

WFIU-FM/WTIU-TV Annual EEO Public File Report

April 1, 2026

Covering the period of April 1, 2025 – March 31, 2026

The purpose of this EEO Public File Report is to comply with Sections 73.2080(c)(6) and 73.3527 of the FCC's EEO Rules. 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.; W261CM, Seymour, IN; and W270BH, Bloomington, 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, 2025 through March 31, 2026 (the "Applicable Period").

The FCC's 73.2080, as amended May 15, 2019, EEO Rules require that this report contain the following information:

- A list of all full-time vacancies filled by the station's employment unit during the preceding year, identified by job title; (Appendix 1)
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number; (Appendix 1)
- The recruitment source that referred the candidate hired for each full-time vacancy during the preceding year; (Appendix 1)
- Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and (Appendix 1 & 2)
- A list and brief description of initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules during the preceding year. (Appendix 3)

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, via telephone or virtually.

APPENDIX 1: Vacancy Information

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Station Employment Unit: WFIU-FM and WTIU-TV

Full-Time Positions Filled by Job Title*	Sources Used to Recruit for Position** <i>With contact information for each source</i>	# of Interviewees from All Sources for this Hire	Recruitment source of candidate hired
Associate Director of Communication & Marketing	<ul style="list-style-type: none"> Jobs at IU CPB Job Board <i>401 9th St NW Ste 200, Washington, DC 20004-2129, 202-879-9600</i> Indiana Public Media website Media School website and social media 	5	Jobs at IU
WFIU Drivetime Host/Producer	<ul style="list-style-type: none"> Jobs at IU CPB Job Board Indiana Public Media website Media School website and social media 	4	CPB Job Board
Executive Director of Integrated Public Media	<ul style="list-style-type: none"> Jobs at IU <i>Current Job Board 4400 Massachusetts NW, Washington, Dist. Columbia 20016, 860-437-5700</i> Indiana Public Media website Media School website and social media 	5	Current
Sr Broadcast Video Engineer	<ul style="list-style-type: none"> Jobs at IU CPB Job Board Indiana Public Media website Media School website and social media 	2	Jobs at IU
Major Gifts Officer (only available to current IU and IU Foundation employees due to experience required)	<ul style="list-style-type: none"> Jobs at IU Indiana Public Media Website IU Foundation newsletter 	2	Multiple
Financial Administration Specialist	<ul style="list-style-type: none"> Jobs at IU Indiana Public Media Website 	4	Jobs at IU
Number of applicants interviewed in applicable period:		22	

*Searches in progress but not completed by April 1: Director of Membership

**Indiana University's job promotional system includes listing positions on an extensive job board, which sends an email alert to those who signed up to receive notice of jobs with particular parameters, as well as automated amplification on job aggregate sites including LinkedIn and Indeed. Contact information for IU HR includes: [\(812\) 856-1234](tel:8128561234), <https://jobs.iu.edu/>, 2709 E 10th St Ste 321, Bloomington. Regardless of which recruiting source the applicant responds to, which is sometimes information we do not have, all applications are made through and processed through the Jobs at IU website. All Jobs at IU posting include an EEO statement: *Indiana University is an equal opportunity employer and provider of ADA services and prohibits discrimination in hiring. [See Indiana University Notice of Non-Discrimination here which includes contact information.](#)*

APPENDIX 2: Recruitment Sources

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Station Employment Unit: WFIU-FM and WTIU-TV

Recruitment Source	# of Full-time Positions for Which This Source Was Utilized	# of Interviewees Referred, if known
Jobs at IU*	6	5
CPB Job Board	3	1
<i>Current</i> Job Board	1	1
IU Foundation Newsletter	1	unknown
Indiana Public Media website	6	unknown
Media School website and social media	4	unknown

*Regardless of which recruiting source the applicant responds to, which is sometimes information we do not have, all applications are made through and processed through the Jobs at IU website.

APPENDIX 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

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Station Employment Unit: WFIU-FM and WTIU-TV

47 CFR 73.2080 requires that WFIU-FM and WTIU-TV engage in at least two (per smaller market requirements) of the following initiatives during each two-year period beginning with the date stations in the station employment unit are required to file renewal applications, or the second, fourth or sixth anniversaries of that date.

WFIU license renewal date: 8/1/2020, 8/1/2028

WTIU license renewal date: 8/1/2021, 8/1/2029

Initiative Options:

- Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions;
 - *Current* virtual career fair – April 4, 2025
 - HR Coordinator, Kylie Bovenschen
 - Media School job fair – March 5, 2026
 - HR Coordinator, Kylie Bovenschen
 - Event Services Specialist, Mary Ducette
- Hosting of at least one job fair;
 - n/a
- Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities;
 - n/a
- Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;
 - n/a
- Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
 - Indiana Public Media (IPM) has a donor-funded internship program for aspiring journalists and television producers. Internships are focused on skill-building and ensuring interns are able to make substantive contributions to programming.
- Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies);
 - n/a
- Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;

- IPM does not have a scholarship program, but we work closely with The Media School which has an extensive scholarship program for students pursuing degrees in journalism, broadcasting, and a variety of other media-related careers. The opportunity to work at IPM is an inducement to enroll and accept scholarships.
- Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
 - Part time employees are hired on “pay progression plans,” which structure their skill development and ensure their pay increases along with their value as an employee. Pay progression plans including the appropriate safety trainings for each level.
 - Indiana University offers a variety of free professional development programs for all employees through IU HR’s developing program and LinkedIn Learning.
 - Indiana University offers team leaders the “Leading at IU” series, which is a targeted learning and development program built specifically for people who lead others.
 - WFIU and WTIU’s association with Indiana University provides the stations with a constant stream of young employees eager to develop skills for post-graduation positions.
- Establishment of a mentoring program for station personnel;
 - n/a
- Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
 - n/a
- Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;
 - n/a
- Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;
 - n/a
- Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
 - n/a
- Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
 - Team Leaders are mandated to complete the "IU Legal Compliance for Managers" training, designed to provide information on federal and state employee protection laws including FLSA, FMLA, ADA, PWFA, worker's compensation, equal employment and affirmative action, in addition to sexual harassment and misconduct.
 - All IU employees are required to complete an online Title IX training module each year, designed to provide information about sexual misconduct, Title IX, and an employee’s duties under the law.
- Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

- n/a
- Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.
 - October 1, 2025 – Hosted an Open House to allow members and community members to see the “behind the scenes” operations of the stations. Participants were able to visit the studios and newsroom.
 - July 2, 2025 – A series of interactive activities at the Monroe County fair. Children and adults were able to speak to journalists and media producers, learn about podcasting, explore using a green screen and camera, and learn more about the operations of the stations.
 - March 7, 2026 – Staffed a table at Media Experience Day, hosted by The Media School for students accepted into IU for Fall 2026. Table was staffed by Director of Content, Eric Bolstridge, and Event Services Specialist, Mary Ducette.
 - Indiana University students can enroll in a course that places them in the control room of the weekly Indiana Newsdesk program, developing skills while preparing a professional show for broadcast.