

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

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

**April 1, 2022**

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. 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, 2021 to and including March 31, 2022 (the "Applicable Period").

The FCC's 73.2080, as amended May 15, 2019, EEO Rules require 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 (Appendix 1);
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), identified by name, address, contact person and telephone number (Appendix 2);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period (Appendix 1);
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 (Appendix 1 and 2); and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules (Appendix 3).

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, via telephone or via internet meeting (e.g., zoom).

**Appendix 3**  
**Annual EEO Public File Report**  
**Covering the Period from April 1, 2021 - March 31, 2022**  
**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 29, 2020 – Rose Hulman 2020 Spring Career Fair  
October 26, 2021 - IBA Fall Career Fair  
March 26, 2022 – IBA Spring Career Fair

**2) Participation in job banks, Internet programs, and other programs designed to Promote Outreach generally:**

March 22, 2021 – IPBS Webinar for Ball State Students re preparation for entry level positions in public media.

**3) Participation in an internship program for students and establishment of internship programs for members of the community interested in broadcasting:**

Radio & TV Services Internship Program

**4) Provision for EEO/nondiscrimination training to management level personnel:**

Station employees that supervise at least one employee are recommended to complete Indiana University's Leading at IU Series and Legal Compliance Series.

All Station employees are required to complete the CPB annual Harassment and Bias Prevention training and Indiana University's Office of Institutional Equity Responsible Employee Training.

**5) Listing on Websites, Facebook, Twitter and Other Social Media:**

In addition to all of our other recruitment efforts, we take advantage of the numerous websites that provide free and paid listings of jobs in broadcasting. These websites include, but are not limited to:

Corporation for Public Broadcasting “Find a Job” (CPB)  
Indiana Broadcasters Association  
National Academy of Television Arts & Sciences Website  
National Educational Telecommunications Association  
Public Broadcasting Service (mypbs.org)

We also utilize social media including, but not limited to - blogs, chat groups, Facebook, Twitter, Yahoo, CareerBuilder, Google Groups (for specific job categories), Indeed.com and LinkedIn when appropriate. In the time period covered by this report we used Facebook groups including, but not limited to:

IPBS Facebook Group  
WFIU & WTIU  
NPR Station Social Facebook Group  
PBS Social Hub Facebook Group

**APPENDIX 1**  
**Annual EEO Public File Report**  
**Covering the Period from April 2 2021 to March 31, 2022**  
**Stations Coprising Station Employment Unit: WFIU-FM and WTIU-TV**

**Section 1. Vacancy Information**

<b>Full-Time Positions Filled by Job Title</b>	<b>Recruitment Source of Hire</b>	<b>Total # of Interviewees from All Sources for this</b>
EP-Broadcast Technician	IU Employee Referral/Word of Mouth	3
NW-Multimedia Journalist/Digital News Journalist	Jobs.iu.edu	3
DG-Web Developer	Linked-in	4
FM-Multimedia Producer (Arts)	IU Employee Referral/Word of Mouth	7
OP-Broadcast Operations Coordinator	IU Employee Referral/Word of Mouth	2
NW-News Videographer	IU Employee Referral/Word of Mouth	3
OP-Broadcast Technician Engineer	IU Employee Referral/Word of Mouth	3
EP-Production Manager	Jobs.iu.edu	4
NW-Multimedia Journalist	RTVS Recruitment List	3
EP-Senior Producer/Director	IU Employee Referral/Word of Mouth	4
DR-HR Generalist	Jobs.iu.edu	3
OP-Broadcast Audio Specialist	Jobs.iu.edu	3
EP-Chief Videographer/Editor/Associate Producer	IU Employee Referral/Word of Mouth	4
OP-Technical Broadcast Facilities Manager	IU Employee Referral/Word of Mouth	3
EP-Multimedia Producer	no answer	3
NW-Multimedia Journalist	RTVS Recruitment List	3
EG-Technical Director/Digital Engineer	Jobs.iu.edu	3
MB-Member Benefits Coordinator	no answer	4
EG-Technical Director/Digital Engineer	no answer	3
EP-Multimedia Producer	no answer	3
EP-Videographer	IU Employee Referral/Word of Mouth	1
EP-Lighting & Staging Manager	IU Employee Referral/Word of Mouth	3
DR-Payroll & HR Coordinator	Other Media Source	4
DR-Financial Administration Coordinator	IU Employee Referral/Word of Mouth	4
<b>TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:</b>		<b>80</b>

APPENDIX 2  
ANNUAL EEO PUBLIC FILE REPORT  
COVERING THE PERIOD FROM APRIL 1, 2021 TO MARCH 31, 2022  
STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFIU-FM AND WTIU-TV

APPENDIX 2: RECRUITMENT SOURCE INFORMATION						
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hiree	Full-time Positions for Which This Source Was Utilized
<b>AAJA</b> Asian American Journalists Association	5 Third Street, Suite 1108 San Francisco, CA 94103	415-346-2051		<a href="https://www.aaaja.org/posting_jobs_introduction">https://www.aaaja.org/posting_jobs_introduction</a>		0
<b>American University School of Communication</b>			<a href="mailto:news@current.org">news@current.org</a>	<a href="https://jobs.current.org/employer/pricing">https://jobs.current.org/employer/pricing</a>		20
<b>Apostolic Lighthouse Assembly</b>	Anthony Thompson, Pastor 850 E. Winslow Road Bloomington, IN 47401	812-339-3306				0
<b>AWC</b> Association for Women in Communications	1717 E. Republic Rd., Ste. A Springfield, MO 65804	417-886-8606		<a href="https://awc.careerwebsite.com/employer">https://awc.careerwebsite.com/employer</a>		3
<b>Bethel AME Church</b>	302 N Rogers Street Bloomington, IN 47404	812-334-3216	<a href="http://www.bethelamebloomington@gmail.com">www.bethelamebloomington@gmail.com</a>	<a href="http://bethelamebloomington.org">bethelamebloomington.org</a>		18
<b>Black Film Center/Archive</b>	Michael T. Martin, Ph.D. Dir. Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405		<a href="mailto:bfca@indiana.edu">bfca@indiana.edu</a> ;			19
<b>Chips Quinn Scholars Listserve</b>	555 Pennsylvania Ave NW Washington, DC			<a href="http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926">http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926</a>		0
<b>Chronicle of Higher Education</b>	1255 Twenty-Third St. NW Seventh Floor Washington, DC 20037			<a href="https://chroniclevitae.com/jobs">https://chroniclevitae.com/jobs</a>		0
<b>Corporation for Public Broadcasting (CPB)</b>	401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600		<a href="http://www.cpb.org/jobline/listing">www.cpb.org/jobline/listing</a>		19
<b>CSUN Latino Journalists</b>			<a href="mailto:csunlatinojournalists@gmail.com">csunlatinojournalists@gmail.com</a> ;			18
<b>Greater Public (formerly DEI)</b>				<a href="https://greaterpublic.org">https://greaterpublic.org</a>		1

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Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hire	Full-time Positions for Which This Source Was Utilized
HigherEdJobs.com				DO NOT SEND: Human Resources sends for PA3 and above. <a href="http://higherjobs.com">higherjobs.com</a>		0
Hocking College	3301 Hocking Parkway Nelsonville, OH 45764	740-753-3591 Toll Free: 877-462-5464	<a href="mailto:tompkinsh@hocking.edu">tompkinsh@hocking.edu</a> ;			18
Indiana Black Expo, Inc.	3145 N. Meridian St. Indianapolis IN 46208	317-925-2702	<a href="mailto:communications@indianablackexpo.com">communications@indianablackexpo.com</a> ;			19
Indiana Broadcasters Association (INDBA)	3003 East 98th Street Indianapolis IN 46280	800-342-6276	<a href="mailto:IBA@IndianaBroadcasters.org">IBA@IndianaBroadcasters.org</a>	<a href="http://www.indianabroadcasters.org">http://www.indianabroadcasters.org</a>		16
Indiana Public Media/WTIU-WFIU				DO NOT SEND: Sent a direction of Business Office <a href="http://indianapublicmedia.org">http://indianapublicmedia.org</a>		23
Indiana University - Asian Culture Center	Melanie Castillo-Cullather, Dir. 807 E. 10th St Bloomington IN 47405	812-856-5361	<a href="mailto:Mculath@indiana.edu">Mculath@indiana.edu</a>			19
Indiana University - Asian Student Union			<a href="mailto:asu.indiana@gmail.com">asu.indiana@gmail.com</a> ;			20
Indiana University - Black Student Union	Eric E. Williams, Advisor (PeopleAdmin)		<a href="mailto:ericwill@indiana.edu">ericwill@indiana.edu</a> ;			20
Indiana University - Human Resources	Employment Opp. Web Site University HR Services Poplars E165 Bloomington, IN 47405	812-855-2172		<a href="https://jobs.iu.edu/">https://jobs.iu.edu/</a>	4	23
Indiana University - Latino Graduate	Student Association (LGSA)		<a href="mailto:lgsa@indiana.edu">lgsa@indiana.edu</a> ;			20
Indiana University - Latinos Unidos of IU			<a href="mailto:luiu@indiana.edu">luiu@indiana.edu</a> ;			20

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APPENDIX 2: RECRUITMENT SOURCE INFORMATION						
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hiree	Full-time Positions for Which This Source Was Utilized
Indiana University - Office of Academic Support & Diversity	Ryan Matthew Carlberg	812-856-5708	<a href="mailto:rycarlbe@indiana.edu">rycarlbe@indiana.edu</a>			20
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA)	James C Wimbush Office of the Vice President for Diversity, Equity, and Multicultural Affairs Bryan Hall 115 107 S. Indiana Avenue Bloomington, Indiana 47405	812-856-5700	<a href="mailto:dema@indiana.edu">dema@indiana.edu</a>			23
Indiana University - Purdue University at Indianapolis <i>Office of Diversity, Equity &amp; Inclusion (DEI)</i>	Karen Dace, PhD., Vice-Chancellor for Diversity Equity and Inclusion (DEI) 355 N Lansing Street AO110 Indianapolis IN 46202-2896	317-278-3820	<a href="mailto:kdace@iupui.edu">kdace@iupui.edu;</a>			20
Indiana University - Purdue University at Indianapolis <i>Multicultural Success Center</i>	Khalilah Shabazz, Director Indianapolis, IN 46202	317-274-2815	<a href="mailto:shabazzk@iupui.edu">shabazzk@iupui.edu;</a>			20
Indiana University <i>Media School</i>	Laura Fonseca, Career Adv.		<a href="mailto:lfonseca@indiana.edu">lfonseca@indiana.edu;</a>			20
Indianapolis Recorder	Robert Shegog - Pres/COO 2901 Tacoma Ave. Indianapolis, IN 46218	317-924-5143	<a href="mailto:roberts@indyrecorder.com">roberts@indyrecorder.com;</a> <a href="mailto:newsroom@indyrecorder.com">newsroom@indyrecorder.com;</a>	<a href="https://www.indianapolisrecorder.com">https://www.indianapolisrecorder.com</a>		19
IPBS	Mark Newman, Exec. Dir.; Barbara Duke Sams Adm. Assist.	317-614-0408	<a href="mailto:mnewman@ipbs.org">mnewman@ipbs.org;</a> <a href="mailto:bsams@ipbs.org">bsams@ipbs.org</a>	<a href="https://ipbs.org">https://ipbs.org</a>		19
IPBS Programming, Traffic, Operations Listserv			<a href="mailto:bsams@ipbs.org">bsams@ipbs.org</a>			18
IvyTech College			<a href="mailto:kanderso@ivytech.edu">kanderso@ivytech.edu;</a>	<a href="https://ivytech.edu/bloomington/index.html">https://ivytech.edu/bloomington/index.html</a>		18
Journalismjobs.com			<a href="mailto:info@journalismjobs.com">info@journalismjobs.com</a>	<a href="https://www.journalismjobs.com/">https://www.journalismjobs.com/</a>		17

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LaCasa Indiana University Latino Cultural Center	Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408	812-855-0174	<a href="mailto:lacasa@indiana.edu">lacasa@indiana.edu</a> ;			20
Maynard Institute for Journalism Education	1400 65th Street, Suite 200 Emeryville, CA 94608		<a href="mailto:info@mije.org">info@mije.org</a>	<a href="https://www.mije.org">https://www.mije.org</a>		19
Medill School of Journalism Media, Integrated Marketing Communications	1845 Sheridan Road Evanston, IL 602208-2101		<a href="mailto:medillcareerservices@northwestern.edu">medillcareerservices@northwestern.edu</a>	<a href="https://www.medill.northwestern.edu/alumni/career-services.html">https://www.medill.northwestern.edu/alumni/career-services.html</a>		18
NAACP	Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402	812-332-1513	<a href="mailto:wavdlv@sbcglobal.net">wavdlv@sbcglobal.net</a> ;			19
NABJ National Association of Black Journalists	NABJ Career Center 8800 Lakewood Dr. #117 Windsor, CA 95492	626-792-3846	<a href="mailto:info@nabjcareers.org">info@nabjcareers.org</a>	<a href="https://www.nabjcareers.org/login">https://www.nabjcareers.org/login</a>		19
NABJ Ball State			<a href="mailto:ballstatenabj@gmail.com">ballstatenabj@gmail.com</a> ;			18
NABJ Chicago	Kathy Chaney, President		<a href="mailto:kp_chaney@yahoo.com">kp_chaney@yahoo.com</a> ;	<a href="http://www.nabjchicago.org">www.nabjchicago.org</a>		18
NABJ Columbus Association of Black Journalists (CABJ)	Cecil Jones, President Worthington, OH		<a href="mailto:cjonesmba@aol.com">cjonesmba@aol.com</a> ;			18
NABJ Columbus Association of Black Journalists (CABJ)	P O Box 1924 Columbus, IN 43216		<a href="mailto:felixhoover@sbcglobal.net">felixhoover@sbcglobal.net</a> ;			18
NABJ Dayton	Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)		<a href="mailto:gdabj@aol.com">gdabj@aol.com</a> ;	<a href="http://www.gdabj.com">www.gdabj.com</a>		17



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NABJ Detroit NABJ Chapter	Vickie Thomas, President City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI	313-300-2807				0
NABJ IU NABJ Chapter	Jaclyn Ferguson		<a href="https://iub.campuslabs.com/engage/organization/nabj/contact">https://iub.campuslabs.com/engage/organization/nabj/contact</a>			5
NABJ Ohio University	Joan (Pittman) Burcher		<a href="mailto:pittmanc@ohio.edu">pittmanc@ohio.edu</a> ; <a href="mailto:ks119707@ohio.edu">ks119707@ohio.edu</a> ;			19
NABJ Univ. of IL at Urbana-Champaign Chapter			<a href="mailto:nabjuofi@gmail.com">nabjuofi@gmail.com</a> ;			19
NABJ Univ. of Louisville Asn. of Black Journalists	Dana Seay, Advisor		<a href="mailto:dlseay01@louisville.edu">dlseay01@louisville.edu</a> ; <a href="mailto:ul.nabj@gmail.com">ul.nabj@gmail.com</a> ;			18
NAHJ National Association of Hispanic Journalists	Nicole Chavez		<a href="mailto:nnicole.ch@gmail.com">nnicole.ch@gmail.com</a> ;	<a href="https://nahj.org/login">https://nahj.org/login</a>		19
NETA National Educational Telecom. Association	939 S. Stadium Rd Columbia, SC 29201	803-799-5517	<a href="mailto:jfisher@netaonline.org">jfisher@netaonline.org</a> ;	<a href="https://www.netaonline.org/Contact-Us">https://www.netaonline.org/Contact-Us</a>		19
National Academy of Television Arts & Sciences (NATAS)	3487 Center Road Brunswick, OH 44212		<a href="mailto:emmysuncst@aol.com">emmysuncst@aol.com</a> ;	<a href="http://jobbank.emmyonline.org/">http://jobbank.emmyonline.org/</a>		18
NLGJA National Lesbians and Gay Journalists Assn	2120 L Street, NW Washington, DC 20037	202-588-9888	<a href="mailto:info@nlgia.org">info@nlgia.org</a>	<a href="https://members.nlgia.org/networking/job_postings.aspx">https://members.nlgia.org/networking/job_postings.aspx</a>		19
Northwestern Medill-Northwestern Journalism Institute			<a href="mailto:medillcareerservices@northwestern.edu">medillcareerservices@northwestern.edu</a> ;	<a href="https://www.medill.northwestern.edu/alumni/career-services.html">https://www.medill.northwestern.edu/alumni/career-services.html</a>		18

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Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hiree
Public Media Business Association	1300 Piccard Drive, Suite LL 14 Rockville, MD 20850	240-844-3600		<a href="https://www.pmbaonline.org/industry-jobs">https://www.pmbaonline.org/industry-jobs</a>	0
R	Alexandria, VA 22314-1698	703-739-5000		<a href="https://www.pbs.org/shows/discovering-alexandria">https://www.pbs.org/shows/discovering-alexandria</a>	0
Public Radio Assoc of Development Officers (PRADO)			<a href="mailto:PRADO-request@listserv.syr.edu">PRADO-request@listserv.syr.edu</a>		17
Public Radio in Mid-America (PRIMA) Kansas Public Radio	Paul Maassen PRIMA President		<a href="mailto:pmaassen@uno.edu">pmaassen@uno.edu</a>	<a href="http://www.prima.org">www.prima.org</a> ; <a href="http://www.prima.org/about/PRIMA/job_listings.html">http://www.prima.org/about/PRIMA/job_listings.html</a>	17
Public Radio Professionals (PubRad)					0
Public Radio Program Director's Association (PRPD)				<a href="http://prpd.org/topmenu/joblistings.aspx">http://prpd.org/topmenu/joblistings.aspx</a>	0
RTVS List Serve				DO NOT SEND: Sent by Business Office	3 24
Rose-Hulman Institute of Technology	Kathy Kassissieh Asst. Dir. of Career Services 550 Wabash Avenue Terre Haute, IN 47803	812-877-8652	<a href="mailto:kassissi@rose-hulman.edu">kassissi@rose-hulman.edu</a>	<a href="https://www.rose-hulman.edu/career-services/for-recruiters-and-employers/index.html">https://www.rose-hulman.edu/career-services/for-recruiters-and-employers/index.html</a>	17
Society of Broadcast Engineers, Inc.	9102 N. Meridian St., Ste. 150 Indianapolis, IN 46260	317-846-9000		<a href="https://www.sbe.org/sections/jl_submit.php">https://www.sbe.org/sections/jl_submit.php</a>	0
Society of Environmental Journalists	1629 K Street NW, Ste 300 Washington, DC 20006	202-558-2055	<a href="mailto:cmac@sej.org">cmac@sej.org</a>	<a href="https://www.sej.org/post-job-sejorg">https://www.sej.org/post-job-sejorg</a>	15
SAJA South Asian Journalists Association Washington, D.C.	Amita Parashar		<a href="mailto:amita.parashar@gmail.com">amita.parashar@gmail.com</a>	<a href="http://www.saja.org/Sys/Login?ReturnUrl=%2fjobs">http://www.saja.org/Sys/Login?ReturnUrl=%2fjobs</a>	17
Think.Public.Media	Stacey Foxwell		<a href="mailto:sfoxwell@npr.org">sfoxwell@npr.org</a>	<a href="https://www.thinkpublicmedia.org/">https://www.thinkpublicmedia.org/</a>	18
ThinkTV			<a href="mailto:gmacknight@thinktv.org">gmacknight@thinktv.org</a>	<a href="https://www.thinktv.org">https://www.thinktv.org</a>	17

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APPENDIX 2: RECRUITMENT SOURCE INFORMATION						Full-time Positions for Which This Source Was Utilized
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hiree	
TV Jobs Web Site TVJOBS Broadcast Employment Services			<a href="mailto:admin@tvjobs.com">admin@tvjobs.com;</a>	<a href="http://www.tvjobs.com">http://www.tvjobs.com</a>		18
OTHER RESOURCE IDEAS						0
Airmedia				<a href="https://airmedia.org">https://airmedia.org</a>		0
Business Colleagues						0
CAB (Community Advisory Board)						0
Charitable Advisors				<a href="https://charitableadvisors.com/">https://charitableadvisors.com/</a>		0
Chronicle of Higher Education				<a href="https://careers.chronicle.com/">https://careers.chronicle.com/</a>		0
Indy Star Website				<a href="https://jobs.indystar.com/adminnet/Employer/Marketing/3414">https://jobs.indystar.com/adminnet/ Employer/Marketing/3414</a>		0
Job Recruitment Sites	eg., Indeed Career Builder (\$\$\$ listing) Glass Door Monster			Indeed.com		0
Journalismjobs.com				<a href="https://www.journalismjobs.com/post-new-job">https://www.journalismjobs.com/ st-new-job</a>		0
LinkedIn				<a href="https://www.linkedin.com/talent/post-a-job?trk=homepage-basic_talent-finder-cta">https://www.linkedin.com/talent/ st-a-job?trk=homepage-basic_talent- finder-cta</a>	1	5
Livingston Associates			<a href="mailto:info@livingstonassociates.net">info@livingstonassociates.net</a>	<a href="https://app.jobvite.com/login/login.html">https://app.jobvite.com/login/login. html</a>		11
Media Match USA				<a href="https://www.media-match.com/usa/?register=company">https://www.media- match.com/usa/?register=company</a>		2
Public Media Journalists						0
						0

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APPENDIX 2: RECRUITMENT SOURCE INFORMATION						Full-time Positions for Which This Source Was Utilized
Recruitment Source	Contact / Address	Phone Number	Email address	Web Site	Source of Hiree	
Recruiters			Examples Sarah Cady Informatics			0
Social Media: (Twitter, LinkedIn, Yahoo, FaceBook)			Twitter & Facebook: WFIU & WTIU Facebook Groups: NPR Station Social; PBS Social Hub; Public Media Women In Leadership; Yppublicmedia; Public Media Millennials Mizzoumafiareporters Public Media Journalists	EG., #thinkpublicmedia		12
Word of Mouth/IU Employee Referral/Internal Job Posting					11	0
Media Match USA				<a href="https://www.media-match.com/usa/?register=company">https://www.media- match.com/usa/?register=company</a>		2
TOTAL					19	1020
Other Media Source					1	
No Answer					2	
None of the Above					2	
GRAND TOTAL					24	