

**WVUT-TV - WVUB-FM**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**APRIL 1, 2023 – MARCH 31, 2024**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WVUB-FM and WVUT-TV, Vincennes, Indiana and is required to be placed in the public inspection files of these stations, and posted on each station’s website.

The information contained in this Report covers the time period beginning April 1, 2023 to and including March 31, 2024 (the “Applicable Period”).

The FCC’s 2012 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).

**APPENDIX 1**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**COVERING THE PERIOD FROM APRIL 1, 2023 TO MARCH 31, 2024**  
**Stations Comprising Station Employment Unit: WVUB-FM and WVUT-TV**

Section 1: Vacancy Information

<b>Full-time Positions Filled by Job Title</b>	<b>Recruitment Source of Hiree</b>	<b>Total # of Interviewees from All Sources for This Position</b>
Multimedia Journalist	Vinu.edu	3
Underwriting Account Executive	SchoolJobs.com	3
Digital Content Producer	Verbal/VincennesPBS.org	2

**Total Number of Persons Interviewed During Applicable Period: 8**

**Multimedia Journalist:** 3 people were interviewed for this position. The person hired was referred by the job posting on the Vincennes University website: [vinu.edu](http://vinu.edu). 2 other candidates were interviewed, one being referred to us by Facebook posting linked to [VincennesPBS.org](http://VincennesPBS.org) website, and the other through LinkedIn.

**Underwriting Account Executive:** 3 people were interviewed for this position. The person hired was referred by SchoolJobs.com. Two other people interviewed were referred to the position through the Vincennes University's website and Indiana Career Connect.

**Digital Content Producer:** 2 people interviewed for this position. The person hired was referred verbally by a VU athletics employee and then given the [VincennesPBS.org](http://VincennesPBS.org) website posting. The other candidate found the job posting on [Vinu.edu](http://Vinu.edu).

**APPENDIX 2**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**COVERING THE PERIOD FROM APRIL 1, 2023 TO MARCH 31, 2024**  
**Stations Comprising Station Employment Unit: WVUB-FM and WVUT-TV**

**RECRUITMENT SOURCE INFORMATION – USED FOR ALL JOB POSTINGS**

<b>Recruitment Source</b>	<b>Number of Applications Received from Each Source</b>
VU Website – Vinu.edu	3
Higher Ed Jobs – HigherEdJobs.com	1
LinkedIn – LinkedIn.com	2
Indeed – Indeed.com	3
INSIGHT into Diversity – InsightintoDiversity.com	0
Indiana Career Connect – IndianaCareerConnect.com	3
SchoolJobs.com	4
VincennesPBS.org	2
WVUB.org	0
Indiana Broadcasters Association – indianabroadcasters.org	2
Indiana Public Broadcasting Stations – IPBS.org	4

**APPENDIX 3**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**COVERING THE PERIOD FROM APRIL 1, 2023 TO MARCH 31, 2024**  
**Stations Comprising Station Employment Unit: WVUB-FM and WVUT-TV**

**Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by WVUB-FM and WVUT-TV**

**1) Participation in Job Fairs:**

- a. WVUT-TV and WVUB-FM management participated in a face to face job fair hosted by the Indiana Broadcasters Association on October 2, 2023. This event in Carmel, Indiana allowed management the opportunity to discuss career opportunities in broadcasting and accept any available resumes.
- b. WVUT-TV and WVUB-FM management participated in a face to face job fair hosted by the Southwest Indiana Workforce Board on March 26, 2024 at the Knox County Indiana Economic Development Corporation headquarters. Management was able to engage attendees seeking employment and accept any available resumes for open positions, as well as future positions.

**2) Participation in Internship Program for Students Interested in Broadcasting:**

- a. WVUB-FM and WVUT-TV participated in the Vincennes University Broadcast Internship Program during the Spring '23 and Fall '23 semesters.

**3) Provision for EEO/nondiscrimination training to Management level Personnel:**

- a. During the Applicable Period, all station personnel, including management in charge of hiring, participated in webinars and educational training on harassment and diversity. This includes the Corporation for Public Broadcasting's annual Workplace Harassment training via Everfi, as well as diversity workshops and webinars hosted by Vincennes University.

**4) Listing of all upper-level job openings with a media trade group with broad-based membership:**

- a. All job openings were posted on the Indiana Broadcasters Association's website in the "employment opportunities" section. The mission of the IBA is to promote cooperation and understanding among broadcasters, as well as among businesses and other organizations associated with the broadcasting industry; to foster and promote the development of the art of broadcasting; to encourage and promote customs and practices which will be in the best interests of the

## **APPENDIX 3 – PAGE 2**

public and the broadcasting industry; and to act as a contact with other broadcasting associations.

### **5) Listing on Websites, Facebook and other Social Media Sites:**

- a. In addition to all other recruitment efforts, we take advantage of the numerous websites that provide free listings of jobs in broadcasting. These websites include but are not limited to:
  - i. Vinu.edu
  - ii. VincennesPBS.org
  - iii. WVUB.org
  - iv. IPBS.org
  - v. IndianaBroadcasters.org
  - vi. IndianaCareerConnect.com
  - vii. HigherEdJobs.com
  - viii. SchoolJobs.com
  - ix. LinkedIn.com
  - x. Indeed.com
  - xi. InsightIntoDiversity.com

### **6) Informal EEO Efforts:**

- a. WVUT-TV and WVUB-FM management once again hosted 5<sup>th</sup> graders from North Knox School Corporation on May 12, 2023. 102 students came through our studios for a hands-on field trip to learn about broadcasting, the different careers available, as well as the different positions utilized to run the stations, and skill sets needed to perform different position duties.
- b. WVUT-TV and WVUB-FM management once again hosted students from Springs Valley High School on October 11, 2023. A group of media students included some of the students who were a part of last year's tour. They commented they were eager to return. The students took a tour of our facility, complete with hands-on demonstrations of tasks associated with the radio and television stations. Station management was able to discuss with them career opportunities in broadcasting.
- c. WVUT-TV and WVUB-FM management frequently meet throughout the year with high school students who are interested in the VU Broadcasting academic program and provide them with tours of our facility. Station management also discuss with visiting students, and VU Broadcasting students, the different careers possible in broadcasting.



**INDIANA  
BROADCASTERS  
ASSOCIATION**

This certifies that

**WVUT-TV**

participated in the

**Fall 2023 Indiana Broadcasters  
Association Career Fair**

staged on Monday, October 2, 2023

The station named above contributed to the costs of the event, provided information on available jobs and internships in advance of the function for circulation to interested potential attendees, and promoted the event on-the-air. The station should consult their attorney for legal advice as to the extent to which participation in these activities qualify the station to meet FCC EEO requirements for non-vacancy specific outreach efforts.

This certificate of participation awarded October 2, 2023.

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**David H. Arland**

*Executive Director, Indiana Broadcasters Association*



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**David H. Arland**

*Executive Director, Indiana Broadcasters Association*

Id	Company / Organization Name:	Contact Name:	Contact Email Address:	Contact Phone Number:	from your company will f
1	KCARC	Elizabeth Hardin	[REDACTED]	[REDACTED]	5
2	Trilogy Health Services	Ariel Eck	[REDACTED]	[REDACTED]	2
3	Farbest Foods, Inc.	Gloria Santos-Lopez	[REDACTED]	[REDACTED]	2
→ 4	Good Samaritan Hospital	Morgan Newell	[REDACTED]	[REDACTED]	2
→ 5	Bechtel Construction Services	Red Morales	[REDACTED]	[REDACTED]	2
6	Futaba Indiana of America, Corp. (FIA)	Jessica Flynn	[REDACTED]	[REDACTED]	2
7	Surge Staffing	Cristina Beniquez	[REDACTED]	[REDACTED]	2
8	Knox County Health Dept	Morgan Arnold	...	[REDACTED]	2
9	Sevita Health: Bridges of Indiana	Shae Smith	[REDACTED]	[REDACTED]	3
10	Vincennes YMCA VanGo	Ed Yochum	[REDACTED]	[REDACTED]	2
11	Fox Ridge Manor	Sarah Mckinney	[REDACTED]	[REDACTED]	2
12	Vincennes PBS WVUT & WVUB-FM	Nichole Carie	ncarie@vinu.edu	812-888-5283	2
13	TYGART Contracting	Arianna O'Dell	[REDACTED]	[REDACTED]	2
14	WorkOne Southwest	Nancy	[REDACTED]	[REDACTED]	