

## EEO PUBLIC FILE REPORT

APRIL 1, 2023 – MARCH 31, 2024

1. Full-time vacancies filled during preceding year:  
Media Traffic Specialist  
Multi-Media Producer (not filled – current employee decided to remain at WNIN)  
Multi-Media Producer
2. See attached list of recruitment sources used to fill each vacancy. The same list was used to fill all the above vacancies. Certain sources are more specific to some specialized types of openings, and all sources may not have been used each year (noted on list).
3. Recruitment source of each person hired and recruitment source for each person interviewed for full-time vacancies:
  - Media Traffic Specialist – filled April 2023 – person hired was referred by a posting on Indeed. This was the only applicant interviewed, as this was the only applicant with relevant experience.
  - Multi-Media Producer – position closed October 2023 – the position was closed due to the current employee deciding to remain employed with WNIN, and it was not filled with a new employee. No applicants were interviewed at the time it was closed.
  - Multi-Media Producer – position filled March 2024 – person hired was referred by a posting on the WNIN website. 2 others were interviewed, one referred by a posting on Indeed, the other referred by a posting on the WNIN website.
4. A total of 4 people were interviewed for the above 2 full-time vacancies that were filled during the period. The number of interviewees referred by each recruitment source is as follows. Resumes were also received that had been referred by a number of other sources used for posting the openings, including the University of Southern Indiana Career Services, Ivy Tech Career Services, Michigan State University Career Services, Ball State University Career Services, Google search of broadcasting jobs, a former WNIN employee applied for 1 position, various social media postings including Facebook, and others.  
  
2 – Indeed.com  
2 – WNIN website
5. Recruitment initiatives undertaken by WNIN during this period:
  - WNIN participated in a job fair at the University of Evansville on February 6, 2024. WNIN's Vice President of Finance and Administration attended the fair and spoke with attending students about internships and employment opportunities, many who are majoring in communications and visual communications. Students attending the university come from a variety of diverse backgrounds, including a number of international students.
  - WNIN participated in 2 fairs at the University of Southern Indiana on September 19, 2023 and February 20, 2024. These career fairs were well attended by students, including many 1<sup>st</sup> and 2<sup>nd</sup> year students seeking information about future internship opportunities once they are further in their studies. Our Vice President of Finance and

Administration attended both fairs, speaking with many students primarily about internships. We are looking to hire 1 or more students as summer interns.

- WNIN participated in a career fair at Ivy Tech Community College on February 21, 2024. The college has a strong visual communications program, with many students seeking internships. Our Vice President of Finance and Administration attended the fair and spoke with a number of students about a Multi-Media Producer position that was open and future internships in multi-media production and engineering.
- WNIN participated in a career fair at the Southern Indiana Career and Technical Center on November 1, 2023. This was geared towards Junior and Senior high school students seeking internships and future employment in specific fields including broadcasting, broadcast engineering, journalism, and TV/Radio. The school has a Radio/TV program and students operate a Radio station from the school. Our Vice President of Finance and Administration, and Vice President of Radio attended the fair, speaking to students about internships at WNN. We hired a student recruited from the fair for a Radio reporting internship for the spring semester 2024.
- WNIN participated in a career fair at Reitz Memorial High School on February 6, 2024. Students from all grade levels attended the fair at staggered times, allowing students to talk with employers about future employment opportunities in fields they are interested in, and to learn more about our organizations and work we do. WNIN's Vice President of Finance and Administration attended the fair.
- Establishment of an internship program. WNIN works with a number of students each year who complete internships in a variety of work areas. Participating students are from local and regional colleges and universities, and high school seniors from the Southern Indiana Career and Technical Center. The internships span all semesters, spring, summer and fall, and our interns were part of their school's formal internship programs. College students worked at least 150 hours, and all students received credit for their internships. Over the past year WNIN had 4 interns, including 2 current interns. These include 3 high school students from the Southern Indiana Career and Technical Center in Radio/TV production and as a Radio Reporter, and 1 who attended the University of Southern Indiana working in Digital production. We are currently recruiting students for internships in the summer and fall of 2024 in all areas.
- On June 15, 2023, 15 high school students and several teachers from Sycamore Services toured WNIN and received hands on experience in TV production as part of their summer program. Sycamore Services assists individuals with disabilities to obtain employment in the community. Working with WNIN's production team, the students each recorded a script that they had prepared prior to the session. WNIN production staff edited the video for them to take back with them, and the final product included a recording of each student.
- WNIN participated in Job Spark sponsored by Junior Achievement on October 24 and 25, 2023. Our Vice President of Finance and Administration was the Co-Leader of the Business & Communications cluster (1 of 8), working with volunteers from a number of

other local businesses. Per reported data from Junior Achievement, 4,236 eighth and ninth grade students from 41 schools participated in 120 activities in 8 career cluster groups. These were interactive hands-on activities that helped students learn about potential future careers and the education and training requirements for different careers. Our cluster included 14 activities with several tied to Broadcasting, Digital / Social Media Production, and Radio careers. A website platform with related information was also available to students and teachers following the event.

- WNIN participated in a Speed Networking Event at the University of Evansville on March 20, 2024 in honor of National Disability Awareness Month. 12 employers participated, including WNIN's Vice President of Finance and Administration, interviewing each student on an individual basis. 21 students participated, with several interested in Media, Production, and Broadcast related careers. She was able to educate them on job and internship opportunities at WNIN and in public media. Many of the students have watched WNIN-TV and listened to WNIN's Radio station.
- WNIN staff participated in ongoing job training. Many employees attend local seminars and training opportunities, including web-based, to further develop their skills and job performance, as well as develop skills to perform other jobs of interest to them. Indiana Public Broadcasting Stations, a statewide organization that includes all public media TV and Radio stations in Indiana as members, held a 2-day state conference August 1 & 2, 2023. 9 of WNIN's staff from all areas participated and attended numerous professional development sessions. Several staff also attended and participated in public media annual conferences including Public Media Business Association (PMBA), Public Media Development and Marketing Conference (PMDMC), PBS Annual Conference, and Public Radio Program Directors (PRPD). Many staff also participated in other virtual training opportunities related to their work.
- WNIN has a website to promote all aspects of our operations. All job openings and announcements are posted on our website.

**e-mail list:**

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[HRC@evansville.in.gov](mailto:HRC@evansville.in.gov)

Autumn Dickerson (812-436-4927)

City-County Human Relations  
Commission

Civic Center Complex, Room  
209

1 NW Martin Luther King, Jr.  
Blvd.

Evansville, IN 47708-1833

Fax: 812-436-4929

[careercenter@bsu.edu](mailto:careercenter@bsu.edu)

765-285-1522

Ball State University

Career Center

Lucina Hall, Room 220

Muncie, IN 47306

Fax: 765-285-3757

May also post direct:

bsu.edu\students\careers\employ  
ers\login\.

Christopher Johnson

[cjohnson228@ivytech.edu](mailto:cjohnson228@ivytech.edu)

Ivy Tech Community College

Career Services

3501 First Ave.

Evansville, IN 47710

Fax: 812-429-9813

Have jobzone (job listings line)

[jan.goldman@kctcs.edu](mailto:jan.goldman@kctcs.edu)

270-852-8158 Jan Goldman

Owensboro Comm. College

4800 New Hartford Rd.

Owensboro, KY 42303

[dd-schmitt@wiu.edu](mailto:dd-schmitt@wiu.edu)

Dawn Schmitt (309-764-2400)

WQPT-TV 24

3300 River Drive

Moline, IL 61265

[maupperle@wnit.org](mailto:maupperle@wnit.org)

Mary Aupperle 574-675-9648

WNIT

300 W. Jefferson Blvd.

South Bend, IN 46601

[kwatson@vinu.edu](mailto:kwatson@vinu.edu)

Kevin Watson (812-888-4501)

WVUB-FM

Vincennes University

1200 N. 2<sup>nd</sup> Street

Vincennes, IN 47591

Fax: 812-888-4347

[slfifer@usi.edu](mailto:slfifer@usi.edu)

[career@usi.edu](mailto:career@usi.edu)

Stephanie Fifer 812-464-1865

University of Southern Indiana

Career Services & Placement

8600 University Blvd

Evansville, IN 47712

Fax: 812-464-1960

[nicole@wgl.org](mailto:nicole@wgl.org)

Nicole Welsh 309-438-2255

WCBU-FM

Bradley University

1501 W Bradley Ave.

Peoria, IL 61625

[humanresources@wfw.org](mailto:humanresources@wfw.org)

Tom Theard (260-484-8839)

WFWA PBS-39

2501 E. Coliseum Blvd.

Ft. Wayne, IN 46805

[kwatson@vinu.edu](mailto:kwatson@vinu.edu)

Kevin Watson 812-888-4501

WVUT-TV 22

1200 N 2<sup>nd</sup> St.

Vincennes, IN 47591

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(812) 426-1311

NAACP

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Fax: (812) 962-9452

[vallen@ulofnwi.org](mailto:vallen@ulofnwi.org)

Vanessa Allen (219-887-9621)

Urban League of NW Indiana

3101 Broadway

Gary, IN 46408

[information@lul.org](mailto:information@lul.org)

Anita McGruder (502-561-

6830)

Louisville Urban League

1535 West Broadway

Louisville, KY 40203

[jobs@tvjobs.com](mailto:jobs@tvjobs.com)

Broadcast Employment Services

Mark Holloway (800) 374-0119

P. O. Box 4116

Oceanside, CA 92052

[ipr@bsu.edu](mailto:ipr@bsu.edu)

Indiana Public Radio

Andrea Lutz, Admin.

Coordinator (765) 285-1249

Ball State University

Muncie, IN 47306

Oakland City University

Campus Life Office

Oakland City, IN 47660

Alexis Rusch (812-749-1394)

[arusch@oak.edu](mailto:arusch@oak.edu)

Fax # 812-749-1420

Carver Community Organization

[dwagner@carverorg.org](mailto:dwagner@carverorg.org)

David Wagner 812-423-2612

400 S. E. Eighth Street

Evansville, IN 47713

Fax: 812-423-6941

[ginger@mediamix1.com](mailto:ginger@mediamix1.com)

812-473-0600 Ginger Happe

Media Mix Advertising

4630 Bayard Park Drive

Evansville, IN 47714

**IPBS – [bsams@ipbs.org](mailto:bsams@ipbs.org)**

Barbara Sams – contact

**PMBA – [info@pmbaonline.org](mailto:info@pmbaonline.org)**

post directly on their website in  
job portal

**Posting on Their Site:**

<http://www.cpb.org/user>

Post on CPB jobline

CPB

401 Ninth St., NW

Washington, DC 20004

(202) 879-9767

User & PW: on file

IN Dept. of Workforce Dev.  
700 E. Walnut  
Evansville, IN 47712  
Post on [Indianacareerconnect.com](http://Indianacareerconnect.com)  
User: on file  
PW: on file  
Click post a job, add a new job  
Phone: 812-424-4473  
Fax: 812-421-3189

[Indeed.com](http://Indeed.com) – free posting (when you confirm click on post a job without sponsoring).  
Login – on file  
Password – on file

**Handshake:**

Online job posting web portal used by colleges for employers to recruit students. Requests sent to each school that has agreed to be notified, the school must approve posting for each opening. Sometimes a particular job posting is denied by a school due to its relevance to that school's students.  
Login – on file  
PW – on file

Schools using handshake:

1. Brescia University
2. Indiana State University
3. Indiana University – Bloomington
4. Indiana University East
5. Indiana University – Kokomo
6. Indiana University – Northwest

7. Indiana University – South Bend
8. Indiana University – Southeast
9. Kentucky State University
10. Michigan State University
11. Southern Illinois University – Carbondale
12. The Craig Newmark Graduate School of Journalism at CUNY
13. The University of Michigan
14. University of Evansville
15. University of Illinois Urbana-Champaign
16. University of New Hampshire
17. Western Kentucky University

\*\* Also use industry & trade sources

As needed for specific openings – EX: AAF (u/w sales), SBE (engineering)

**Did not use these due to no openings for these positions.**

**WNIN Internal Postings:**

1. Webmaster post on WNIN website
2. Post internally at WNIN on breakroom bulletin board
3. Post on WNIN's social media pages – facebook, twitter, instagram

**Publications to run paid ads if needed:**

4. Current Newspaper
  5. Evansville Courier – monster.com (online)
- Did not use these 2 sources (no paid recruitment used)**