Education 1400 Atwater Drive Malvern, PA 19355 | 0 | 0 |

Appendix 3
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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

1. Scholarship Program - Indiana Broadcasters Foundation Scholarship Program
 WVPE participates in the Indiana Broadcasters Foundation Scholarship program that provides over \$12,000 in scholarships to current college students and high school seniors in broadcasting. The scholarships range between \$500 and \$1,500.
 Our specific activities related to this outreach effort include:
 - a. A donation from WVPE to the scholarship program.
 - b. Promoting the scholarship program through public service announcements on WVPE, information on WVPE's web site, and outreach to the Broadcast Communications program at the Elkhart Area Career Center operated by the Elkhart Community Schools [ECS].
 - c. Participation in the scholarship application evaluation process.
2. Maintains an Internship Program. WVPE had an intern from ECS (our licensee) each semester.
3. Encouraged staff to attend skills training programs listed below by position.

Development Director

| | |
|------------------------------|---|
| April 25, 2022 | Greater Public "Corporate Support" webinar |
| June 8, 2022 | Greater Public "Traffic Cohort" webinar |
| July 19-21, 2022 | Greater Public Media and Development Conference in Chicago [PMDMC] with multiple sessions |
| August 25, 2022 | Greater Public "Corporate Support" webinar |
| October 25, 2022 (presenter) | Greater Public "Member & Underwriter Surveys" webinar |
| October 25, 2022 | Greater Public "Benchmarks" webinar |

Membership Manager

| | |
|------------------|---|
| July 19-21, 2022 | Greater Public Media and Development Conference in Chicago [PMDMC] with multiple sessions |
|------------------|---|

Program Director

Public Radio Program Directors Conference in New Orleans [PRPD], August 29-Sept. 1, 2022 with multiple sessions

Business Account Representative

| | |
|------------------|---|
| July 19-21, 2022 | Greater Public Media and Development Conference in Chicago [PMDMC] with multiple sessions |
| Sept. 28, 2022 | Greater Public "Script Writing" webinar |

Station Manager & 4 others participated in Poynter-CPB Digital Transformation Training class from June, 2022-March 2023

4. All Full-Time and Part-Time staff took an online harassment and bias prevention training class required for grant funding from the Corporation for Public Broadcasting [CPB] in August 2022.
5. Partnered with the Indiana Broadcasters Association to co-host two Job Fairs, on Monday, October 3, 2022 from 3:00-6:00 pm and Saturday, March 25, 2023 from 1:00-4:00 pm. Both fairs were held at the 502 East Event Center in Carmel, Indiana.
6. Participating station through NPR's efforts to encourage minority journalists to consider public radio: <http://www.thinkpublicmedia.org/#intro>

WVPE employs 10 Full-Time staff; the station will complete 2 EEO activities every 2 years.