

WVUT-TV - WVUB-FM
ANNUAL EEO PUBLIC FILE REPORT
APRIL 1, 2024 – MARCH 31, 2025

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, 2024 to and including March 31, 2025 (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, 2024 TO MARCH 31, 2025
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
Education & Community Outreach Coordinator	VincennesPBS.org	2
Graphic Design & Content Specialist	Indeed.com	3
Content Specialist	VincennesPBS.org	3
Promotions Coordinator/On-Air Host	WVUB.org	4

Total Number of Persons Interviewed During Applicable Period: 12

Education & Community Outreach Coordinator: 2 people were interviewed for this position. The person hired was referred by the job posting on the Vincennes PBS website: VincennesPBS.org. One other candidate was interviewed, being referred to us by HigherEdJobs.com.

Graphic Design & Content Specialist: 3 people were interviewed for this position. The person hired was referred by a posting on Indeed.com. Two other people interviewed were referred to the position through the Vincennes University website: vinu.edu.

Content Specialist: 3 people interviewed for this position. The person hired was referred through VincennesPBS.org. One other candidate found the job posting on LinkedIn, while the other candidate found the posting on Vincennes University's website: vinu.edu.

Promotions Coordinator/On-Air Host: 4 people interviewed for this position. The person hired was referred through the WVUB website: WVUB.org. Two candidates found the job posting on LinkedIn, while the other candidate found the posting on the Indeed.com website.

APPENDIX 2
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RECRUITMENT SOURCE INFORMATION – USED FOR ALL JOB POSTINGS

Recruitment Source	Number of Applications Received from Each Source
VU Website – Vinu.edu	4
Higher Ed Jobs – HigherEdJobs.com	2
LinkedIn – LinkedIn.com	3
Indeed – Indeed.com	4
Indiana Career Connect – IndianaCareerConnect.com	3
VincennesPBS.org	2
WVUB.org	2
Indiana Broadcasters Association - IndianaBroadcasters.org	2
Indiana Public Broadcast Stations – IPBS.org	3

APPENDIX 3
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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. On Monday, October 14, 2024 WVUT-TV and WVUB-FM management participated in a face-to-face job fair hosted by the Indiana Broadcasters Association. This event took place in Carmel, Indiana and allowed management the opportunity to discuss career opportunities in broadcasting and accept any available resumes.

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

- a. WVUB-FM and WVUT-TV participated in the Vincennes University Broadcast Internship Program during the Spring '24 and Fall '24 semesters.

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 Everfi, as well as diversity workshops and webinars hosted by Vincennes University.

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" section. 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.

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

- 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. Vinu.edu
 - ii. VincennesPBS.org
 - iii. WVUB.org
 - iv. IPBS.org
 - v. IndianaBroadcasters.org
 - vi. IndianaCareerConnect.com
 - vii. HigherEdJobs.com
 - viii. LinkedIn.com
 - ix. Indeed.com
 - x. Facebook.com (Vincennes PBS & WVUB pages)

6) Informal EEO Efforts:

- a. WVUT-TV and WVUB-FM hosted media club students from Princeton Middle School on Monday, April 22, 2024 for a tour and the opportunity to record their weekly school news report in our television studio. Management also discussed the different jobs and careers available in the broadcasting field.
- b. On Tuesday, April 23, 2024 WVUT-TV and WVUB-FM hosted Broadcasting Dual-Credit students from Washington High School for studio tours and hands-on tutorial in video and audio production. Management also discussed the different opportunities available in broadcasting when it comes to jobs and careers.
- c. WVUT-TV and WVUB-FM management once again hosted 5th graders from North Knox School Corporation on May 8th, 2024. 102 students came through our studios for a hands-on field trip to learn about broadcasting, the different careers available, as well as the different positions utilized to run the stations, and skill sets needed to perform different position duties.
- d. On Thursday, April 18th WVUT-TV and WVUB-FM management and staff participated in the full day-long Lincoln High School/Clark Middle School career fair with an interactive booth. Hundreds of middle and high school students from Knox County, Indiana schools came through the career fair and were able to receive hands-on practice of running video production equipment. Management

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discussed with students the jobs and careers available within the broadcasting industry.

- e. WVUT-TV and WVUB-FM staff hosted the Vincennes University Broadcasting Camp on Friday, July 12, 2024. 14 students in grades 6-12th joined us for a full day of learning involving videography, video and audio editing, podcasting, and so much more. We also discussed various jobs and careers available in broadcasting.
- f. WVUT-TV and WVUB-FM management and staff hosted students from North Daviess High School on Tuesday September 24, 2024. The students were able to participate in a hands-on tour of our production studios and learn about jobs and careers available within the broadcasting industry.
- g. WVUT-TV and WVUB-FM management frequently meet throughout the year with high school students who are interested in the VU Broadcasting academic program and provide them with tours of our facility. Station management also discuss with visiting students, and VU Broadcasting students, the different careers possible in broadcasting.



**INDIANA
BROADCASTERS
ASSOCIATION**

This certifies that

WVUB-FM

participated in the

**Fall 2024 Indiana Broadcasters
Association Career Fair**

staged on Monday, October 14, 2024

The station named above contributed to the costs of the event, was encouraged to provide information on available jobs and internships in advance of the function with posts to the IBA website, and was asked to promote the event on-the-air.

The station should consult their attorney for legal advice as to the extent to which participation in these activities qualify the station to meet FCC EEO requirements for specific outreach efforts.

This certificate of participation was awarded October 14, 2024.

David H. Arland

Executive Director, Indiana Broadcasters Association



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