WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2020 to March 31, 2021

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 time period beginning April 1, 2020 through March 31, 2021 (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 accepted the job offer. 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 was 2 full-time vacancies filled during this filing period.

Sources for Morning Edition Host:
<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Telephone Number, Website, and Contact Person)</th>
<th>Total interviewed by source</th>
<th>Number of hires by source</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Corporation for Public Broadcasting Website 401 9th Street, NW Washington, DC 20004 Email: <a href="mailto:jobline@cpb.org">jobline@cpb.org</a> <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a></td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>D WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>F Word of Mouth – Told in the interview they heard about the position from a Friend.</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Sources for Reporter:
<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Telephone Number, Website, and Contact Person)</th>
<th>Total interviewed by source</th>
<th>Number of hires by source</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Corporation for Public Broadcasting Website 401 9th Street, NW Washington, DC 20004 Email: <a href="mailto:jobline@cpb.org">jobline@cpb.org</a> <a href="http://www.cpb.org/jobline/">http://www.cpb.org/jobline/</a></td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>C WVPE Website 2424 California Road Elkhart, IN 46514 574-262-5660 <a href="http://wvpe.org/employ.html">http://wvpe.org/employ.html</a></td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>D WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>I Facebook: Public Media “Millennials” Group <a href="https://www.facebook.com/groups/PublicMediaMillennials/">https://www.facebook.com/groups/PublicMediaMillennials/</a></td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>
### Appendix 2
**WVPE-FM, Elkhart, Indiana Annual EEO Public File Report**
*Covering the Period from April 1, 2020 to March 31, 2021*

#### All Recruitment Sources Used by Elkhart Community Schools / WVPE

<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Telephone Number, Website, and Contact Person)</th>
<th>Total by source in this period</th>
<th>Total full-time positions hired by source</th>
</tr>
</thead>
</table>
| A Corporation for Public Broadcasting Website  
401 9th Street, NW  
Washington, DC 20004  
Email: jobline@cpb.org  
[http://www.cpb.org/jobline/](http://www.cpb.org/jobline/) | 7 | 1 |
| B Sam Klemet  
Indiana Broadcasters Association Website  
3003 E. 98th Street, Ste 161  
Indianapolis, IN 46280  
317-573-0119  
[https://www.indianabroadcasters.org/jobs/](https://www.indianabroadcasters.org/jobs/) | 0 | 0 |
| C WVPE Website  
[http://wvpe.org/employ.html](http://wvpe.org/employ.html) | 1 | 0 |
| D WVPE On-Air Announcements  
2424 California Road  
Elkhart, IN 46514  
574-262-5660 | 5 | 1 |
| E [http://www.elkhart.k12.in.us/employment.php](http://www.elkhart.k12.in.us/employment.php)  
Cheryl Waggoner  
Elkhart Community Schools Website  
2720 California Road  
Elkhart, IN 46514  
574-262-5000 | 0 | 0 |
| F Word of Mouth – Told in the interview they heard about the position from a Friend. | 1 | 0 |
| G [https://www.k12jobspot.com/](https://www.k12jobspot.com/)  
Frontline Education  
1400 Atwater Drive  
Malvern, PA 19355 | 0 | 0 |
| H Facebook: Radio Women Rule the World Group  
[https://www.facebook.com/groups/1514423228769048/](https://www.facebook.com/groups/1514423228769048/) | 0 | 0 |
| I Facebook: Public Media “Millennials” Group  
[https://www.facebook.com/groups/PublicMediaMillennials/](https://www.facebook.com/groups/PublicMediaMillennials/) | 1 | 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 $1,500.
   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.
   c. Participation in the scholarship application evaluation process.

2. Maintains an Internship Program. WVPE works with the Audio/Video Production class at the
   Elkhart Area Career School to maintain an HD channel. In partnership with our blues music
   host, the students maintain WVPE’s 24 hour Blues Music Channel (HD3).
   http://live.str3am.com:2240/live

3. Encouraged staff to attend skills training programs listed below by position.

Account Executive’s Continuing Education/Enrichment Courses
April 09, 2020 “Grow With It...Not Go Through It” Webinar by Mark Germano Notre Dame
Non-Profit Fundraising ZOOM Series
April 27, 2020 “Greater Public Video Roundtable: Check-In with the Sales Opportunity Cohort”
Webinar
April 28, 2020 “What Stations Are Doing to Build Relationships With New Digital Audiences
During COVID-19” Webinar from Greater Public.
May 1, 2020 “Greater Public Video Roundtable: ‘CANCELED To Due Coronavirus’” Webinar
May 6, 2020 “ALL HANDS ON DECK: Directing and Leading Staff at a Moment of Crisis”
Webinar from Public Media Journalism Association
May 12, 2020 “Best Practices for Pitching Digital Media” Webinar from Greater Public
May 20, 2020 “Building Resilience - Small and Smart Stations” Webinar from Greater
Public/PMJA
June 16, 2020 “RESILIENCE OF REVENUE” Webinar by Greater Public/PMJA
July 15, 2020 “Leveraging ‘Grove’ for Sponsorship” Webinar from Greater Public
July 21, 2020 “The Six Types of American News Audiences: NPR/Station Background #14”
Webinar from NPR Member Stations
July 28, 2020 “Finding Success in the New Normal” Webinar from Greater Public
August 3, 2020 “NPR Election Coverage Overview: NPR/Station Background #15” Webinar
from NPR Member Stations
August 18, 2020 “The Great (Corporate Support) Pivot of 2020” Webinar from Greater Public
October 13, 2020 “A Conversation with NPR President and CEO John Lansing” from Indiana Public Broadcasting Stations Virtual Conference
October 21, 2020 “Greater Public Video Roundtable: Sales Opportunity & Best New Idea” Webinar from Greater Public
October 22, 2020 “Radio Programming in a Pandemic: How To Reach A Changing Audience” Webinar from IPBS
November 17, 2020 “Funraise Future Live Product Premiere” Webinar from Funraise.org
December 10, 2020 “Best Practices for Social Selling” Webinar from Greater Public
December 16, 2020 “Pubmetrics Fall 2020 + Elections Audience Trends” Webinar from NPR
December 22, 2020 “Greater Public Video Roundtable: Sales Opportunity & Best New Idea” Webinar from Greater Public
February 19, 2021 “Sales Opportunity Cohort: Best New Idea” Webinar from Greater Public
March 16, 2021 “Strike While the Iron’s Hot – Go Get the Order NOW!” Webinar from Indiana Broadcasters Association

**Promotion Director’s Continuing Education/Enrichment Courses**
April 21, 2020 "Coronavirus NPR/Member Station Backgrounder #6” Webinar from NPR
May 13, 2020 “Spring PubMetrics & Station Analytics” Webinar from NPR
June 9, 2020 “Facebook Trends: NPR/Station Backgrounder #11" Webinar from NPR
June 23, 2020 "Update on Broadcast Audience Ratings: April-May 2020" Webinar from NPR
June 24, 2020 "2020 & Beyond: On-Air Promotions" Webinar from NPR
June 29, 2020 "Digital Audience Trends | Racial Injustice Coverage" Webinar from NPR
July 15, 2020 "Leveraging ‘Grove for Sponsorship” Webinar from NPR
July 21, 2020 "The Six Types of American News Audiences: NPR/Station Backgrounder #14" Webinar from NPR
October 22, 2020 “Public Radio Multi-Platform Audience Trends and Ratings” Webinar from NPR
November 17, 2020 “NPR Grove CMS Update” Webinar from National Public Radio
February 4, 2021 “Video Roundtable: Tackling Events in 2021” Webinar from Greater Public

<table>
<thead>
<tr>
<th>Date</th>
<th>Webinar Title</th>
<th>Provider</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 9, 2021</td>
<td>Major and midsize donors</td>
<td>Greater Public</td>
</tr>
<tr>
<td>April 10, 2021</td>
<td>Giving Tuesday</td>
<td>Greater Public</td>
</tr>
<tr>
<td>April 15, 2021</td>
<td>Fundraising during a pandemic</td>
<td>Greater Public</td>
</tr>
<tr>
<td>April 16, 2021</td>
<td>Emergency planning</td>
<td>Notre Dame</td>
</tr>
<tr>
<td>April 27, 2021</td>
<td>Sales managers roundtable</td>
<td>Greater Public</td>
</tr>
<tr>
<td>May 6, 2021</td>
<td>Leading a staff at a moment of crisis</td>
<td>Greater Public</td>
</tr>
<tr>
<td>May 12, 2021</td>
<td>Social entrepreneurs</td>
<td>Notre Dame</td>
</tr>
<tr>
<td>May 19, 2021</td>
<td>What works and what doesn't work now</td>
<td>Notre Dame</td>
</tr>
<tr>
<td>May 20, 2021</td>
<td>Resilience small market stations</td>
<td>Greater Public</td>
</tr>
<tr>
<td>June 2, 2021</td>
<td>Shut down or shore up</td>
<td>Notre Dame</td>
</tr>
</tbody>
</table>
### Operations Director’s Education/Enrichment Courses

<table>
<thead>
<tr>
<th>Date</th>
<th>Name of Program, Webinar, Seminar, Class or Event</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>4/28/20</td>
<td>Coronavirus NPR/Member Station Backgrounder #7: SEO &amp; NPR One Best Practices</td>
<td>NPR</td>
</tr>
<tr>
<td>5/1/20</td>
<td>A Nonprofits Tool Kit for Dealing with COVID-19</td>
<td>Gregg S. Bossen, CPA PC, president of QuickBooks Made Easy for Nonprofits</td>
</tr>
<tr>
<td>5/6/20</td>
<td>ALL HANDS ON DECK: Directing and Leading Staff at a Moment of Crisis</td>
<td>Greater Public</td>
</tr>
<tr>
<td>7/21/20</td>
<td>Six Types of American News Audiences</td>
<td>NPR</td>
</tr>
<tr>
<td>8/4/20</td>
<td>Election 2020 webinar</td>
<td>NPR</td>
</tr>
<tr>
<td>8/11/20</td>
<td>Building Resilience: Diversity &amp; Inclusion: The Leadership Level</td>
<td>Public Media Journalists Association (PMJA)</td>
</tr>
</tbody>
</table>
4. All staff took Corporation for Public Broadcasting [CPB] mandated online job sensitivity training in August 2020.

WVPE currently employs 10 Full-Time staff; the station will complete 2 activities every 2 years.