

**WFYI [METROPOLITAN INDIANAPOLIS PUBLIC BROADCASTING, INC]**  
**EEO PUBLIC FILE REPORT**

Stations Comprising Station Employment Unit WFYI-TV and WFYI-FM  
**04/01/22 – 03/31/23**

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WFYI-TV and WFYI-FM, Indianapolis, IN. This Report is required to be placed in the public inspection files of these stations and posted on their websites.

The information contained in this Report covers the time period beginning April 1, 2022 up to and including March 31, 2023 (the "Applicable Period").

The FCC's 2002 EEO Rule requires 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, first column)
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 by name, address, contact person and telephone number (Appendix 1, second column).
3. The recruitment source that referred to the person hired for each full-time vacancy during the Applicable Period (Appendix 1, third column).
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 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).

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the person accepted the job offer. A person was deemed "interviewed" whether in person or over the telephone.

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### APPENDIX 1. VACANCY LIST

See Appendix 2 Master Recruitment Source List (MRS�) for recruitment data.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sr. Staff Accountant (1)	3,5,6	5
Major & Planned Gifts Officer (1)	5,12,13	5
Engagement Marketing Specialist	5,9,12,13,16	16
HR Generalist	1,5,12,13	13
Grants Specialist	5,12,13	12
Account Executive	6,13	6
IPB Daily News Editor	5,6,7,13,15	6
IPB News Statewide Education Reporter	4,5,6,8,10,12,13,14,18,19,20,23	20
Sr. Director Broadcast and Network Ops	5,7,13	5
Chief Content Officer	6,8,10,12,13,15,25	6
Sr. Staff Accountant (2)	12,17	17
Morning Edition Host	6,8,10,11,12,14,21,22,24	6
Digital Producer	2,5,7,12,13,15,20	5
Audio Production Coordinator	6,7,12,13,15,20,25	7

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### APPENDIX 2. MASTER RECRUITMENT SOURCE LIST

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	2	1	<b>Ball State University - Cardinal Career Link</b>
			<a href="mailto:kdrunyon@bsu.edu">kdrunyon@bsu.edu</a>
			Career Center – Lucida Bldg
			Muncie, IN 47306 765-285-2436
No	10	2	<b>Handshake (most major colleges/universities housed here)</b>
No	4	3	<b>Platinum Recruiting Group</b>
			Joe Mancewicz
			317-279-6804
No	1	4	<b>Education Writers Association (EWA)</b>
			1825 K Street NW, Suite 200, Washington, DC 20006
			202-452-9830 - repeat
No	16	5	<b>WFYI Website</b> ( <a href="https://www.wfyi.org/careers">https://www.wfyi.org/careers</a> )
No	15	6	<b>WFYI Employee / Board of Directors referral</b>
No	5	7	<b>WFYI Internal Candidate</b>
No	5	8	<b>Public Media Jobs/Current</b>
			1612 K St. NW #704
			Washington, DC 20006
			202-463-7055

No	1	9	Charitable Advisors Newsletter / Website ( <a href="http://www.charitableadvisors.com">www.charitableadvisors.com</a> )
No	5	10	CPB Jobline Website ( <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a> )
No	1	11	Indiana Broadcasters Assn (IBA) ( <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a> )
No	36	12	Indeed.com
No	48	13	Linked IN ( <a href="http://www.linkedin.com">www.linkedin.com</a> )
No	6	14	JournalismJobs.com
No	4	15	WFYI Employee social media pages/postings
No	1	16	Greater Public Media ( <a href="http://greaterpublic.org">greaterpublic.org</a> )
No	5	17	Pinnacle Staffing ( <a href="http://www.pinnaclestaffing.com">www.pinnaclestaffing.com</a> )
No	1	18	National Assn Hispanic Journalists (NAHJ) ( <a href="https://nahj.org">https://nahj.org</a> )
No	2	19	Investigative Reporters & Editors (IRE) ( <a href="https://www.ire.org">https://www.ire.org</a> )
No	2	20	Google/Google Jobs
No	1	21	IBA Fall Career Fair
No	1	22	IBA Spring Career Fair
No	2	23	Asecnd Indiana ( <a href="https://ascendindiana.com">https://ascendindiana.com</a> )
No	2	24	Zip Recruiter ( <a href="https://ziprecruiter.com">https://ziprecruiter.com</a> )
No	2	25	Glassdoor ( <a href="http://www.glassdoor.com">www.glassdoor.com</a> )

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**APPENDIX 3. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE(MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Diversity, Equity, and Inclusivity	<p>Maintain an ongoing process to increase diverse representation within candidate pipeline pool. The station maintains posting positions in diverse job-related associations, universities, and job boards across all jobs. This continues to allow for better outreach in recruiting and hiring of diverse candidates.</p> <p>All staff trained on inclusive workplaces (February 24<sup>th</sup> – 27<sup>th</sup>, 2023), facilitated by our DEI vendor. Interviewing training (April 22, 2022), facilitated by the Director, Human Resources and attended by all director level leaders and above as well as those staff members conducting interviews for WFYI. Interview training is required before eligible for the interview team.</p>
2	Scholarship Program	<p>Participated in Indiana Broadcasters Association Scholarship Program by promoting the scholarships throughout Central Indiana and providing applications for students and interns. Applications are screened for qualifications and referred to the IBA with recommendations</p>
3	EEO Training	<p>The Director of Human Resources has completed interview training (April 22, 2022) with all staff that is part of the interview process while also continuing to work with leaders and staff on specific questions. Specific recruiting/hiring/goal setting/performance appraisals/documentation training continues as open positions have allowed. Additional staff team members are involved in all interview processes. Every department has representatives serving as part of our internal diversity, equity, and inclusivity committee.</p> <p>Inclusive workplace training was completed, for all WFYI staff and board members, February 24 – February 27, 2023. Inclusive Workplace training continues to be a, first year in role, required training and will be ongoing as part of our learning matrix. Training not only covers inclusive workplaces, it also covers situational examples and how to work through conversations with staff, peers, outside vendors and candidates.</p>

	TYPE OF RECRUITMENT INITIATIVE(MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Applicant Tracking System	Utilization of software to improve the broad distribution of job postings and improve reach for candidates who may have been unaware of such job opportunities. The system has allowed us to cross-post in more locations with greater reach to additional candidates. The system continues to allow us to see better results and track where candidate reach is best from a diversity perspective. The station is currently implementing a new HR system and will utilize the recruiting tool through the system to create a dashboard for recruiting postings, hirings, candidate diversity, time to fill, and other recruiting metrics.
5	Mentoring	<p>Mentoring opportunities are provided for leadership team, along with other specific mentoring offered in areas / positions as need arises. Staff and director-level staff serve as mentors/buddies for newly hired staff to enhance industry knowledge, as well as providing on-site leadership for day-to-day activities. This year we began offering every employee a free subscription to Current Magazine, the trade journal of public media. Current provides access to job information as well as regular salary data/trends in the industry to help better inform employees considering advancement, especially those early in their careers who may not have had access to such information previously.</p> <p>Executive level leaders mentor director level staff, in other departments, through the organization. Conversations include career development, goal setting, accountability, and result-driven environments.</p>
6	Internship Program	<p>Provided educational internship opportunities throughout the year to college enrolled participants. Director level staff serve as sponsors of interns while engaging in experiential and credit-based experience. All interns are paid \$15/hour. Interns are provided robust training, learning about each area of the station and having scheduled time to learn about each part of the organization. Interns are put into "cohorts" each semester meeting the needs of their college program and the intent of the experiential learning opportunity through the station program. We are continuing to build the internship program and the number of interns we host each semester.</p> <p>January 2022 – May 2022: 2 internship positions filled (IUPUI/ IUPUI)  May 2022 – June 2022: 1 internship position filled (Marion University)  January 2023 – May 2023: 2 internship positions filled (Ball State University/ IUPUI)</p>