

EEO PUBLIC FILE REPORT

APRIL 1, 2025 – MARCH 31, 2026

1. Full-time vacancies filled during preceding year:
Audio/Visual Producer & Content Creator
** Major Gifts Officer position was open on April 1, 2025 - job opening was closed (unfilled) and Decision was made to eliminate position 9/30/25 due to budget cuts)
2. See attached list of recruitment sources used to fill each permanent full-time position. 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:
 - Audio/Visual Producer & Content Creator – position filled March 2026 – person hired was referred by a notification of a job match on LinkedIn. 3 others were interviewed, 2 referred by a posting on the WNIN website, and 1 referred by a posting through Ivy Tech Community College career services.
4. A total of 4 people were interviewed for the above full-time vacancy that was filled during the period. The number of interviewees referred by each recruitment source is as follows. Resumes were also received from other sources used for posting the opening including the University of Southern Indiana career fair, LinkedIn, University of Evansville career services, the Director of Broadcast at WVJC, Indeed, a WNIN employee notified a candidate of the opening, former WNIN employee applied, and the WNIN website.

1 – Notification of a job match on LinkedIn
2 – WNIN website
1 – Ivy Tech Community College career services
5. Recruitment initiatives undertaken by WNIN during this period.
 - WNIN participated in a job fair at the University of Evansville on February 3, 2026. WNIN's Vice President of Finance and Administration attended the fair and spoke with attending students about internships and employment opportunities, many of whom are majoring in visual communications, communications, and other relevant fields.
 - WNIN participated in 2 career fairs at the University of Southern Indiana on September 24, 2025 and February 18, 2026. These career fairs were well attended by students, including many 1st and 2nd 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, and the job opening listed above. A current WNIN intern also spoke highly of interning at WNIN to other students. We are looking to hire 1 or more students as summer interns. We also participated in an Arts, Culture, and Community Services Career Fair on March 3, 2026, geared towards students majoring in these areas. Fewer students attended and there was an opportunity to speak more in-depth with attendees about career opportunities.

- WNIN participated in a career fair at the Southern Indiana Career and Technical Center on November 14, 2025. 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 attended the fair, speaking to students about internships at WNIN.
- 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 local schools. The internships span all semesters, spring, summer and fall, and our interns were part of their school's formal internship programs, with students receiving credit for their internships. Over the past year WNIN had 5 interns, including 1 current intern. These include 2 high school students from the Shepherd Academy in TV production, a Radio journalism intern from Indiana University, 2 corporate support interns with 1 from the University of Evansville and 1 from the University of Southern Indiana. We are currently recruiting students for internships in the summer and fall of 2026 in all areas.
- On April 24, 2025, 27 students from Tell City High School's TV/Radio program toured WNIN. They learned about local TV employment/career opportunities, what courses to take in college to prepare for a media career; and about which equipment our TV production staff use to produce and edit content. Staff discussed how we create local programs from idea inception, and also included information on Radio.
- On May 8, 2025, 10 students in the broadcasting class at North Posey High School toured WNIN. While here they spent time in our TV and Radio studios, and had the opportunity to record some spots to air.
- WNIN participated in Job spark sponsored by Junior Achievement on October 28 & 29, 2025. Our Vice President of Finance and Administration was the Co-Leader of the Business & Communications cluster (1 of 9), working with volunteers from a number of other local businesses. Per data reported from Junior Achievement, over 5,100 eighth grade students from 63 schools participated in 100 activities in 9 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 8 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 4, 2026 in support of National Disability Awareness Month. 12 employers participated, including WNIN's Vice President of Finance and Administration, interviewing each student on an individual basis. 9 students participated, with several interested in Media, Production, and Accounting careers. She was able to educate them on job and internship opportunities at WNIN and in public media, including support staff roles (i.e. Finance, her area).

- WNIN's Vice President of Content (formerly Vice President of Radio) is a member of the Wabash Valley College Department of Broadcasting Advisory Board. This group mentors and works with students in the college's broadcast program, including job experience and career opportunities in their field.
- WNIN staff participated in ongoing job training. Employees often attend local seminars and training opportunities, including virtual opportunities, 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 as members, held an 8 week series of virtual professional development sessions. These sessions included a number of speakers on a different topic each week, relevant to many areas of public media work, and available to all station staff to attend. Several staff also attended and participated in public media conferences including Public Media Business Association (PMBA), PBS Annual Conference, and NETA conference (virtual and open to all staff).
- WNIN has a website to promote all aspects of our operations. All job openings and announcements are posted on our website.

e-mail list:

adickerson@evansville.in.gov

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

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\employers
\login\.

Career Services

evansville-careerlink@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@ketcs.edu

270-852-8158 Jan Goldman

Owensboro Comm. College

4800 New Hartford Rd.

Owensboro, KY 42303

dd-schmitt@wiu.edu

Dawn Schmitt (309-764-2400)

WQPT-TV 24

3300 River Drive

Moline, IL 61265

maupperle@wnit.org

Mary Aupperle 574-675-9648

WNIT

300 W. Jefferson Blvd.

South Bend, IN 46601

kwatson@vinu.edu

Kevin Watson (812-888-4501)

WVUB-FM

Vincennes University

1200 N. 2nd Street

Vincennes, IN 47591

Fax: 812-888-4347

slfifer@usi.edu

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

mmboehn@ilstu.edu

Melissa Libert 309-438-2255

WCBU-FM

Bradley University

1501 W Bradley Ave.

Peoria, IL 61625

humanresources@wfw.org

Tom Theard (260-484-8839)

WFWA PBS-39

2501 E. Coliseum Blvd.

Ft. Wayne, IN 46805

kwatson@vinu.edu

Kevin Watson 812-888-4501

WVUT-TV 22

1200 N 2nd St.

Vincennes, IN 47591

Fax: 812-888-4347

Geraldarnold1992@yahoo.com

(812) 426-1311

NAACP

Reverend Gerald Arnold

P.O. Box 555

Evansville, IN 47704-0555

Fax: (812) 962-9452

vallen@ulofnwi.org

Vanessa Allen (219-887-9621)

Urban League of NW Indiana

3101 Broadway

Gary, IN 46408

information@lul.org

Anita McGruder (502-561-6830)

Louisville Urban League

1535 West Broadway

Louisville, KY 40203

jobs@tvjobs.com

Broadcast Employment Services

Mark Holloway (800) 374-0119

P. O. Box 4116

Oceanside, CA 92052

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

Fax # 812-749-1420

Carver Community Organization

dwagner@carverorg.org

David Wagner 812-423-2612

400 S. E. Eighth Street

Evansville, IN 47713

Fax: 812-423-6941

ginger@mediamix1.com

812-473-0600 Ginger Happe

Media Mix Advertising

4630 Bayard Park Drive

Evansville, IN 47714

IPBS – mnewman@ipbs.org

Mark Newman – contact

PMBA – info@pmbaonline.org

Post directly on their website in job
portal

Posting on Their Site:

IN Dept. of Workforce Dev.

700 E. Walnut

Evansville, IN 47712

Phone: 812-424-4473

Fax: 812-421-3189

Post on Indianacareerconnect.com

User name & password on file

Click post a job, add a new job

- Also contacted the Local
Veterans Employment Rep.

Indeed.com – free posting (when you
confirm click on post a job without
sponsoring).

Login & password – on file

Also used until 1/31/26 – closed on that date

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

Post on CPB jobline

CPB

401 Ninth St., NW

Washington, DC 20004

(202) 879-9767

University of Evansville

Post on Career Bridge at:

<https://evansville.12twenty.com/hire>

Handshake:

Online posting web portal used by colleges

Login & password on file

Schools using handshake:

1. Kentucky State University
Career Planning Office
400 East Main Street
Frankfort, KY 40601
Cassie Simpson
502-597-6700
Career.center@kysu.edu
2. Indiana State University
Career Center
231 N. 6th Walkway
Terre Haute, IN 47809
812-237-5000
Fax: 812-237-4392
3. Western KY University
Career Services Center
Bowling Green, KY 42101
270-745-3095
4. Southern Illinois University
Career Services
careerdevelopment@siu.edu
618-453-2391
5. University of Illinois
shpotemp@illinois.edu
217-333-0820
Samantha Potempa
715 S. Wright Street
Champaign, IL 61820

6. Indiana University
Arts & Science Placement
Career Dev. Center
625 N Jordan
Bloomington, IN 47405
Sarah Daugherty
sarahdau@iu.edu
812-855-0576

7. Brescia College
Career Services Office
717 Frederica Street
Owensboro, KY 42301
Morgan Russelburg
(270) 686-4268
Morgan.russelburg@brescia.edu

Additional Outreach Sources to use for Engineering Positions:

Electronics Research, Inc.
7777 Gardner Road
Chandler, IN 47610
Tom Silliman, CEO 812-925-6000
tom@eriinc.com

Elizabeth Scheller-Williams
Former Professor at ITT Tech
812-925-6000, ext. 283
ewilliams@eriinc.com

WNIN Engineer personal outreach to other local TV stations

** Also use industry & trade sources
As needed for specific openings – AAF (u/w sales), SBE (engineering)

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, X, Instagram

Publications to run paid ads if needed:

4. Current Newspaper
5. Evansville Courier – monster.com (online)