

**WFYI(TV), WFYI-FM, and WFYI-LD**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hire
Community Engagement Specialist, Education	4, 5, 6, 8, 9, 10, 16,20, 23, 24	4
Engagement Trainer, America Amplified	1, 3, 4, 7, 8, 9, 15, 16, 20, 23	4
Grant Specialist	1, 3, 4, 7, 9, 10, 16, 18, 19, 23, 24	1
Human Resources Generalist and Payroll Administrator	6, 9, 16, 23, 24,25	25
Investigative Reporter, Health	3, 4, 9, 11, 14, 15, 16, 17, 18, 21, 22, 23	4
Managing Editor, Digital	3, 7, 9, 16, 23, 25	25
Producer and Reporter Digital, News	4, 7, 8, 9, 11,12, 15, 16,18, 20, 21, 23	16
Programming Specialist	8, 9, 16, 20, 23	16
Radio Host and Producer	1, 3, 8, 9, 16,18, 21, 23, 24, 25	25
Reporter and Newscaster	4,7, 9, 15, 16, 20, 21, 23	4
Video Producer and Editor	3, 4, 6, 7, 9, 10, 11, 13, 16, 17, 20, 23, 24	3

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Charitable Advisors</b> ( <i>Charitableadvisors.com</i> )	No	10
2	<b>Chicago Radio Club</b> ( <i>Chicagofmclub.org</i> )	No	0
3	<b>CPB</b> (Corporation for Public Broadcasting) ( <i>www.cpb.org/jobline</i> )	No	5
4	<b>Employee Referrals</b>	No	12
5	<b>Facebook</b> ( <i>Facebook.com</i> )	No	1
6	<b>Google Jobs</b> ( <i>GoogleJobs.com</i> )	No	7
7	<b>Greater Public</b> ( <i>greaterpublic.org</i> , PO Box 303279 Austin, TX 78703-0055)	No	0
8	<b>IBA</b> ( <i>Indiana Broadcasters Association</i> , PO Box 902 Carmel, IN 46082, 317-701-0084)	No	0
9	<b>Indeed</b> ( <i>Indeed.com</i> )	No	1
10	<b>Instagram</b>	No	4
11	<b>Internal Candidate</b>	No	8
12	<b>Indiana University Career Fair (IU)</b>	No	1
13	<b>IPB Facebook Group</b> ( <i>facebook.com</i> )	No	1
14	<b>IRE</b> ( <i>Investigative Reporters and Editors</i> , 221 S 8th Street Columbia, MO 65201, 573-882-2042)	No	0
15	<b>JournalismJobs.com</b> (510-208-7386)	No	4
16	<b>LinkedIn</b> ( <i>LinkedIn.com</i> )	No	45
17	<b>Monster</b> ( <i>Monster.com</i> , 133 Boston Post Rd, Building #15 Weston, MA))	No	1
18	<b>NABJ</b> ( <i>National Association Black Journalist</i> , 1100 Knight Hall, Ste 3100 College Park MD, 20742)	No	0
19	<b>NAHJ</b> ( <i>National Association Hispanic Journalists</i> , <i>nahj.org</i> , 1050 Connecticut Ave, NW 5th Fl Washington, DC 20036, 866-624-5674)	No	0
20	<b>NETA</b> ( <i>National Educational Telecommunications Association</i> , PO Box 50008 Columbia, SC 29250, 803- 799-5517)	No	0
21	<b>PMJA</b> ( <i>Public Media Journalists Association</i> , PO Box 838 Sturgis, SD 57785, 605-863-9919)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	<b>Twitter/ X</b> (twitter.com, 1355 Market St #900 San Francisco, CA 94103)	No	1
23	<b>WFYI Website</b> ( <i>www.wfyi.org/careers</i> )	No	13
24	<b>Zip Recruiter</b> ( <i>ziprecruiter.com, 604 Arizona Ave, Santa Monica, CA</i> )	No	8
25	<b>Internal Promotions</b>	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			125

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program (4)	<p>We offer multiple internship opportunities throughout the year for college-enrolled students. Interns gain hands-on experience as part of their credit-based programs, with Director-and Manager-level staff serving as supervisors. In addition to training in their specific fields, interns receive cross-departmental exposure, providing a well-rounded understanding of the organization's operations. Each cohort of students fulfills their academic program requirements while contributing meaningfully to our team.</p> <p>Our internship program runs year-round:</p> <ul style="list-style-type: none"> <li>• <b>January 2024 – April 2024:</b> 3 intern positions filled (Butler University and Purdue University)</li> <li>• <b>May 2024 – August 2024:</b> 4 intern positions filled (Butler University, Indiana University, and Purdue University).</li> <li>• <b>September 2024 – December 2024:</b> 5 intern positions filled (Purdue University, Indiana University, Indiana University East, and Indiana University Indianapolis).</li> <li>• <b>January 2025 – April 2025:</b> 6 intern positions filled (Indiana University, Purdue University, Ball State University, and Butler University)</li> </ul> <p>We continue to welcome interns throughout the year, fostering professional growth and hands-on learning.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
2	Participate in Career Fair	Purdue University's Public Impact Career Fair Participation on September 9, 2024, by our Human Resources Generalist and Human Resources Specialist where we spoke to students about internships, and opportunities in broadcasting.
3	Participate in Career Fair	Ball State University's Career Fair Participation on September 18, 2024, by our Human Resources Generalist and Human Resources Specialist where we spoke to students about internships, and opportunities in broadcasting.
4	Participate in Career Fair	Indiana University's Career Fair Participation on September 25, 2024, by our Human Resources Generalist, Human Resources Specialist, and Human Resources Intern where we spoke to students about internships, and opportunities in broadcasting.
5	Participate in Career Fair	Butler University's Career Fair Participation on October 1, 2024, by our Human Resources Generalist and Human Resources Specialist where we spoke to students about internships, and opportunities in broadcasting.
6	Participate in Career Fair	Indiana Broadcasters Association Career Fair Participation on March 30, 2025 by our HR Generalist, where we spoke to students and job seekers about opportunities with WFYI Public Media.
7	Participate in Career Fair	Purdue University's Daniels School of Business Participation on February 6, 2025, by our Human Resources Specialist and an HR Intern where we spoke to students about internships, and opportunities in broadcasting.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Career Fair	Ball State University's Career Fair Participation on February 6, 2025, by our Director of Human Resources where we spoke to students about internships, and opportunities in broadcasting.
<b>9</b>	Participate in Career Fair	Butler University's Career Fair Participation on February 25, 2025, by our Human Resources Specialist where we spoke to students about internships, and opportunities in broadcasting.
<b>10</b>	Participate in Career Fair	Indiana University's Career Fair Participation on January 29, 2025, by our Human Resources Specialist and Human Resources Intern where we spoke to students about internships, and opportunities in broadcasting.
<b>11</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	Management-level employees as well as the entire staff completed Annual Harassment Prevention Training during the month of September 2024, which included how to avoid discrimination in hiring and sexual harassment in the workplace.
<b>12</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	From the beginning of September through December of 2024, management-level employees as well as the entire staff took part in training which included training about how to create a respectful workplace environment. Trainings were conducted by and followed up on by a third part vendor, InvigorateHR.