

WVUT-TV - WVUB-FM
ANNUAL EEO PUBLIC FILE REPORT
APRIL 1, 2020 – MARCH 31, 2021

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, 2020 to and including March 31, 2021 (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, 2019 TO MARCH 31, 2020
Stations Comprising Station Employment Unit: WVUB-FM and WVUT-TV

Section 1: Vacancy Information

Full-time Positions Filled by Job Title	Recruitment Source of Hiree	Total # of Interviewees from All Sources for This Position
Multimedia News Director	VincennesPBS.org job posting	4
Broadcast IT Technician/Engineer	Referral from current employee / VincennesPBS.org job posting	3
Senior News Reporter/Producer	Facebook job posting	2
Chief Broadcast Engineer	Internal Promotion	1
Broadcast IT Technician/Engineer	Facebook job posting	4

Total Number of Persons Interviewed During Applicable Period: 14

Multimedia News Director: 4 people were interviewed for this position. The person hired was referred by the job posting on WVUT’s website (VincennesPBS.org). 3 others were interviewed, 2 referred by the job posting on the Indiana Broadcasters Association website and 1 referred by Indeed.com.

Broadcast IT Technician/Engineer: 3 people were interviewed for this position. The person hired was referred by a current WVUT employee and also saw the job posting on WVUT’s website (VincennesPBS.org). 2 other people were interviewed. 1 referred by job posting on the Indiana Broadcasters Association website and 1 referred by job posting on Facebook.

Senior News Reporter/Producer: 2 people were interviewed for this position. The person hired was referred by job posting on Facebook. The other person was referred by posting on Vincennes University’s online job board.

Chief Broadcast Engineer: Person hired was a current 18-year employee in the engineering department who was promoted with the retirement of the previous Chief Engineer.

Broadcast IT Technician/Engineer: 4 people were interviewed for this position. The person hired was referred by job posting on Facebook. 3 other people were interviewed. 2 people were referred by job posting on Indiana Broadcasters Association website, while 1 person was referred by the job posting on Indeed.com.

APPENDIX 2
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2019 TO MARCH 31, 2020
Stations Comprising Station Employment Unit: WVUB-FM and WVUT-TV

RECRUITMENT SOURCE INFORMATION – USED FOR ALL JOB POSTINGS

Agency Name	Contact Name	Address1	City	State	Zip	Phone	Fax	How Contacted
Academy of Radio Broadcasting-Phoenix	Kerry Nelson	4914 East McDowell Road Suite 107	Phoenix	AZ	85008	602-267-8001	602-273-6411	E
American Association of Retired Persons-Senior Community Service	David Granholm	1100 West Lloyd Expressway	Evansville	IN	47708	812-422-3910	812-422-3915	E
Association for Retarded Citizens of Vigo County	Stephanie Brenton	89 Cherry Avenue	Terra Haute	IN	47803	812-232-4112	812-232-3052	E
Attic-Center for Independent Living	Patrick Stewart	PO Box 2441 1721 Washington Avenue	Vincennes	IN	47591	812-886-0575	812-886-1128	E
Bloomington Black Business & Professional Association	Pauline Christian	3710 East Lexeter Lane PO Box 2032	Bloomington	IN	47402	812-336-8076		E
Blue River Services Employment Services	Liz Tyree	304 Indiana Avenue	English	IN	47118	812-338-4980	812-278-8393	E
Broadcast Education Association	Heather Birks	1771 N Street, Northwest	Washington	DC	20036	201-602-0586	202-609-9940	E
Carolina School of Broadcasting	Alyson Young	3435 Performance Road	Charlotte	NC	28214	704-395-9272	704-395-9698	E
Carver Community Organization	David Wagner	400 Southeast 8th Street	Evansville	IN	47708	812-423-2612	812-423-6941	E
College of the Canyons-Radio-TV-Film and Broadcast	Jon Amador	26455 North Rockwell Canyon Road	Santa Clarita	CA	91355	661-259-7800	661-259-8302	E
College of the Sequoias-Campus Newspaper	Andrea	915 South Mooney Boulevard	Visalia	CA	93277	559-730-3844	559-730-3991	E
College-Amarillo College-KACV FM 90	Brian Frank	2201 South Washington P.O. Box 447	Amarillo	TX	79178	806-371-5287	806-371-5258	E
College-Chaffey College-Broadcast and Films	Michael Dinielli	School of Visual and Performing Arts 5885 Haven Avenue	Rancho Cucamonga	CA	91737	909-652-6057	909-652-6060	E
College-Citrus College-Communications Department	Margaret O'Neil	1000 West Foothill Boulevard	Glendora	CA	91741	626-914-8588	626-914-8797	E

College-City College of Chicago-Truman College	Kate Gillespie	1145 West Wilson Avenue Room 2915	Chicago	IL	60640	773-907-4436	773-907-4464	E
College-Columbia College-Portfolio Center-Media Production	Tim Long	623 South Wabash Avenue Room 307	Chicago	IL	60605	312-369-7282	312-344-8439	E
College-Community College of Denver	Neil Dominas	111 West Colfax	Denver	CO	80217	303-556-2600	303-556-3851	E
College-Consummes River College-Communications	Gary Martin	8401 Center Parkway	Sacramento	CA	95823	916-691-7170	916-691-7181	E
College-Contra Costa College-Media Communications	Ellen Seidler	2600 Mission Bell Drive Office AA-117	San Pablo	CA	94806	510-235-7800	510-232-7591	E
College-Dine College-Adult Basic Ed.	Norman Phillips	1228 Yucca Street PO Box 580	Shiprock	NM	87420	505-368-3500		E
College-East Los Angeles-Journalism Department	Jean Stapleton	1301 Cesar Chavez Boulevard	Monterey Park	CA	91754	323-265-8875	323-265-8875	E
College-Elmhurst College-Communications	Marjorie Goodban	190 Prospect Street	Elmhurst	IL	60126	630-617-3198	630-617-6461	E
College-Elmhurst College-WRSE 88.7 FM	John Valenta	190 Prospect	Elmhurst	IL	60126	630-617-3729	630-614-3313	E
College-Ferrum College/ WFFC 89.9 FM		PO Box 1000	Ferrum	VA	24088	540-365-4338		E
College-Gavilan College	Denise Besson-Silvia	5055 Santa Teresa Blvd	Gilroy	CA	95020	408-848-4831		E
College-Harrison College-Terre Haute	John D. Mace	1378 South State Road 46	Terra Haute	IN	47803	812-877-2100	812-877-4440	E
College-Hartnell College/ Communications Department	Britt Govea/ Broadcast	156 Homestead Avenue	Salinas	CA	93901	831-755-6905	831-755-6751	F
College-Henry Ford Community College	Jay Korinek	5101 Evergreen Road Telecommunications Department	Dearborn	MI	48128	313-845-6477	313-845-9600	E
College-Illinois Institute of Technology-WIIT 88.9 FM Student Run Radio	Jon Kavanaugh	3201 South State Street A. Sidney Katz Studio	Chicago	IL	60616	312-567-3088	312-567-8930	E
College-International College of Broadcasting	Kenny Pyles	6 South Smithville Road	Dayton	OH	45431	937-258-8251	937-258-8714	E
College-Ithaca College Television-Radio-WICB Student Run Radio	Peter Johanns	953 Danby Road	Ithaca	NY	14850	607-274-3331	607-274-7041	E
College-Ivy Tech Community College	Lisa J. Moore	Career Services 7999 US Highway 41 South	Terra Haute	IN	47802	812-298-2301	812-298-2303	E
College-Ivy Tech Community College, Bloomington Career Services	Katie T. Anderson	200 Daniels Way Room C13	Bloomington	IN	47404	812-330-6018	812-330-6106	E
College-Ivy Tech Community College-Evansville	Monica Fleeger	3501 North First Avenue	Evansville	IN	47710	812-429-1422	812-429-9834	E

College-Lake Land Community College	Ken Beno	5001 Lakeland Boulevard	Mattoon	IL	61938	217-234-5288	217-234-5506	E
College-Lawson State Community College-Radio & Television	Rachel Morgan	3060 Wilson Road SW	Birmingham	AL	35221	205-925-2515	205-929-6316	E
College-Missouri Valley College-Communications	Harry Carrell	500 East College	Marshall	MO	65340	660-831-4216	660-831-4039	E
College-Oxnard College-Communications Department	Kitty Merrill	4000 South Rose Avenue	Oxnard	CA	93033	805-986-5817	805-986-5806	E
College-Pueblo Community College-Broadcasting and Production Technology	Jennifer Sherman	900 West Orman Avenue Davis Academic Building- Room 250 E	Pueblo	CO	81004	719-549-3410	719-543-7566	E
College-San Bernadino Valley Community College	Dr.Diane Dusic	701 South Mount Vernon Avenue	San Bernadino	CA	92410	909-888-6511	909-381-4649	E
College-Scottsdale Community College-MCTV	Rene Blatte	9000 East Chapparal Road	Scottsdale	AZ	85253	480-423-6354	216-624-9232	E
College-Shelton State Community College Department of Mass Communications	Chuck Boening	9500 Old Greensboro Road Office 2537 Martin Campus	Tuscaloosa	AL	35405	205-391-2977	205-391-2406	E
College-Skagit Valley College-KSVR-91.7 FM	David McConnell	2405 East College Way	Mount Vernon	WA	98273	360-416-7711	360-416-7882	E
College-Southwestern College Department of Arts and Communications	Donna Arnold	900 Otay Lakes Road	Chula Vista	CA	91910	619-482-6372	619-482-6477	E
College-Stillman College-English Department	Dan Goldfard	P.O. Box 1430	Tuscaloosa	AL	35403	205-366-8867		E
College-Trinity College of the Bible	Steve Se;bu	4233 Medwell Drive	Newburgh	IN	47630	812-853-0611	812-858-6403	E
College-Walsh College of Accountancy and Business Administration	Jill English	3838 Livernois Road	Troy	MI	48007	248-823-1237	248-689-3306	E
College-West Virginia State College-Communications Department	Dr. David Wohl	P.O. Box 1000	Institute	WV	25112	304-766-3195	304-766-5100	E
College-Yuba College-Communications	Steve Cato	2088 N Beale Rd.	Marysville	CA	95901	530-741-6757		E
Connecticut School of Broadcasting, Arlington	R. J. Narsavage	2170 Crystal Plaza Arcade, #38	Alrington	VA	22202	703-415-7600	703-415-0238	E
Connecticut School of Broadcasting, Cherry Hill	Tom DeFranco	1 Mall Drive 1 Cherry Hill, #203	Cherry Hill	NJ	08002	856-755-1200	856-755-0865	E
Connecticut School of Broadcasting, Dallas	Kenny Fuller	5605 North MacArthur Boulevard Suite 220	Irving	TX	75038	214-441-9941	214-441-9942	E
Connecticut School of Broadcasting, Farmington	John Sheatsley	130 Birdseye Road	Farmington	CT	06032	860-677-7577		E
Connecticut School of Broadcasting, Palm Beach	Dave Duran	3450 Northlake Boulevard Suite 110	Palm Beach Gardens	FL	33403	561-842-2000	561-842-9846	E

Connecticut School of Broadcasting, Stratford	Hank Tenney	80 Ferry Boulevard	Stratford	CT	06615	203-378-5155	203-378-4330	E
Connecticut School of Broadcasting, Tampa	Kelly Crain	3901 Coconut Palm Drive, Suite 105 Sabal Business Center II	Tampa	FL	33619	813-740-0990	813-636-0085	E
Connecticut School of Broadcasting, Wellesley Hills	Steve Williams	49 Walnut Park	Wellesley Hills	MA	02481	781-235-2050	781-239-9993	E
Connecticut School of Broadcasting, Westbury, L.I.	Marty Herstein	1400 Old Country Road Suite 211	Westbury	NY	11590	516-338-1000	516-338-1170	E
Connecticut School of Broadcasting-Hasbrouck Heights	Janet Hutsebaut	377 Route 17 South Suite 410	Hasbrouck Heights	NJ	07604	201-288-5800	201-288-7966	E
Cox Radio-WQNU-FM	Todd Pitt	612 South 4th Avenue	Louisville	KY	40202	502-589-4800	502-561-3011	E
Crawford County Probation Department	James Grizzel	PO Box 198	English	IN	47118	812-338-3033	812-338-3196	E
Current	Steve Behrens	1612 K Street, NW Suite 704	Washington	DC	20006	202-463-7055	202-463-4056	E
Daviess County Impact-Red Door	Mark Hunter	2212 East National Highway	Washington	IN	47501	812-254-4471	812-254-4633	E
Daviess County Probation Department	Beth A. O'Brian	200 East Walnut Street	Washington	IN	47501	802-254-8663	812-254-8649	E
Daviess County Social and Human Welfare	Anita Ash	4 Northeast 21st Street	Washington	IN	47501	812-254-0690		E
Department of Economic Security	Florence	115 North 15th Street	Mattoon	IL	61938	217-235-0321	217-235-0344	F
Department of Human Services	Arlene Conn	247 North Sixth Street PO Box 150	Albion	IL	62806	618-445-2121	618-445-2482	F
Department of Human Services	Arlene Conn	247 North Sixth Street PO Box 150 150	Albion	IL	62806	618-445-2121	618-445-2482	F
Department of Human Services	Elaine M. Wilson	1406 Martin Street	Olney	IL	62450	618-392-3151	618-392-3623	F
Department of Human Services	George Wood	102 South Lafayette Street	Newton	IL	62448	618-783-2311	618-783-8376	F
Department of Human Services	Janet Walker	Illinois Route 14 East PO Box 146	McLeansboro	IL	62859	618-643-2313	618-643-5111	F
Department of Human Services	John Fearheiley	R. R. #L, Box 277	Lawrenceville	IL	62439	618-943-2334	618-943-5375	F
Department of Human Services	Larry E. Patterson	229 West 2nd Street	Mount Caramel	IL	62863	618-262-5179	618-262-7522	F
Department of Human Services	Larry E. Petersen	229 West 2nd Street	Mount Caramel	IL	62863	618-262-5179	618-262-7522	F

Department of Human Services	MR. JOHN FEARHEILEY	1110 NORTH ALLEN STREET P.O. BOX 656	ROBINSON	IL	62454	618-544-3151x	(618) 544-9543	F
Department of Human Services	Norma Shreve	215 Southeast 3rd Street- 2nd Floor PO Box 207	Fairfax	IL	62837	618-842-2621	618-842-4276	F
Department of Human Services	Norma Shreve	215 Southeast 3rd Street- Second Floor PO Box 207	Fairfield	IL	62837	618-842-2621	618-842-4276	F
Department of Human Services	Paul Marti	200 South Indiana PO Box 188	Toledo	IL	62468	217-849-3541	217-849-3802	F
Department of Human Services	Sharon L. Devillez	1112 West Oak Street PO Box 639	Carmi	IL	62821	618-382-4685	618-382-2066	F
Department of Human Services	Susan Yargus	315 South 14th Street	Marshall	IL	62441	217-826-2541	217-826-6360	F
Department of Metropolitan Development	Wilma McKenzie	Room 306 Civic Center 1 North West Martin Luther King Jr. Boulevard.	Evansville	IN	47708	812-436-7825	812-436-7809	E
Detroit Area Film & Television	Janice King	PO Box 1443	Royal Oak	MI	48068	248-547-0847	248-547-1223	E
Evansville Career Services	Terri Peak	1820 Green River Road	Evansville	IN	47715	812-479-9763	812-474-7411	E
Experience Works	Marvin Jones	429 E. Morgan P. O. Box 1457	Martinsville	IN	46151	765-349-1652	765-49-2785	E
Four Rivers Services	Stephen Sacksteder	State Road 59 PO Box 249	Linton	IN	47441	812-847-2231		E
Geoffrey R Conway School of Broadcasting and Communication	J. Mattka	PO Box 486	Niagra Falls	NY	14302	905-332-0444	905-332-0444	E
Goodwill Industries in Mount Carmel	Janet Garduno	430 West Third Street	Mount Carmel	IL	62863	618-262-8340		E
Goodwill Industries in Sullivan, Indiana	Bill Tennis	22 North Main Street	Sullivan	IN	47882	812-268-5820		E
Goodwill Industries Incorporated, Evansville	M. Oswald	500 South Green River Road	Evansville	IN	47715	812-474-2222	812-474-2233	E
Goodwill Industries of Central Indiana in Princeton	Joline Kale	3215 West Broadway Street	Princeton	IN	47670	812-385-5555		E
Goodwill Industries-Wabash Valley Goodwill	William Tennis	2702 South Third Street	Terre Haute	IN	47802	812-235-1827	812-235-1397	E
Green County Probation Department	Mike Pate	PO Box 109 County Courthouse	Bloomfield	IN	47424	812-384-8774	812-384-2054	E
Greene County Indiana Adult Basic Education	Misty Hunt	PO Box 271 Turning Point Education Center	Switz City	IN	47465	812-659-2533	812-659-2477	E

Greene County Literacy Coalition	Karen Holtz	125 South Franklin Street	Bloomfield	IN	47424	812-825-4125		E
Human Relations Commission	Diane B. Clements	Room 133 Civic Center 1 NW Martin Luther King, Jr. Boulevard	Evansville	IN	47708	812-436-4927	812-436-4929	E
Illinois Broadcasters Association	Dennis Lyle	200 Missouri Avenue	Carterville	IL	62918	618-985-5555		E
Illinois Department of Human Services- Jasper County		910 South Van Buren Street	Newton	IL	62448	618-783-2311	618-783-8376	F
Illinois Employment and Training Center	Sandy Goldman, Gordon Windings	100 North Latham PO Box 70	Enfield	IL	62835	618-963-2387	618-963-2525	F
Indiana Area 16 Agency on Aging-SWIRCA	Hun Kim	16 West Virginia	Evansville	IN	47737	812-464-7817	812-464-7811	E
Indiana Broadcasters Association	Dave Arland/Sam Klemet	PO Box 902	Carmel	IN	46082	317-701-0084		E
Indiana Department of Human Services	Hun Kim	Southwest Indiana Regional Council 7-11 Southeast 7th Street	Evansville	IN	47708	812-464-7802	812-464-7811	F
Indiana University- Bloomington-The Media Schoo	Jim Karuse	1229 East 7th Street	Bloomington	IN	47405		812-855-7955	E
Iowa Broadcasters Association	Lisa Reynolds	102 North 2nd Avenue E PMB 1009	Newton	IA	50208	515-224-7237	515-224-6560	E
Kansas Association of Broadcasters	Judy Clouse	1916 SW Sieben Court	Topeka	KS	66611	785-235-1307	785-233-3052	E
KDVS/UNIV OF CA-DAVIS	JANE KIM	14 LOWER FREEBORN HALL	DAVIS	CA	95616	530-752-0728x	530-752-8548	E
Kelly Emerging Leaders	William T. Lewis	109 East Tenth Street	Bloomington	IN	47405	(812) 855-4474	812-855-0212	F
Kentucky Broadcasters Association	Chris Winkle	101 Enterprise Drive	Frankfort	KY	40601	502-848-0426	502*=-848-5710	E
KGRG/GREEN RIVER COMM COLL	TOM EVANS KRAUSE	12401 SE 320TH ST	AUBURN	WA	98092	253-833-9111	253-288-3439	E
KHSU/HUMBOLDT STATE UNIV	ELIZABETH HANS MCCRONE	1 HARPST ST	ARCATA	CA	95521	707-826-4807	707-826-6082	E
Knox County Probation Department	James R. Rees	147 North 8th Street	Vincennes	IN	47591	812-885-2518	812-895-4904	E
KNOX COUNTY WELFARE DEPT	IMPACT - KATIE	P.O. BOX 235	VINCENNES	IN	47591	812-882-3920x	(812) 882-4313	F
LaCasa	Lillian Casillas	715 E. Seventh Street	Bloomington	IN	47404	812-855-0174	812-855-9788	E
Lawrence County Probation Department	Nedra K. Brock- Fleetwood	916 16th Street Suite 600	Bedford	IN	47421	812-275-3605	812-277-2023	E

MAACP-Anchorage, Alaska	Kevin McGee	PO Box 200089	Anchorage	AK	99520	907-272-8717	907-222-0907	E
Martin County Probation Department	Lisa Brittain	PO Box 370 County Courthouse	Shoals	IN	47581	812-247-3652	812-247-3901	E
Moorpark College/Media Arts Center	B Goodman	7075 Campus Rd.	Moorpark	CA	93021	805-378-1400x014	805-378-1499	E
NAACP	Donald Craig	1233 West 5th Street PO Box 3141	Santa Ana	CA	92703	714-543-3637	714-524-2371	F
NAACP	James Wilson	8823 South Central Avenue	Los Angeles	CA	90002	323-587-2114	323-587-0507	F
NAACP	Reverend Gerald Arnold	P.O. Box 555	Evansville	IN	47714	812-426-1311	812-962-9452	F
NAACP	Robin Scott King	1200 E. Market St.	Greensboro	NC	27401	336-273-1222	336-273-8180	F
NAACP	Judith Hanson	2034 Metropolitan Parkway	Atlanta	GA	30315	404-761-1266	404-762-9488	E
NAACP		3910 Martin Luther King Junior Boulevard Suite 202	Los Angeles	CA	90008	323-296-2630	323-294-9435	E
NAACP	Amina Turner	114 West Parish St. 2nd Floor	Durham	NC	27701	919-682-4700	919-682-4711	E
NAACP	Wayne Jennings	393 Frankestown Road	New Boston	NH	03070	603-487-2349	603-487-2614	E
NAACP Indianapolis Branch	Chrystal Ratcliffe	300 East Fall Creek Parkway North Drive PO Box 88676	Indianapolis	IN	46208	317-925-5127		E
NAACP of Daytona Beach	Cynthia Slater	308 South Martin Luther King Boulevard	Daytona Beach	FL	32114	386-255-3736	386-255-5372	F
NAACP of Georgia in Columbus	Ernestine Mattis	514 1st Avenue	Columbus	GA	31901	703-322-8702	706-322-8702	F
NAACP of Montoe, Louisiana-Lafayette Branch	Charles Heckard	1615 Jackson Street	Monroe	LA	70806	318-325-0399		E
NAACP of Pennsylvania in Bensalem	Dorothy Foggie	PO Box 1574	Bensalem	PA	19020	609-951-1954	609-514-1702	F
NAACP of Washington in Seattle	Lacey Steel	105 14th Avenue Suite C	Seattle	WA	98122	206-324-6600	206-324-1422	F
NAACP- Terra Haute Chapter	Theresa Bynum	P.O. Box 441	Terra Haute	IN	47808	812-234-4209x235		E
NAACP-Altoona, Pennsylvania	Donald Witherspoon	2100 6th Avenue	Altoona	PA	16602	814-942-1126	814-946-5451	F
NAACP-Charleston, South Carolina	Dave Johnson	93 Spring Street	Charleston	SC	29403	843-805-8030	843-805-8040	F

NAACP-Cincinnati, Ohio	Deborah	2500 Kemper Lane #1	Cincinnati	OH	45206	513-281-1900	513-281-4454	F
NAACP-Flint	A. C. Dumas	PO Box 1336	Flint	MI	48501	810-785-3733	810-785-3301	F
NAACP-Greenville, South Carolina	Sharon Bryant	132 East Broad Street	Greenville	SC	29601	864-235-3327	864-235-4339	F
NAACP-Jackson Mississippi Branch	Arlene Jackson	1072 West J.R. Lynch Street	Jackson	MS	39203	601-353-6906	601-353-1565	E
NAACP-Leflore County Branch	Willie Perkins	P.O.Box 8404	Greenwood	MS	38930	662-455-1211	662-453-9159	E
NAACP-Lenawee County	Jeanette Henagan	1544 Ramblewood Court	Adrian	MI	49221	517-263-1714		E
NAACP-Los Angeles, California		7000 Hollywood Boulevard PO Box 2349	Los Angeles	CA	90028	323-464-7616	323-464-1927	F
NAACP-Macomb County	Ruthie Stevenson	PO Box 1063	Mount Clemens	MI	48046	586-783-7530	586-783-5541	F
NAACP-Manchester, New Hampshire	Jennifer McElreavy	PO Box 534	Manchester	NH	03105	603-427-0443		E
NAACP-Mobile, Alabama	Lettie Malone	419 Lexington Avenue	Mobile	AL	36603	334-433-1145	334-478-0245	F
NAACP-Monroe County Branch	William Vance	PO Box 243	Bloomington	IN	47402	812-332-1513		E
NAACP-National Branch-Baltimore, Maryland	Yolanda Hunter	4805 Mount Hope Drive	Baltimore	MD	21215	877-622-2798	410-580-5735	E
NAACP-Niles	Reverend Saundria Wilson	924 Cherry Street	Niles	MI	49120	616-683-0249	419-624-8825	E
NAACP-Oakland, California		663 35th Street	Oakland	CA	94609	510-652-8493	510-652-8495	F
NAACP-Paducah McCracken County Chapter	Rosa Scott	505 South 8th Street	Paducah	KY	42003	270-443-5430	270-443-5430	F
NAACP-Pasadena, California	Dale Yarbough	595 Lincoln Avenue	Pasadena	CA	91103	626-793-1293	626-793-1555	F
NAACP-Phoenix, Arizona		1818 South 16th Street	Phoenix	AZ	85034	602-252-4064	602-252-6749	F
NAACP-Richmond, California		322 Harbor Way Suite	Richmond	CA	94802	510-236-1166	510-236-1183	F
NAACP-San Bernadino, California	Patricia Small	1505 West Highland Avenue Suite 11	San Bernardino	CA	92411	909-887-7411	909-887-7414	E
NAACP-Three Rivers	Elizabeth O'Dell	PO Box 1006	Three Rivers	MI	49093	269-651-5978	269-273-5050	E
NAACP-Toledo, Ohio	Willi-Ann Moore	525 Hamilton Street	Toledo	OH	43602	419-242-2515	419-242-5970	F

NAACP-Vallejo, California	Frank Jackson	301 Georgia Street #375	Vellejo	CA	94590	707-554- 4993	707-554- 6870	F
NAACP-Washington Bureau	Hilary Shelton	1156 15th Street, NW Suite 915	Washington	DC	20005	202-463- 2940	202-463- 2953	E
NAACP-Ypsilanti-Willow Run	Sharon Newton-Glen	PO Box 107	Whittaker	MI	48190	734-480- 9654	734-480- 9853	F
National A.B.L.E.	John O'Connor	2001 North 19th Street	Terre Haute	IN	47803	312-782- 3335		E
National Association of Broadcasters	Michelle Duke	1771 N Street, NW Suite 708	Washington	DC	20036	202-429- 5300	202-429- 4199	E
Neal Marshall Black Culture Center at Indiana University	Oyibo H. Afoaku	275 North Jordan Avenue Suite A-226	Bloomington	IN	47405	812-855- 9271	812-855- 9148	E
Nebraska Broadcasters Association	Craig Kinzie	11414 West Center Road Suite 342	Omaha	NE	68144	402-933- 5995	402-933- 0059	E
Ohio and Illinois Centers for Broadcasting	Gary James	9000 Sweet Valley Drive	Valley View	OH	44125	216-447- 9117	216-642- 9232	E
Ohio Association of Broadcasters	Katie Lovell	17 South High Street uite 1010	Columbus	OH	43215	614-228- 4052		E
Ohio Center for Broadcasting	Mark Lillie	1310 Wadsworth Boulevard Suite 100	Lakewood	OH	80214	303-937- 7070	303-975- 0386	E
Orange County Probation Department	Dee Pedigo	Orange County Courthouse 0 Court Street	Paoli	IN	47454	812-723- 4155	812-723- 4308	E
Owen County Probation Department	Donna McElroy	PO Box 104 County Courthouse	Spencer	IN	47460	812-829- 5025	812-829- 5051	E
Owen County Welfare Department		14 North Washington Street	Spencer	IN	47460	812-829- 2281	812-829- 9750	F
Pike County Probation Department	Susan Stuckey	801 Main Street	Petersburg	IN	47567	812-354- 8034	812-354- 6349	E
Pima Community College	David Wing	2202 W. Anklam Rd.	Tucson	AZ	85709	520-206- 6974	520-206- 6020	E
Radio & Records	Paul Heine	1930 Century Park West Third Floor	Los Angeles	CA	90067	310-553- 4330	310-203- 9763	E
Radio 1 Broadcast School	Joe Deschler	700 3rd Street North Suite LL7	La Crosse	WI	54601	507-450- 4604		E
Radio Ink	Lois Chooljian	224 Datura St., Suite 1015	West Palm Beach	FL	33401	561-665- 8778	561-665- 6164	E
Red Door Industries, Martin County	Connie Banks	500 North Oak	Loogootee	IN	47553	812-295- 4494	812-295- 5660	F
RIO HONDO COLLEGE/COMMUNICATIONS DEPT	COMMUNICATION DEPT	3600 WORKMAN HILL RD	WHITTIER	CA	90601	562-908- 3429x	562-699- 7386	F
Salvation Army-Illinoise-Mattoon Corps	Captains Jeffrey and Erin Eddy	1300 Richmond Avenue	Mattoon	IL	61938	217-234- 3915		E

Salvation Army-Indiana	David Minks	1040 North Fulton Avenue	Evansville	IN	47715	812-425-1375	812-423-2317	E
Salvation Army-Indiana Corps Community Center in Evansville	Envoys Steve and Pamela McNary	1931 South Weinbach	Evansville	IN	47714	812-474-3886		E
Salvation Army-Indiana in Dubois County, Huntingburg	Reverend William Covey	First Church of the Nazarene 406 East Third Street	Huntingburg	IN	47542	812-683-3527		E
Salvation Army-Indiana in Jasper	Steve and Pamela McNary	1338 Newton Street	Jasper	IN	47546	812-481-2320		E
Salvation Army-Indiana-Bloomington	Monica Clemens	111 North Rogers Street	Bloomington	IN	47404	812-336-4310	812-336-2380	E
Salvation Army-Indiana-Princeton Corps Community Center	Jonathan Cooper	202 South Gibson Street	Princeton	IN	47670	812-386-6577		E
Salvation Army-Indiana-Terre Haute Corps Community Center	Captain Gordon Hoag	234 South Eighth Street	Terre Haute	IN	47807	812-232-4081	812-234-1513	E
Salvation Army-Indiana-Vincennes Corps Community Center	Kathy Wilson	2300 North Second Street	Vincennes	IN	47591	812-882-6933		E
Shawnee Trace Workforce Investment Board	Charles Roche	Vincennes University Employment and Training Cen P O Box 887	Vincennes	IN	47591	812-888-5306	812-888-5455	E
Society of Professional Journalists	Joe Skeel	3909 North Meridian Street	Indianapolis	IN	46208	317-927-8000	317-920-4789	E
Southern Indiana Resource Solutions	Barbara Goffinet	PO Box 64 Industrial Lane	Tory	IN	47588	812-547-7009	812-547-4882	F
Specs Howard School of Broadcast Arts	Nancy Shiner	19900 West Nine Mile Road	Southfield	MI	48075	248-358-9000	248-746-9770	E
SPENCER COUNTY PUBLIC WELFARE	BETTY HEDGES	P.O. BOX 25	ROCKPORT	IN	47635	812-649-9111x	(812) 649-5839	F
SULLIVAN CO. IMPACT	BOB CUMMINS	424 E. HARTLEY	SULLIVAN	IN	47882	812-268-3853x	812-268-3895	F
Texas State University School of Journalism & Mass Communication	Harry Bowers	601 University Drive 1108 Old Main	San Marcos	TX	78666	512-245-2656	512-245-7649	E
University of California, Santa Cruz-KZSC	Kristan Sartor	Student Music East 1166 High Street	Santa Cruz	CA	95064	831-459-2811	831-459-4734	E
University of Evansville	Donna Schmitt	1800 Lincoln Avenue	Evansville	IN	47715	812-479-2663	812-479-2156	E
University of Evansville	Tamara Wandel	Career Services 1800 Lincoln Avenue	Evansville	IN	47722	812-479-2663	812-479-2156	E
University of Kansas-Communications Department	Dr. Kunkel	1440 Jayhawk Blvd Bailey Hall # 102	Lawrence	KS	66045	785-864-3633	785-864-5203	E
University of Kansas-KJHK	Tom Johnson	1301 Jayhawk Boulevard	Lawrence	KS	66045	785-864-2422	785-864-4339	E

University of LaVerne-Communications Department	Janice Sullivan	1950 3RD ST Communications Department	La Verne	CA	91750	909-593-3511	909-392-2706	E
University of Maryland-Communications	Elizabeth Toth	2130 Skinner Building	College Park	MD	20742	301-405-8979	301-314-9471	E
University of Missouri-KBIA-Radio 91.3 FM	Mike Dunn	1105 Carrie Francke Drive	Columbia	MO	65211	573-882-9136	573-882-2636	E
University of New Mexico-Taos Campus	Augustine Martinez	1157 County Road 110	Rancos de Taos	NM	87571	505-758-7667	575-737-3708	E
University of Southern Indiana-Department of Communications	Dr. David Black	8600 University Boulevard	Evansville	IN	47712	812-465-7152	812-464-1960	E
University of Southern Indiana-WSWI-AM	John Morris	8600 University Boulevard Liberal Arts Center 0129	Evansville	IN	47712	812-461-5201		E
University of The District of Columbia-Mass Media	Isadora Posey	4200 Connecticut Avenue NW Building 44, Room 200-18	Washington	DC	20008	202-274-5548		E
University of Washington-KEXP 90.3 FM Student Radio	James Utzschneider	113 Dexter Avenue North	Seattle	WA	98109	206-520-5800	206-520-5899	E
University of Wisconsin-LaCrosse-Communication Studies	Dr. Linda Dickmeyer	1725 State Street 346 Center for the Arts	La Crosse	WI	54601	608-785-8519	608-785-6719	E
University-Alabama State University School of Communication	David Okeowo	915 South Jackson Street	Montgomery	AL	36195	334-229-4493	334-229-4976	E
University-Annenberg School for Communications-University of Sou	Suzanne O'Connor	3502 Watt Way	Los Angeles	CA	90086	213-740-6045	213-740-8036	E
University-Appalachian State University-Communications	Michelle D. Brown	123 Walker Hall	Boone	NC	28608	828-262-2180	828-262-2834	E
University-Arizona State University-School of Journalism	Michael Wong	300 East University Drive PO Box 877805	Tempe	AZ	85287	480-965-9011	480-965-0785	E
University-Ashland University	Robert Brown	401 College Avenue	Ashland	OH	44805	800-882-1548	419-289-5329	E
University-Azusa Pacific University-Department of Communications	Amy Hicks	901 East Alostia Avenue	Azusa	CA	91702	626-815-3044	626-812-3080	F
University-Brigham Young University-KBYU	James Manookin	2000 Ironton Boulevard	Provo	UT	84606	801-422-8450	801-422-0870	E
University-California State University, Bakersfield	Dr. Andy Alali	9001 Stockdale Highway Department of Communications 26 BDC	Bakersfield	CA	93311	661-654-6345	661-654-6075	E
University-California State University-Communications	Liz Wasinger	College of Communication and Education Tehama Hall-Room 203	Chico	CA	95929	530-898-4015	530-898-5877	E
University-California State University-KCSC FM	Jillian Cleveland	4th and Cherry	Chico	CA	95929	530-898-6228	530-898-4491	E
University-California State University-Stanslaus-Communication Department	Sari Miller-Antonio	801 West Monte Vista Avenue	Turlock	CA	95382	209-667-3531	209-667-3525	E

		Demergasso-Bava Hall-Room 125						
University-Central Washington University-Coll. of Business	Debbie Boddy	400 East University Way Shaw-Smyser 129	Ellensburg	WA	98926	509-963-1955	509-963-3042	E
University-Central Washington University-Dept of Comm	Marji Morgan	400 East 8th Avenue	Ellensburg	WA	98926	509-963-1066		E
University-Chicago State University-Communications-Media Arts	Arthur M. Reese	9501 South King Drive Douglas Library, #116	Chicago	IL	60628	773-995-2280	773-995-2490	E
University-Clark Atlanta University-Communication	Dr. Herbert L. Eichelberger	223 James P. Brawley Drive, Southwest Woodruff Library-Lower Level	Atlanta	GA	30314	404-880-8304	404-880-6252	E
University-Concordia University	Chris Dodge	2811 Northeast Holman School of Management	Portland	OR	97211	503-493-6300		E
University-Duquesne University-Communications	Ronald C. Arnett, Ph.D.	600 Forbes Avenue	Pittsburgh	PA	15282	412-396-5076	412-396-4792	E
University-East Tennessee State University-Department of Communication	Amber Kinser	P.O. Box 70667	Johnson City	TN	37614	423-439-4491	423-439-7540	E
University-Eastern Illinois University-Communication Studies	Mark Borzi	600 Lincoln Avenue	Charleston	IL	61920	217-581-2016	217-581-5718	E
University-Eastern Illinois University-Department of Journalism	Dr. James Tidwell	600 Lincoln Avenue	Charleston	IL	61920	217-581-6003	217-581-7188	E
University-Eastern Michigan University-Department of Communicati	Keith Damron	129 Quirk Building	Ypsilanti	MI	48197	734-487-0064	734-487-3443	E
University-Fisk University WFSK 88.1 FM Radio	Sharon Kay	1000 17th Avenue, North	Nashville	TN	37208	615-329-8754	615-329-8754	E
University-Franciscan University	Nancy Ronevich	1235 University Blvd.	Steubenville	OH	43952	740-283-3771	740-283-6452	E
University-Grambling State University-Mass communications	Martin Edu	100 Main Street	Grambling	LA	71245	318-274-2189	318-274-3194	E
University-Howard University-School of Communications	Carole Dudley	2400 6th Street NW	Washington	DC	20059	202-806-7690	202-232-8305	E
University-Humboldt State University-Communications		1 Harpst Street	Arcata	CA	95521	707-826-3261	707-826-5419	F
University-Indiana State University-Career Services	Ken Waggoner	200 North Seventh Street Student Services Building	Terra Haute	IN	47809	812-237-5000	812-237-4392	E
University-Indiana State University-Communications Department	David Worley	200 North Seventh Street Parson Hall #232	Terre Haute	IN	47809	812-237-2679	812--237-2291	E
University-Indiana State University-School of Journalism	Marcia Debnam	Ernie Pyle Hall 202 940 East Seventh Street	Bloomington	IN	47405	812-855-1704	812-855-0901	E
University-Indiana University - WFIU FM	Christina Kuzmych	WFIU Radio, Radio & Television Center 1229 E. 7th Street	Bloomington	IN	47405	812-855-1357	812-855-5600	E

University-Indiana University-/K9IU Amateur Radio Club	Andrew Ragusa	677 900 E. 7th St.	Bloomington	IN	47405	812-855-4311	812-855-3584	E
University-Indiana University-Bloomington	Jeremy Harmon	625 North Jordan Avenue Career Development Center	Bloomington	IN	47405	812-855-1566	812-855-5678	E
University-Indiana University-Career Development Center	Patrick Donahue	625 North Jordan Avenue	Bloomington	IN	47405	812-855-5234	812-856-9679	E
University-Indiana University-Department of Afro-American Studie	Valerie Grim	1021 East Third Street Memorial Hall M18	Bloomington	IN	47405	812-855-3875	812-855-4432	E
University-Indiana University-Kelley School of Business	Erik M. Medina	1275 East Tenth Street Suite 2100	Bloomington	IN	47405	812-856-5052	812-856-5387	E
University-Indiana University-Kelly School of Business	Susie Clarke	1309 East 10th Street	Bloomington	IN	47405	812-855-8100	812-855-2455	E
University-Jackson State University	Nikisha G. Ware	The MS Learning Institute & The Sally McDonnell 1400 J R Lynch Street, P O Box 17096	Jackson	MS	39217	601-979-1473	601-979-3981	E
University-James Madison University-Media Arts	Steven Anderson		Harrisonburg	VA	22807	540-568-3032	540-568-3814	E
University-Kansas State University-A.Q. Miller-Journ/Mass Comm	Angela Powers	A.Q. Miller School of Journalism and Mass Commun 105 Kedzie Hall	Manhattan	KS	66505	785-532-6890	785-532-5484	E
University-Kansas State University-KSDB 91.9 FM Radio and Television	Mary Renee Shirk	104 Kedzie Hall	Manhattan	KS	66506	785-532-3292	785-532-5484	E
University-Missouri State University of Science & Technology-KMN	Jeff Schramm	1870 Miner Circle 113E University Center W	Rolla	MO	65409	573-341-4808	573-341-6021	E
University-Missouri State University-KSMU Radio	Tammy Wiley	901 South National Avenue	Springfield	MO	65897	417-836-5878	417-836-5889	E
University-New Mexico State University Department of Journalism and Mass Co	Nancy Howell	Milton Hall Room 186 MSC 3J, PO Box 30001	Las Cruces	NM	88003	575-646-1034	575-646-1255	E
University-North Carolina Central University-Radio & Television	Dr. Thomas Evans	1801 Fayetteville Street	Durham	NC	27707	919-530-7113	919-530-7991	E
University-Oakland City University	Nickolas John	138 North Lucretia Street	Oakland City	IN	47660	812-749-1394		E
University-Oakland City University, Evansville	Robert Gulick	110 S. Green River Rd.	Evansville	IN	47715	812-479-6808	812-479-7041	E
University-Pacific Lutheran University	Amanda Fucci-Bartoszek	School of Business	Tacoma	WA	98447	253-535-7445	253-535-8723	E
University-Pacific University-Media & Arts	Dave Cassidy	2043 College Way	Forest Grove	OR	97116	503-352-2701		E
University-Saint Xavier University-Communications	Ronald Mark	3700 W 103rd Street	Chicago	IL	60655	773-298-3000	773-779-9061	E

University-Sam Houston State University-The KAT	Jim Jones	919 16th ST BOX 2207	Huntsville	TX	77341	936-294-3939	936-294-1888	E
University-San Francisco State University-Broadcast and Electronic Communic	Scott Patterson	1600 Holloway Avenue	San Francisco	CA	94132	415-338-1787	415-338-1168	E
University-San Francisco State University-KSFS Student Run Radio	Jeff Jacoby	1600 Holloway Avenue Creative Arts Building-Room 125	San Francisco	CA	94132	415-338-2428		E
University-Santa Clara University-Communications	Helen Otero	500 El Camino Real	Santa Clara	CA	95053	408-554-2798	408-554-4913	E
University-Southern Illinois University-Carbondale-College of Mass Communic	Jean Rendleman Miner	1100 Lincoln Drive Room 1012, Mail Code 6606	Carbondale	IL	62901	618-453-4308	618-453-7714	E
University-Southern Illinois University-WSIE 88.7 FM	Frank Akers	Dunham Hall Box 1058-SIUUE	Edwardsville	IL	62026	618-650-2228		E
University-Southern University and A & M College	Al Barron	PO BOX 10980 Second Floor, JS Clark Hall annex	Baton Rouge	LA	70813	225-771-2200	225-771-3272	E
University-Southern University and A & M-Marketing	Saviour Nwachukwu	Harding Boulevard	Baton Rouge	LA	70813	225-771-2200	225-771-3272	E
University-State University of New York College at Plattsburgh-SUNY	Julia Overton-Healy	101 Broad Street Redclay Hall-Room 172	Plattsburgh	NY	12901	518-564-4169		E
University-State University of New York CollegePlattsburgh-SUNY	Peter Ensel	101 Broad Street Yokum Hall-103B	Plattsburgh	NY	12901	518-564-4287		E
University-Temple University-Broad	Patrick Murphy	Broadcast, Telecommunication and Mass Media Depa Annenberg Hall-Room 205	Philadelphia	PA	19122	215 204-3041	215 204-5402	E
University-Tennesse State University-Communications Dept.	Dr. Page	3500 John Merritt Blvd	Nashville	TN	37209	615-963-5812	615-963-5805	E
University-Valley City State University	Kari Bodine	101 College Street SW	Valley City	ND	58072	701-845-7543	701-845-7245	E
University-Vincennes University	Stephen Simonds	1002 North First Street	Vincennes	IN	47591	812-888-4501	812-888-2201	E
University-Vincennes University	Jeff Beshaeers	1002 North First Street	Vincennes	IN	47591	812-888-4501	812-888-2201	E
University-Vincennes University, Jasper	Jean Mitchell	850 College Ave.	Jasper	IN	47546	812-481-5903	812-481-5960	E
University-Vincennes University-WVUT-TV	Al Rerko	Davis Hall, Room 121 1200 North 2nd Street	Vincennes	IN	47591	812-888-5326	812-882-2237	E
University-Washington State University-KUGR	Andrea Sullivan	301 Murrow Communications Center	Pullman	WA	99163	509-335-5042	509-335-1555	E
University-Western Kentucky University-School of Journalism	Teresa Jameson	1906 College Heights Boulevard	Bowling Green	Ky	42101	270-745-4144		E

		School of Journalism and Broadcasting-#11070						
University-Wichita State University-KMUW 89.1 FM	Mark McCain	3317 East 17th Street North	Wichita	KS	57208	316-978-6789	316-978-3946	E
University-Wichita State University/ Elliott School of Communication	Susan Shultz Huxman	1845 Fairmount	Wichita	KS	67260	316-978-3185	316-978-3006	E
University-Southern University of New Orleans-Telecommunications	Mike Meehan	6400 Press Drive	New Orleans	LA	70126	504-723-2556		E
Wabash Independent Living and Learning Center, (The)	Peter Ciancone	4312 South Seventh Street	Terre Haute	IN	47802	812-298-9455	812-299-9061	E
WDRB-TV	Dale Woods	624 West Muhammad Ali Boulevard	Louisville	KY	40203	502-584-6441	5502-585-0811	E
Western Indiana Workforce Investment Board	Lisa Lee	630 Wabash Avenue Suite 205	Terre Haute	IN	47807	812-238-5616	812-238-2466	E
Weynand Training International	Shirley Craig	17327 Ventura Boulevard Suite 220	Encino	CA	91316	818-995-1719	818-995-1625	E
WFRN Radio	Barbara Franklin	25802 Country Road 25	Elkhart	IN	46515	574-674-6626		E
WFWA PBS Fort Wayne	Linda Burkirk	2501 Coliseum Blvd	Fort Wayne	IN	46805	260-484-8839	260-482-3632	E
WICR-FM-University of Indianapolis Radio Station	Dr. Darryl Clark	1400 East Hanna Avenue	Indianapolis	IN	46227	317-788-3368		E
WICR-FM-University of Indianapolis Radio Station	Dr. Darryl Clark	1400 East Hanna Avenue	Indianapolis	IN	46227	317-788-3368		E
Wisconsin Broadcasters Association	Mandy Endicott	44 East Mifflin Street Suite 900	Madison	WI	53704	608-255-2600	608-256-3986	E
Wisconsin Broadcasters Association	Michelle Vetterkind	44 East Mifflin Street Suite 900	Madison	WI	53703	608-255-2600		E
WISU 89.7 FM	Philip Glende	200 North Seventh Street	Terre Haute	IN	47809	812-237-3690	812-237-8970	E
Women in the NAACP	Mary Smith Forest	1306 Basswood Circle	Bloomington	IN	47403	812-330-0707		E
Work One Southwest At Vincennes	Cindy Kraut	620 Niblick Boulevard	Vincennes	IN	47591	812-882-8770	812-882-4535	E
Workforce Development		211 North Walnut Street P.O. Box 186	Carmi	IL	62821	618-382-5024	618-382-7038	F
Workforce Development Center		1600 Northeast A Street	Linton	IN	47441	812-847-4479	812-847-2025	F
WorkOne Bloomington	Bonnie Howell	450 Landmark Avenue PO Box 3000	Bloomington	IN	47402	812-331-6000	812-331-6010	E
Workone Vincennes	Lisa Handziak	302 North 2nd Street P.O. Box 430	Vincennes	IN	47591	812-882-8770	812-882-4535	E

Workone, Evansville	Betty	700 North Weinbach Avenue	Evansville	IN	47711	812-475-1147	812-421-3182	F
Workone, Linton	Heather Young	1600 Northeast A Street P.O. Box 69	Linton	IN	47441	812-847-4479	812-847-2025	F
WRTV	Cheryl Robb	1330 North Meridian Street	Indianapolis	IN	46202	317-269-1409	317-269-1403	E
WTIU - Indiana University	Ann Wesley	Radio-TV Building	Bloomington	IN	47405	812-855-5900	812-855-6323	E
WTWO-TV	Tim Sturgess	10849 North US Highway 41 PO BOx 9268	Terre Haute	IN	47808	812-696-2121	812-696-2755	E
WVKC/Knox College		2 East South Street Box K-254	Galesburg	IL	61401	309-341-7266	309-341-7571	E
WXAV/Saint Xavier University		3700 West 103rd Street	Chicago	IL	60655	773-298-3375	773-298-3381	E
YMCA-Evansville	Lisa VerKamp	222 NW 6th St.	Evansville	IN	47708	812-423-9622	812-426-6211	E
YWCA-Evansville	Sylvia Weinzapfel	118 Vine St.	Evansville	IN	47713	812-422-1191	812-422-8705	E

APPENDIX 3
ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM APRIL 1, 2020 TO MARCH 31, 2021
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. Due to the COVID-19 pandemic, attendance at such job fairs was halted and events were cancelled. However WVUB-FM and WVUT-TV did participate in a virtual career fair held by the Indiana Broadcasters Association in March 2020 which allowed management the opportunity to discuss career opportunities in broadcasting and accept any available resumes.
- b. WVUB-FM and WVUT-TV management participated in a virtual career fair and open house held by Vincennes University on February 24, 2021. Management was able to discuss job opportunities in broadcasting to students participating in the virtual event and accept any available resumes.
- c. WVUB-FM and WVUT-TV management participated in a virtual career session hosted by Indiana Public Broadcasting Stations (IPBS) on March 22, 2021. The purpose of the session was to allow Ball State University students the opportunity to learn more about careers in public broadcasting, to ask questions about the hiring process, and how to prepare for entry level positions. 38 students attended the one hour session.

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

- a. WVUB-FM and WVUT-TV participated in the Vincennes University Broadcast Internship Program.

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 Navex Globals Learning Management System, as well as diversity workshops and webinars hosted by Vincennes University.

APPENDIX 3 – PAGE 2

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

5) Listing on Websites, Facebook and other Social Media Site:

- 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. Vincennes University website job listing area
 - ii. The Corporation for Public Broadcasting job line
 - iii. Indiana Association of Broadcasters job board
 - iv. Public Broadcasting System job board
 - v. National Public Radio job board
 - vi. Broadcast Compliance Services web site
 - vii. National Alliance of State Broadcast Associations (also known as CareerPage.org)
 - viii. AllAccess.com
 - ix. Indeed.com
 - x. Social Media including Facebook, Twitter and others
 - xi. WVUB-FM and WVUT-V maintain a job board listing broadcast employment opportunities. These efforts include both posting the position announcements on the bulletin board which is prominently located near the main entrance, as well as the Station websites and social media assets.

6) Informal EEO Efforts:

- a. During the Applicable Period, WVUB-FM and WVUT-TV participated in a number of virtual events in which the topic of broadcast industry jobs were discussed. Informal discussions were held at virtual meetings hosted by local civic and service organizations including, but not limited to the Knox County Chamber of Commerce, the Vincennes University Career and Employer Relations office and within Vincennes University Broadcasting academic program.