

**WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2025 to March 31, 2026**

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 period beginning April 1, 2025 through March 31, 2026 (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 were no full-time vacancies filled during this filing period.

*(Note: All Appendix 2 sources were used for all openings.
Sources listed come from those interviewed.)*

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 Mickaela Melvin Indiana Broadcasters Association Website PO Box 902 Carmel, IN 46082 317-508-0363 https://www.indianabroadcasters.org/careers/job-openings/	0	0
B Mickaela Melvin Indiana Broadcasters Association Job Fair Colts Gridiron Hall Indiana Farm Bureau Football Center 7001 W 56th St, Indianapolis, IN 46254 317-701-0084	0	0
C WVPE Website https://wvpe.org	0	0
D WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660	0	0
E https://www.applitrack.com/ElkhartIN/onlineapp/ Maggie Lozano Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5500	0	0
F Word of Mouth – Told in the interview they heard about the position from a Friend.	0	0
G Breanna Allen, Director Tolson Center 1320 Benham Ave Elkhart, IN 46516 574-359-7233 https://www.tolson.org/	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 \$5,000.
 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].

- 2. Encouraged staff to attend skills training programs listed below by position.**

Development Director

DATE	CLASS	SPONSOR
April 10	Development Meet Up	IPBS
May 8	Development Meet Up	IPBS
	Media Study	IBA
May 22	Underwriter Connect	Greater Public
June 12	Corporate Development	IPBS
October 2	Leading Through Change	IPBS
October 23	250 Celebration	IPBS

Business Account Manger #2

- 4/10/25: IPBS Meetup - IPBS
- 5/8/25: IPBS Meetup - IPBS
- 6/4/25: NPR Broadcast & Digital Audience Trends - NPR Studio
- 6/12/25: IPBS Meetup - IPBS
- 7/31/25: IPBS Virtual Conference - After Rescission, What Comes Next? - IPBS
- 8/14/25: IPBS Virtual Conference - 100 Shades of Red: The Flags of FCC Compliance - IPBS

Program Director

- 8/23-25/2025 Program Director Workshop at Public Media Content Conference
- 8/25/2025 Radio Ratings 101 at Public Media Content Conference
- 8/26-27/2025 Public Media Content Conference organized by Public Media Content Collective

3. **Anti-Harassment Training for All Staff:** Online training required for employees at Elkhart Community Schools, completed September 2025. Other training topics included Bullying, Title IX, De-Escalation and Bloodborne Pathogens.
4. **Hosting Two Job Fairs:** Partnered with the Indiana Broadcasters Association to co-host Job Fairs, one Monday, October 28, 2025 from 1:00-5:00 pm at Gridiron Hall at the Colts Training Center in Indianapolis, IN, and again March 28, 2026, also at the Colts Training Center over the same time-frame.
5. **Other Programs Designed to Promote Outreach Generally:** WVPE was a participating station with NPR's outreach efforts encouraging more journalists to consider public radio: <http://www.thinkpublicmedia.org/#intro>
6. **Student Training Program:** Teaching High School Audio/Video Production Classes to provide WVPE's HD channels daily audio weather/news breaks for broadcast.