

WFWA(TV)
EEO PUBLIC FILE REPORT
April 1, 2025 - March 31, 2026

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The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the FCC's 2002 Equal Employment Opportunity Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WFWA - Fort Wayne Public Television, Inc. (PBS Fort Wayne) and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this report covers the time period beginning April 1, 2025 to and including March 31, 2026.

The attached form has been designed to provide the information required by FCC's 2002 EEO Ruling. The applicable section for each area is noted as well as the originating form, which contains this information in detailed:

1. A list of all full-time vacancies filled by WFWA-Fort Wayne Public Television, Inc. during the applicable period - Section 1
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person (if applicable) telephone number and e-mail address (if applicable) ("Recruitment Source Information" form) - Section 2
3. The recruitment source that referred the hiree for each full-time vacancy ("Full-Time Vacancy List" form) - Section 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 ("Recruitment Source Information" form) - Section 2
5. A list and brief description of the initiatives undertaken - Section 3

For purposes of this report, a vacancy is deemed "filled" not when the offer was extended, but by when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

The information contained in this Public File Report for the period of April 1, 2025 to March 31, 2026 is truthful and accurate to the best of my knowledge.



Edward Leon, President and CEO

SECTION 1 – FULL-TIME VACANCY LIST

April 1, 2025 – March 31, 2026

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
General Manager, President & CEO	13	#1, #2, #3, #4, #5	#3

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
Controller	10	#1, #2, #4, #5	#4

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
Corporate Development Director	6	#1, #2, #4, #5,	#4

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
Membership Operations Manager	10	#1, #2, #4, #5	#4

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
Director of Development	5	#1, #2, #4, #5, #6, #7	<i>Not Yet Filled – Position Available</i>

Job Title	Total # Interviewed	Recruitment Source*	Hired Source
Associate Video Producer	11	#1, #2, #4, #5, #6, #7	<i>Not Yet Filled – Position Available</i>

**All sources were sent job opening information*

***Does not include part-time positions*

SECTION 2 – RECRUITMENT SOURCE INFORMATION

April 1, 2025 – March 31, 2026

Recruitment Source ID #	Recruitment Source and Contact Information	Source entitled to notice? Yes or No	How was notice sent, if used?	Total Number of Interviewees Referred
1	PBS FORT WAYNE <i>Internal Transfers or Notification Emails</i> 2501 E. Coliseum Blvd, Fort Wayne, IN 46805, (260) 484-8839	No	Email	0
2	PBS FORT WAYNE <i>Website Listing</i> 2501 E. Coliseum Blvd, Fort Wayne, IN 46805, (260) 484-8839	No	Posted	0
3	Outsourced Recruitment Firm Livingston Associates (410) 243-1974	No	Email	13
4	Indeed – PBS Fort Wayne Account	No	Posted	42
5	LinkedIn – PBS Fort Wayne Account	No	Posted	0
6	Indiana Broadcasters Association Indiana Broadcasters Association P.O. Box 902, Carmel, IN 46082 Dave Arland: 317-701-0084	No	Posted	0
7	Handshake Handshake.com – Employer Account	No	Posted	0

SECTION 3 – RECRUITMENT INITIATIVES

April 1, 2025 – March 31, 2026

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in at least four job fairs every two years (2 per year) by station personnel who have substantial responsibility in the making of hiring decisions.	<p>PBS Fort Wayne participated in the following job fairs, which included posting of station job openings to the PBS Fort Wayne website, on-air promotion of the Indiana Broadcaster Association Job Fair, and responding to job seekers.</p> <ol style="list-style-type: none"> 1. Fall 2025 Indiana Broadcasters Association Career Fair Tuesday, October 28, 2025, 10:00 am to 5:00 pm 7101 West 56th St. Indianapolis, IN 46254 Participant: Ed Leon, President & CEO 2. Spring 2025 Indiana Broadcasters Association Career Fair Saturday, March 28, 2025, 10:00 am to 5:00 pm 7101 West 56th St. Indianapolis, IN 46254 Participant: Ed Leon, President & CEO
2	Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment.	<p>Facilitated an unpaid educational internship for two college students from August 2025-November 2025 and February 2026-May 2026.</p> <p>Upon completion, both interns received college credit at Saint Francis University. The internship program offers comprehensive training and exposure to not only Production, but also multiple departments, providing interns with valuable hands-on experience.</p> <p>As we continue to expand the program, we anticipate bringing on interns regularly for college students who are interested in a career in broadcasting.</p>
3	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast	<p>PBS Fort Wayne conducted 4 community outreach events to educate community members and high school students about the inner workings of a broadcast television station and potential careers in broadcasting. The events took place at WFWA</p>

	<p>employment issues, including conventions, career days, workshops, and similar activities.</p>	<p>and featured a tour of the station’s operational systems and then a discussion with station personnel from various job disciplines about the career paths needed in those areas.</p> <ol style="list-style-type: none"> 1. EVENT: Thursday, January 30, 2025: The FW Engineers’ Club toured the facility and several of the engineers brought their school age nieces/nephews. Discussion included careers in broadcasting away from the camera and behind the scenes. 2. EVENT: Monday, February 10, 2025: High school students from Huntington North High School, freshmen to seniors, toured the facility and got Q&A time with a couple of our producers/directors about their career path and what to study. 3. EVENT: Tues. March 18, 2025: Two groups of home school students (Middle School-High School) from the Northeast Indiana Home School Association toured the station and studio and got Q&A time and educational guidance with producer/directors. Each group had 20 students each, plus parents. 4. EVENT: Thursday, April 10, 2025: Students from the Homeschool Association in Dekalb, Steuben, Noble and Lagrange Counties toured the station and studio and got Q&A time and educational guidance with producer/directors. There were 22 students in all, plus parents.
<p>4</p>	<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>Management training focusing on general employment law, EEO, including discrimination in hiring and Title VI. This was held on March 20, 2026 and conducted by a local HR Outsourcing Firm, Hope Advising.</p>

EQUAL OPPORTUNITY

PBS Fort Wayne (Fort Wayne Public Television, Inc) is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. PBS Fort Wayne strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, sex, national origin or any other characteristic protected under applicable federal, state, or local law.

All PBS Fort Wayne employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

All employees are expected to comply with PBS Fort Wayne's Equal Employment Opportunity Policy. Managers and supervisors who are responsible for meeting business objectives are expected to comply fully with PBS Fort Wayne's equal employment opportunity policy.

Employee suggestions, problems, or complaints regarding alleged violations of this policy should be reported to your supervisor or President & CEO immediately.

COMMUNITY REPRESENTATION STATEMENT

The Communications Act requires the Corporation for Public Broadcasting (CPB) to support content and collaborations for unserved and underserved audiences that educate, inform, inspire, and entertain, and to make public media's content available for free to rural and urban audiences throughout the United States. Locally owned and operated public media stations are uniquely connected to America's communities and positions to reflect and serve communities with different needs and perspectives.

CPB encourages stations to continue to reflect and include their communities in station employment, membership on boards primarily responsible for station governance, community advisory boards (if required) and to provide educational, informational, and cultural content that meets the needs of the community populations they serve. Station activities and practices in support of these objectives must be consistent with the Equal Employment Opportunity provisions and with other applicable federal and state laws.

The following statement affirms this ongoing commitment:

Fort Wayne Public Television, Inc. (PBS Fort Wayne, PBS FW) is committed to fairness, integrity, and the utmost care in its governance, operations, and community relationships. This commitment is central to the station's public service mission of providing responsive, relevant, and impactful programs and services to the northeast Indiana community. By integrating different perspectives, PBS FW contributes to a strong civil society and active community life.

PBS FW values a broad range of backgrounds, experiences, and perspectives for its boards, staff, volunteers, and all candidates for employment. We strive to create an environment where all individuals feel respected, valued, and supported. To ensure this, we uphold the following practices:

- Actively seek qualified candidates from a broad range of media and various outreach efforts
- Regularly review recruitment processes to prevent discrimination in all forms
- Support employee growth through consistent communication and development opportunities
- Enforce a zero-tolerance policy toward harassment
- Provide training for all staff members
- Value and respect the unique perspectives of every employee
- Undertake local programming that reflects the interests and needs of the communities we serve
- Use technology to bridge the gap and provide equitable access to our content

PBS FW envisions being a vital community partner, continuously enhancing the quality of life in the region. We honor the unique backgrounds and perspectives of our employees, volunteers, and the audiences we serve.

SEXUAL HARASSMENT POLICY

All PBS Fort Wayne employees, other workers, and representatives [(including vendors/patients/customers/subscribers/clients and visitors)] are prohibited from harassing employees and other covered persons based on that individual's sex, regardless of the harasser's sex. Sexual harassment means any harassment based on someone's sex. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex), as well as any unwelcome sexual advances or requests for sexual favors or any other conduct of a sexual nature, when any of the following is true:

- Submission to the advance, request, or conduct is made either explicitly or implicitly a term or condition of employment.
- Submission to or rejection of the advance, request, or conduct is used as a basis for employment decisions.
- Such advances, requests, or conduct have the purpose or effect of substantially or unreasonably interfering with an employee's work performance by creating an intimidating, hostile, or offensive work environment.

PBS Fort Wayne will not tolerate any form of sexual harassment, regardless of whether it is:

- Verbal (for example, epithets, derogatory statements, slurs, sexually related comments or jokes, unwelcome sexual advances, or requests for sexual favors).
- Physical (for example, assault or inappropriate physical contact).

- Visual (for example, displaying sexually suggestive posters, cartoons, or drawings, sending inappropriate adult-themed gifts, leering, or making sexual gestures).
- Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, X (formerly Twitter), Instagram, Snapchat, etc.).

This list is illustrative only and not exhaustive. No form of sexual harassment will be tolerated. Harassment is prohibited both at the workplace and at employer-sponsored events. Additionally, any employee who has knowledge of behavior that could be construed as sexual harassment is required to report the conduct to the supervisor or President & CEO.

A prompt, thorough and impartial investigation of all complaints will be conducted as quickly as possible (confidentiality will be maintained to the extent possible without hindering the thoroughness of the investigation). After completion of the investigation, any employee of PBS Fort Wayne who has been found to have harassed another employee under the guidelines outlined in this policy will be subject to disciplinary action up to and including termination.

All employees should take special note that, as stated above, retaliation against an individual who has complained about sexual harassment and retaliation against persons for cooperating with an investigation of sexual harassment complaint is unlawful and will not be tolerated at PBS Fort Wayne.

HARASSMENT AND COMPLAINT PROCEDURE

PBS Fort Wayne's anti-harassment policy applies equally to harassment based on an employee's race, color, religion, sex, national origin or any other characteristic protected under applicable federal, state, or local law. Such harassment often takes a similar form to sexual harassment and includes harassment that is:

- Verbal (for example, epithets, derogatory statements, slurs, derogatory comments, or jokes).
- Physical (for example, assault or inappropriate physical contact).
- Visual (for example, displaying derogatory posters, cartoons, or drawings, or making derogatory gestures).
- Online (for example, derogatory statements or sexually suggestive postings in any social media platform including Facebook, X (formerly Twitter), Instagram, Snapchat, etc.).

This list is illustrative only, and not exhaustive. No form of harassment will be tolerated. Harassment is prohibited both at the workplace and at employer-sponsored events.

If you are subjected to any conduct that you believe violates this policy, you must promptly speak to, write, or otherwise contact your supervisor or President & CEO as soon as possible after the offending conduct.

Your complaint should be as detailed as possible, including the names of all individuals involved and any witnesses. PBS Fort Wayne will directly and thoroughly investigate the facts and

circumstances of all claims of perceived discrimination and will take prompt corrective action, if appropriate. Additionally, any manager or supervisor who observes discriminatory conduct must report the conduct to their direct supervisor or President & CEO so that an investigation can be made and corrective action taken, if appropriate.