

EEO Public File Report

Northeast Indiana Public Radio – WBNI/WBOI FM

April 1, 2015 – March 31, 2016

Full-Time Positions Filled						
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Reporter/Host	9/10/2014	4/12/2015	Corporation for Public Broadcasting Jobline	5	0
				Frost Illustrated	0	0
				Current Newspaper	0	0
				Current Online	0	0
				Public Radio Listserv	0	0
				Northeast Indiana Public Radio Website	1	1
				Northeast Indiana Public Radio Office posting	0	0
				Indiana Radio Watch	0	0
				Facebook	0	0
* See Attached List of Recruitment Sources for Contact Information						

[illegible]

[illegible]

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Energy and Environmental Reporter	10/5/2015	1/27/2016	Corporation for Public Broadcasting Jobline	2	1
				Current Newspaper	0	0
				Current Online	0	0
				Public Radio Listserv	0	0
				Northeast Indiana Public Radio Website	0	0
				Northeast Indiana Public Radio Office posting	0	0
				Indiana Radio Watch	0	0
				Facebook	0	0
				Personal Referral	0	0
				Indeed.com	0	0
				List of Additional Sources – See Section 2 Attached	0	0
	* See Attached List of Recruitment Sources for Contact Information					

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Corporation for Public Broadcasting Jobline	www.cpb.org/jobline	7	N
2	Frost Illustrated	3121 S. Calhoun Street Fort Wayne, Indiana 46807	0	N
3	Current Newspaper	www.current.org	0	N
4	Current Online	www.current.org	0	N
5	Public Radio Listserv	Pubradio@listserv.boisestate.edu	0	N
6	Northeast Indiana Public Radio Website	www.wboi.org	5	N
7	Northeast Indiana Public Radio Office posting	3204 Clairmont Court, Fort Wayne, IN 46808	0	N
8	Indiana Radio Watch	irw@well.ccsend.com	0	N
9	Facebook	Facebook.com/pages/wboi	0	N
10	Personal referral	Staff	2	N
11	Indeed.com	www.indeed.com	1	N

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Internship Program	Local university students acquire necessary skills for radio/media employment	Students from Indiana-Purdue University Fort Wayne (IPFW) and University of St. Francis have participated in the production of broadcast and online content.	Program Director: Katy Anderson
2	Ongoing	High School Internship Program-programs with educational institutions relating to career opportunities in broadcasting.	Area public school students experience working in public radio.	Students from Homestead and Northrup high schools in Fort Wayne have received training in audio production and journalism.	Program Director: Katy Anderson Producer: Julia Meek
3	Ongoing	Volunteer recruitment-participation in other programs designed to promote outreach generally	Promote general outreach through events, online, social media and on-air announcements.	Approximately 90 community volunteers support the stations in many different areas of operations throughout the year.	All station employees.
4	September 27, 2015	Community event to inform/educate members of the public relating to broadcasting opportunities -- Station Open House	An event to raise awareness of our stations, its role in the community, and the job functions of each staff position	Around 100 members of the community viewed our operation, met our staff, and discussed their roles in making station programming and operations possible.	All station staff

5	Ongoing	Community events that inform/educate members of the public relating to broadcasting opportunities	Develop collaborative projects with other local non-profit entities.	Maintain programs with the Fort Wayne Museum of Art, Science Central, IPFW, University of St. Francis, ARCH/Heritage Trail, and the Fort Wayne Philharmonic.	Program Director: Katy Anderson
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SECTION 2: RECRUITMENT SOURCE INFORMATION (additional sources for Energy and Environmental Reporter position)			
Recruitment Source	email address 1	email address 2	Web Site
AAJA A Asian American Journalists Association			http://www.aaja.org/membership/chapters/
ASIA Asia Ramy Inocencio, President	ramy_inocencio@hotmail.com		
AAJA Atlanta Jacqueline S Howard, President Media Coordinator CNN	jacqueline.s.howard@gmail.com;		
AAJA Chicago Erin Chan Ding Freelancer	erinchanding@gmail.com;	ssong@cbs.com;	
AAJA Denver Gil Asakawa, President Manger of Student Media, University of Colorado	gilasakawa@gmail.com;		
AAJA Florida Valerie Boey, President Reporter WOFL-TV (Fox 35)	valerie@boey.com;		
AAJA Hawaii Jason Ujbay, President Managing Editor, Hawaii Business	jason.ubay@gmail.com;		

SECTION 2: RECRUITMENT SOURCE INFORMATION (additional sources for Energy and Environmental Reporter position)			
Recruitment Source	email address 1	email address 2	Web Site
AAJA Los Angeles Henry Fuhrmann, President	henry.fuhrmann56@gmail.com;		
AAJA Michigan Anjana Schroeder, Presdient	anjanaschroeder@gmail.com;		
AAJA Minnesota Nancy Yang	nancy.c.yang@gmail.com		
AAJA New England Susan Choi, President Freelance Photojournalist	choi_susan@hotmail.com;		
AAJA New York Philip Yam, President online Managing Editor, Scientific American	pyam2006@gmail.com;		
AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal	vickyeckenrode@yahoo.com;		
AAJA Philadelphia Julie Shaw, President Reporter, Philidelphia Daily News	julie_shaw_ny@hotmail.com;		
AAJA Portland Nicole Dungca, President	ndungca@gmail.com;		

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AAJA Sacramento Sandy Louey, President	slouey@juno.com;		
AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News	donna.y.tam@gmail.com;		
AAJA Seattle	aajaseattle@gmail.com		
AAJA Texas Alanna Quillen, President Reporter, KTVE/KARD	alanna.quillen@gmail.com;		
AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Pilitico	seungmin.kim1@gmail.com;		
American University School of Communication			www.current.org
Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306			
AWC A Association for Women in Communications			

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AWC Chicago Chapter Karen Warlin, Chapter President	chicagoawc@gmail.com;		
AWC Des Moines Great Des Moines Chapter Kathy Holdefer, Membership	kholdefer@hotmail.com;		
AWC Detroit Chapter Laura Oliveto, President	info@womcomdetroit.org;		
AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President	rk hatch@ilstu.edu;		
AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President	akroberts@purdue.edu;		
AWC New Jersey Chapter	ybigornia@metlife.com;		
AWC Santa Barbara Chapter Lynn Jones	lynn@lynnkjones.com;		
AWC Seattle Chapter Eva Chiu	echiu@infoadvantage.com		
AWC Springfield Missouri Chapter Michele Kauffman, President	michele@a-v-p.com;		

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AWC Topeka Chapter Lauren Tice	lrtice@gmail.com;		
AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President	darakahnpeskin@gmail.com;		
Bethel AME Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon	laffoonministry@gmail.com		
Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405	bfca@indiana.edu;		
Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: mhedenskoog@fgfreedomforum.org			http://www.facebook.com/pages/Chips-Quinn-Scholars_Program/344506078926
Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600			www.cpb.org/jobline/listing
CSUN Latino Journalists	csunlatinojournalists@gmail.com;		
Freedom Forum Michelle Hedenskoog	mhedenskoog@freedomforum.org;		
Greater Public (formerly DEI)			http://www.deiworksite.org

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Hocking College Sheree Cunningham, Sr Employment Advisor 3301 Hocking Parkway Nelsonville, OH 45764 740-753-3591 Toll Free: 877462-5464 Fax 740-753-7065 cunningham: 740-753-7040	cunningham_s@hocking.edu;	tompkinsh@hocking.edu;	
Indiana Black Expo, Inc Tim Fisher 3145 N. Meridian St. Indianapolis In 46208 317-925-2702	tfisher@indianablackexpo.com;	communications@indianablackexpo.com;	
Indiana Broadcasters Association (INDBA) 3003 East 98th Street Indianapolis IN 46280 800-342-6276	INDBA@aol.com;		http://www.indianabroadcasters.org
Indiana Public Media/WTIU-WFIU			http://indianapublicmedia.org
Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361	Mculath@indiana.edu;	acc@indiana.edu;	
Indiana University - Asian Student Union	asu.indiana@gmail.com;		
Indiana University - Black Student Union Eric E. Williams, Advisor	ericwill@indiana.edu;		

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Indiana University - Human Resources (OLA) Employment Opportunities Web Site University Human Resources Services Poplars E165 Bloomington, IN 47405 812-855-2172			https://jobs.iu.edu/
Indiana University - International Latin American Student Association (ILASA) Indiana University Bloomington, IN 47405	ilasa@indiana.edu;		
Indiana University - Latino Graduate Student Association (LGSA)	lgsa@indiana.edu;		
Indiana University - Latinos Unidos of Indiana University (LUIU) Indiana University Bloomington, IN 47405	luiu@indiana.edu;		
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus Ochmaa Escue Bryan Hall 200 Bloomington, IN 47405 812-855-4613	oescue@indiana.edu	dema@indiana.edu	

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Indiana University - Purdue University at Indianapolis Office of Diversity, Equity & Inclusion (DEI) Karen Dace, PhD., Vice-Chancellor for Diversity Equity and Inclusion (DEI) 355 N Lansing Street AO110 Indianapolis IN 46202-2896 317-278-3820	kdace@iupui.edu		
Indiana University - Purdue University at Indianapolis Multicultural Success Center Khalilah Shabazz, Director Indianapolis, IN 46202 317-274-2815	shabazzk@iupui.edu		
Indiana University School of Journalism Marcia F. Debnam Career Advisor	mdebnam@indiana.edu ;		
Indianapolis Recorder Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143	Shannonw@indyrecorder.com ;	newsroom@indyrecorder.com ;	
IPBS	rogerrhodes1@msn.com ;		
IPBS Programming, Traffic, Operations Listserv	ipbs-traffic@googlegroups.com		

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IvyTech College	kanderso@ivytech.edu;		https://bloomington-ivytech-csm.symplicity.com/employers/index.php?_ksl=1&s=jobs&ss+jobs&mode=list
Journalismjobs.com			journalismjobs.com
LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174	lacasa@indiana.edu;		
List Net Job Jobs in Indiana website	listnetjob.com		
Maynard Institute Elizabeth Pinio, Contact 510-891-9202	epinio@miije.org;		http://miije.org.job
NAACP Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513	wavdlv@sbcglobal.net;		http://www.bloomington.in.us/~mcbnaacp/

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NABJ A National Association of Black Journalists			http://www.nabj.org/?page+joblistings
NABJ Ball State	ballstatenabj@gmail.com		
NABJ Chicago Kathy Chaney, President	kp_chaney@yahoo.com;		www.nabjchicago.org
NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH	cjonesmba@aol.com;		
NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216	felixhoover@sbcglobal.net;		

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NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)	gdabj@aol.com;		www.gdabj.com
NABJ Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807	vbthomas@cbs.com;		
NABJ IU NABJ Chapter India Jackson	indjack@indiana.edu		
NABJ Northwestern University Chapter Charles Whitaker, Advisor	c-whitaker@northwestern.edu;		
NABJ Joan (Pittman) Burcher Ohio University	pittmanc@ohio.edu	ks119707@ohio.edu;	
NABJ University of Illinois at Urbana-Champaign Chapter	nabjuofi@gmail.com;		

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NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor	dlseay01@louisville.edu;	ul.nabj@gmail.com;	
National Association of Hispanic Journalists contact: Nicole Chavez	nnicole.ch@gmail.com;		
National Association of Hispanic Journalists Washington DC Chapter	nahjdc@gmail.com;		
National Educational Telecommunications Association			http://www.netaonline.org/job.htm
National Television Academy of Television Arts & Sciences (NTA) 3487 Center Road Brunswick, OH 44212 Fax 330-220-7914	emmysuncst@aol.com;		http://jobbank.emmyonline.org/
NLGJA A National Lesbians and Gay Journalists Assn			
NLGJA Arizona Joe Hengemuehler, Chapter President	az@nlgia.org;		
NLGJA Arizona State University Robert Soares, Chapter President	asu@nlgia.org;		
NLGJA Boston Robert David Sullivan, Chapter President	boston@nlgia.org;		

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NLGJA California Northern California Chapter Maria De La O, Chapter Co-President	norcal@nlgia.org;		
NLGJA Chicago Sean Lewis, Chapter President	chicago@nlgia.org;		
NLGJA Columbia University Claire Pires, Chapter President	culgia@nlgia.org;		
NLGJA Georgia Holly Crenshaw, Chapter President	ga@nlgia.org;		
NLGJA Los Angeles Greg Hernandez, Chapter President	la@nlgia.org;		
NLGJA Minnesota Patty Mattern	mattern@umn.edu;		
NLGJA New York Patrick Henderson, Chapter President	ny@nlgia.org;		
NLGJA Northwestern University Sammy Caiola, Chapter-Co-President	nwu@nlgia.org;		
NLGJA Online Only Joe Mirabells, At-Large Chapter President	at-large@nlgia.org;		

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NLGJA Philadelphia Eric Walter, Chapter President	philly@nlgia.org ;		
NLGJA Washington, D.C. Curtis Tate, Chapter President	dc@nlgia.org ;		
Northwestern Medill-Northwestern Journalism Institute	medillcareerservices@northwestern.edu ;		http://medill-northwestern-csm.symplicity.com/employers
presswomen@aol.com	presswomen@aol.com ;		
Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board Public Broadcasting Service Alexandria, VA 22314-1698 703-739-5000			http://connect.pbs.org
Public Radio Assoc of Development Officers (PRADO)			PRADO-request@listserv.syr.edu ;
Public Radio in Mid-America (PRIMA) email job listing to dan skinner @WKSU	skinner@wksu.org		www.prima.org ; http://www.prima.org/about_PRIMA/job_listings.html
Public Radio Professionals (PubRad)	pubradio@lists.pubradio.org ;		
Public Radio Program Director's Association (PRPD)			http://prpd.org/topmenu/joblistings.aspx
Rose-Hulman Institute of Technology Kathy Kassissieh Asst. Director of Career Services 5500 Wabash Ave. Terre Haute, IN 47803 812-877-8652	kassissi@rose-hulman.edu ;		

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Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000			http://www.sbe.org
South Asian Journalists Association Washington, D.C. Amita Parashar	amita.parashar@gmail.com;		
South Asian Journalists Association Bay Area Diana Rohini LaVigne	lavigne@post.harvard.edu;		
South Asian Journalists Association New York Aseem Chhabra	chhabs@aol.com;		
South Asian Journalists Association Toronto Aparita Bhandari	aparita@gmail.com;		
ThinkTV	gmacknight@thinktv.org;		
TV Jobs Web Site TVJOBS Broadcast Employment Services	admin@tvjobs.com;		http://www.tvjobs.com