

WFYI(TV), WFYI-FM, and WFYI-LD
EEO PUBLIC FILE REPORT
April 1, 2025 – March 31, 2026

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Specialist, Community Engagement - Education	4, 9-10	9
Marketing Coordinator	1-2 ,4, 9-10,12	10
Reporter, Government	1, 3-4, 9-10, 12	1
Video Producer, Editor	1, 3-6, 8-12	9
Reporter & Newscaster	1, 4, 9-10, 12	9
Director, Human Resources	1, 4, 9-10	1
Manager, Marketing	1, 4, 7, 9-10	7
Marketing Coordinator	1-2, 4, 7, 9-10, 12	1
Reporter, Government	1, 3-4, 7, 9-10, 12	7

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Employee Referrals	No	11
2	Glassdoor www.glassdoor.com	No	1
3	Indiana Broadcasters Association (IBA) <i>PO Box 902</i> <i>Carmel, IN 46082</i> <i>317-701-0084</i>	No	4
4	Indeed www.indeed.com	No	7
5	Indianapolis Job Board <i>(not directly contacted by SEU)</i>	No	1
6	Instagram	No	1
7	Internal Candidate	No	3
8	Jobright.ai <i>(not directly contacted by SEU)</i>	No	1
9	LinkedIn www.linkedin.com	No	41
10	WFYI Website www.wfyi.org/career	No	6
11	WFYI social media (Facebook)	No	2
12	Zip Recruiter www.ziprecruiter.com <i>604 Arizona Ave, Santa Monica, CA</i>	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			80

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (4)	<p>We offer multiple internship opportunities throughout the year for college-enrolled students. Interns gain hands-on experience as part of their credit-based programs, with Director-and Manager-level staff serving as supervisors. In addition to training in their specific fields, interns receive cross-departmental exposure, providing a well-rounded understanding of the organization's operations. Each cohort of students fulfills their academic program requirements while contributing meaningfully to our team.</p> <p>Our internship program runs year-round:</p> <ul style="list-style-type: none"> • January 2025 – April 2025: 6 intern positions filled (Ball State University, Indiana University, Purdue University, and Butler University) • May 2025 – August 2025: 5 intern positions filled (Butler University, Indiana University, and Purdue University). • September 2024 – December 2024: 4 intern positions filled (Indiana University, Franklin University, and Butler University). • January 2025 – April 2025: 4 intern positions filled (Indiana University, Ball State University, and Jackson State University) <p>We continue to welcome interns throughout the year, fostering professional growth and hands-on learning.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Participate in Career Fair	Our SEU participated in the Purdue University Public Impact Career Fair on September 8, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
3	Participate in Career Fair	Our SEU participated in Ball State University's Career Fair on September 17, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
4	Participate in Career Fair	Our SEU participated in Indiana University's Career Fair on September 16, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
5	Participate in Career Fair	Our SEU participated in Butler University's Career Fair on September 29, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
6	Participate in Career Fair	Our SEU participated in the Indiana Broadcasters Association Career Fair on March 28, 2026. Our Human Resources Generalist and a Human Resources Intern spoke with students and job seekers about opportunities with WFYI Public Media.
7	Participate in Career Fair	Our SEU participated in the University of Indianapolis Career Fair on February 24, 2026. One of our Human Resources Interns spoke with students about internships and opportunities in broadcasting.
8	Participate in Career Fair	Our SEU participated in Ball State University's Career Fair on February 18, 2026. Our Director of Human Resources and a Human Resources Intern with students about internships and opportunities in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in Career Fair	Our SEU participated in the Butler University Career Fair on February 17, 2026. Our Human Resources Generalist and a Human Resources Intern spoke with students about internships and opportunities in broadcasting.
10	Participate in Career Fair	Our SEU participated in the Indiana University Career Fair on April 1, 2025. Our Human Resources Specialist and a Human Resources Intern spoke with students about internships and opportunities in broadcasting.
11	Participate in Career Fair	Our SEU participated in the Indiana University Non- Profit Expo Career Fair on April 2, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
12	Participate in Career Fair	Our SEU participated in the Indiana Broadcasters Association Career Fair on October 28, 2025. Our Human Resources Generalist spoke with students about internships and opportunities in broadcasting.
13	Participate in Career Fair	Our SEU participated in the Indiana University Media Career Fair on March 5, 2026. Our Human Resources Generalist and a Human Resources Intern spoke with students about internships and opportunities in broadcasting.
14	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	All management-level employees as well as the entire staff completed Accessibility Training on January 15, 2025. The training, provided by a third-party vendor, accessAbility, included enhancing disability awareness, enabling participants to better understand, accept, and support individuals with disabilities, and promoting inclusivity and equity within the workplace and increasing understanding of the rights of disabled people in the workplace.