WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2023 to March 31, 2024

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, 2023 through March 31, 2024 (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:**

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

**Sources for Reporter 1**

<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Phone, Website, and Contact)</th>
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</tr>
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<td>1</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>F Word of Mouth – Told in the interview they heard about the position from a Friend.</td>
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<td></td>
</tr>
</tbody>
</table>

**Sources for Reporter 2**

<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Phone, Website, and Contact)</th>
<th>Total by source in this period</th>
<th>Total full-time positions hired by source</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Corporation for Public Broadcasting Website</td>
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<td>0</td>
</tr>
</tbody>
</table>
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All Recruitment Sources Used by Elkhart Community Schools / WVPE

<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Phone, Website, and Contact)</th>
<th>Total by source in this period</th>
<th>Total full-time positions hired by source</th>
</tr>
</thead>
</table>
| A Corporation for Public Broadcasting Website  
401 9th Street, NW  
Washington, DC 20004  
Email: jobline@cpb.org  
http://www.cpb.org/jobline/ | 1 | 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 | 1 |
| 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. | 4 | 2 |
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  
July 11-14, 2023 PMDMC Atlanta  
Aug. 1-2, 2023 IPBS Indianapolis  
Sept. 19, 2023 PMDMC webinar on Events  
Sept. 26, 2023 CPB, DEI training  
Sept. 27, 2023 PRADO webinar on Premiums and NPR Studio webinar on Google Analytics  
Sept. 28, 2023 Greater Public webinar on FCC Guidelines  
Oct. 26, 2023 Greater Public webinar on email deliverability  
Jan. 17, 2024 Greater Public webinar on building audience  
Feb. 6-7, 2024 Greater Public webinar on audience development  
Feb. 16, 2024 PRADO Zoom on underwriting ideas  
Feb. 22, 2024 Greater Public event strategies  
Mar. 1, 2024 Everence fundraising  
Mar. 15, 2024 Everence fundraising  
Mar. 21, 2024 Building Blox on Capital Campaigns  
Mar. 28, 2024 Building Blox on Capital Campaigns  

Membership Manager  
6/7/23 M+R Benchmarks for Public Media  
8/11/23 Greater Public Roundtable: Using Matches & Challenges  
8/8/23 Fall 2023 On-Air Fundraising Kick-Off for News Stations  
10/27/23 Greater Public Roundtable: Small/Medium Stations: Year-End and GivingTuesday  
2/15/24 Understanding Your FY23 Benchmarks Reports
Program Director
8/1/23 - Optimizing Local Content for Digital Audiences. - Megan Grisolano, Nashville Public TV
8/1/23 - Building Partnerships Across Station Silos - Stacey Stuteville, WFYI; Kirsten Eamon-Shine, WFYI; Sarah Neal-Estes, WFYI
8/1/23 - Digital Content Strategy - Lauren Chapman, IPB News
8/1/23 - How is Membership Driving Into the Future? - Pam Elliot, WFYI
8/2/23 - What is IPB News? - Scott Cameron, IPB News; Lauren Chapman, IPB News; Robin Tate Rockel, IPB News; Dr. Shaila Mulholland, WFYI
8/2/23 - Transitioning from Print to Broadcast - Henry Zimmerman, IPB News; Rebecca Green, WBOI; Eric Weddle, WFYI

8/18-8/21/23 - Public Radio Program Directors Conference Sessions
- Local Station Research, a presentation of the national Meta-Analysis of local station studies.
- The Rise of AI and What it Means for Public Media with The BBC's Jatin Aythora
- The 2023 Public Radio TechSurvey presented by Fred Jacobs of Jacobs Media
- Coach Your Talent to Greatness with Valerie Geller
- What Makes Fresh Air Fresh Air with Terry Gross, Tonya Mosley and Ann Marie Baldonado
- Connecting with Latino Audiences
- Lets Win Like the Winners We Are with Ira Glass

2/6-2/7/24 - Audience Development Summit - Greater Public

Business Account Representative #1
April/May 2023: Greater Public - Corporate Support for Public Media Toolkit (online)
7/11/23-7/14/23: PMDMC conference in Atlanta
8/1/23-8/2/23: IPBS conference in Indianapolis
9/27/23: NPR Studio - Google Analytics for Stations (webinar)
9/28/23: Greater Public - FCC Guidelines Workshop (webinar)
9/28/23: CPB online DEI training

Business Account Representative #2
7/11-7/14: PMDMC Conference in Atlanta
8/1-8/2/23 IPBS Conference in Indianapolis
9/27: Google Analytics (GA4)
9/28 Greater Public- FCC Guidelines Workshop


5. Hosting of Job Fairs: Partnered with the Indiana Broadcasters Association to co-host two Job Fairs, on Monday, October 2, 2023 from 2:00-5:00 pm at Gainbridge Fieldhouse, Indianapolis and Saturday, March 23, 2024 from 2:00-4:30 pm at the 502 East Event Center in Carmel, Indiana.
6. **Other Programs Designed to Promote Outreach Generally**: 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 and will complete 2 EEO activities every 2 years.