

WVUT-TV - WVUB-FM
ANNUAL EEO PUBLIC FILE REPORT
APRIL 1, 2025 – MARCH 31, 2026

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, 2025 to and including March 31, 2026 (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.

During this period of time WVUT-TV and WVUB-FM did not have any vacancies.

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.

During this period of time WVUT-TV and WVUB-FM did not have any vacancies.

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.

During this period of time WVUT-TV and WVUB-FM did not have any vacancies.

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.

During this period of time WVUT-TV and WVUB-FM did not have any vacancies.

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules (Appendix 1).

APPENDIX 3

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 5: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by WVUB-FM and WVUT-TV

1) Participation in Job Fairs:

a. On October 28, 2025 WVUT-TV and WVUB-FM management participated in a 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 '25 and Fall '25 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.

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 May 7, 2025 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 June 3, 2025, WVUT-TV and WVUB-FM hosted Educational Talent Search Middle Schoolers for studio tours 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 9th, 2025. About 100 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. April 18, 2025 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 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 July 22, 2025. 15 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 South Knox High School on October 17, 2025. 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.