

EEO PUBLIC FILE REPORT

APRIL 1, 2024 – MARCH 31, 2025

1. Full-time vacancies filled during preceding year:
 - Multi-Media Producer
 - Major Gifts Officer (position currently open – has not yet been filled)
 - Marketing / Communications Specialist (employee left for a full-time position with another Company, but remained in this position part-time with WNIN – we changed the position To a part-time position)
 - ** Hired a temporary Multi-Media Producer (different position from above) for 7 weeks while a Permanent full-time employee was out on FMLA – position was posted locally, person Hired was referred by a Current WNIN employee
2. See attached list of recruitment sources used to fill each permanent full-time position. The same list was used for both of 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:
 - Multi-Media Producer – position filled November 2024 – person hired was referred by a former co-worker of theirs at a previous employer. 1 other was interviewed, referred by a posting on Indeed and also referred by a former co-worker of the candidate. Several others were contacted but declined to interview.
4. A total of 2 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 openings (including part-time openings we had), including the University of Southern Indiana, Ivy Tech Community College, Handshake, LinkedIn, Google search of broadcasting jobs, various social media postings including Facebook, and the WNIN website.
 - 1 – Indeed.com AND a former co-worker
 - 1 – former co-worker
1. Recruitment initiatives undertaken by WNIN during this period:
 - WNIN participated in a job fair at the University of Evansville on February 4, 2025. 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.
 - WNIN participated in 2 fairs at the University of Southern Indiana on October 2, 2024 and February 26, 2025. 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. 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 11, 2025. The college has a strong visual communications program, with many students seeking internships. Our Vice President of Finance and Administration attended the fair, spoke with a number of

students about several part-time positions that were open and future internships in multi-media production and engineering, and with career services about potential high school interns through their early college program.

- WNIN participated in a career fair at the Southern Indiana Career and Technical Center on November 6, 2024. 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 WNN.
- WNIN participated in a career day event at Reitz Memorial High School on February 7, 2025. 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 local schools. 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 1 current intern. These include 2 high school students from the Southern Indiana Career and Technical Center as a Radio Reporter, and from the Shepherd Academy in TV production; a TV production intern from Ivy Tech Community College, 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 2025 in all areas.
- On July 3, 2024, 10 high school students and several teachers from Southern Indiana Resource Solutions toured WNIN and learned about TV production and Radio broadcasting as part of their summer program. Sycamore Services assists individuals with disabilities to obtain employment in the community.
- On November 1, 2024 75 students from Mt. Vernon High School toured WNIN to learn about WNIN's work and potential careers. The students visited several local non-profit organizations the same day.
- On May 1, 2024, WNIN's Vice President of Radio and Marketing/Communication Specialist spoke to an Honors Language Arts class at Mt. Vernon Junior High School on the creation of Public Service Announcements, how the students can effectively plan and reach a target audience, and included audio and visual examples. The students then created their own PSA's. On March 7, 2025 WNIN's Vice President of Radio spoke to the Radio/TV Communications class at the Southern Indiana Career and Technical Center about Broadcast and AP Style Writing.
- Working with WNIN's Vice President of Radio, 2 students in the Architecture/Engineering program at the Southern Indiana Career and Technical Center designed fire/emergency evacuation signs for WNIN's office building that we framed and posted on the walls throughout the building.

- WNIN participated in Job Spark sponsored by Junior Achievement on November 7 & 8, 2024. 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 reported data from Junior Achievement, over 4,200 eighth and ninth grade students from 49 schools participated in 75 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 12 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, 2025 in support of National Disability Awareness Month. 10 employers participated, including WNIN's Vice President of Finance and Administration, interviewing each student on an individual basis. 10 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.
- On July 30, 2024 WNIN's Vice President of Finance and Administration, participated in an IvyLive Facebook session with 2 other employers to educate attending students on how work and learn experiences (internships, informational interviews, job shadowing, and volunteering) can help students explore options and make career-related decisions.
- 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 in Indiana as members, held a 2-day state conference July 23 & 24, 2024. 8 of WNIN's staff from all areas participated and attended numerous professional development sessions. Several staff also attended and participated in public media and other annual conferences including Public Media Business Association (PMBA), Public Media Development and Marketing Conference (PMDMC), PBS Annual Conference, NETA conference, and Midwest Multimedia and Broadcast Technology Conference (MMBTC).
- 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\.

Christopher Johnson
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
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

ajohnson@lul.org
Alicia Johnson (502-566-3364)
Louisville Urban League
1535 West Broadway
Louisville, KY 40203
May also post direct :
<https://lul.org/job-dashboard/>

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 – bsams@ipbs.org
Barbara Sams – contact

PMBA – 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
Phone: 812-424-4473
Fax: 812-421-3189
Post on Indianacareerconnect.com
User: on file
PW: 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 – on file

Password – on file

Handshake:

Online 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. Kentucky State University
2. Indiana State University
3. University of Evansville
Career Services
4. Western KY University
Career Services Center
5. Southern Illinois University
Career Services
6. University of Illinois
7. Indiana University
Arts & Science Placement
Career Dev. Center
8. Brescia College
Career Services Office

** Also use industry & trade sources

As needed for specific openings – Ex: 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, twitter, Instagram; may also do a paid boost if needed

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)