

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

**Stations Comprising Station Employment Unit WFYI-TV and WFYI-FM
04/01/21 – 03/31/22**

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, 2021 up to and including March 31, 2022 (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 EmploymentUnit 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 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 (MRSL) for recruitment data.

Job Title	Recruitment Sources(RS) Used to Fill Vacancy	RS Referring Hiree
All Things Considered Host	44-46; 53; 56; 58; 62;65-66;74;	45
News Content Project Manager	44-46; 49; 53; 56; 62; 65-66;74;	44
America Amplified: Digital Content Editor	44-46; 56; 62;74;	46
America Amplified: Project Manager	1;44-46; 49; 53; 56; 62; 65-66;74;	45
Managing Editor-Side Effects Public Media	1;34; 44-46; 49; 56; 62;65-66;74;	45
Major and Planned Giving Officer	34; 44-46; 49; 53; 56; 58;62;65-66; 68-69;74	58
IPB Assistant Producer	1;34; 44-46; 49; 53; 56; 62;65-66; 74;	65
Donor Engagement Coordinator	34; 44-46; 49; 53; 56; 62; 65-66;74;	46
Senior Staff Accountant	1;34; 44-46; 49; 53; 56; 62;65-66; 74;	45
Finance and Accounting Manager	12; 18;26; 34; 44-46; 49; 53; 56;62; 65-66; 68-69;74; 76	44
Account Executive	1;12;26; 34; 44-46; 49; 53;56; 62; 65-66; 68-69; 74; 76	49
Morning Edition Host	12; 26;34; 44-46; 49; 53; 56; 62;65-66; 68-69;74; 76	45
Broadcast Operations Manager	12;18;26;34; 44-46; 49; 53; 56;62; 65-66; 68-69; 74; 76	
Major and Planned Giving Officer	34; 44-46; 49; 53; 56; 62; 65-66;74;	
Economic Equity Project	1; 34; 44-46; 49; 53; 56; 62;65-66; 68-69; 74;	45

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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	0	1	Ascend Indiana
No	0	2	Affiliate Center: Community Alliance of the Far Eastside Ann Marie Predovich 3724 N. Mitthoeffer Rd. Indianapolis, IN 46236 317-890-3288
No	0	3	American Marketing Association LocalJob Board
Yes	0	4	Anderson University career@anderson.edu
No	0	5	Ball State University kdrunyon@bsu.edu Career Center – Lucida Bldg Muncie, IN 47306 765-285-2436
No	0	6	Ball State University Joe Misiewicz Dept of Telecommunications E.F. Ball Bldg Muncie, IN 47306 765-285-2446
Yes	0	7	Butler University 2835 N. Illinois St. Indianapolis, IN 46208 career@butler.edu

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	0	8	Career Development Network Michael Batten 1350 N. Pennsylvania St. Indianapolis, IN 46202 mbatten@damien.org
No	0	9	Center for Leadership Development Helen Baker Job Placement Services 3526 Washington Blvd Indianapolis, IN 46205 317-940-9653
No	0	10	Christamore House Olgen Williams 502 N. Tremont St. Indianapolis, IN 46222 317-635-7211
No	0	11	CICOA Senior Employment Access Liz Hightower 4755 Kingsway Dr. Indianapolis, IN 46205 317-803-6060
No	0	12	Education Writers Association 1825 K Street NW, Suite 200 Washington, DC 20006 202-452-9830
No	0	13	Concord Center Niki Girls 1310 S. Meridian St. Indianapolis, IN 46225 317-637-4376
No	0	14	Crooked Creek Multi-Service Center Helen Lands 2990 W. 71 st St. Indianapolis, IN 46268 317-293-2659
No	0	15	Depauw University www.depauw.edu/admin/career
		16	No Longer Needed
No	0	17	Flanner House William Sears 2424 Dr. Martin Luther King Dr. Indianapolis, IN 46208 317-925-4231
No	1	18	Investigative Reporters and Editors 141 Neff Annex Columbia, Mo 65211

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	0	19	Hawthorne Social Service Association Diana Arnold 2440 W. Ohio St. Indianapolis, IN 46222 317-637-4312
		20	No Longer Needed
No	0	21	Hispanic Education Center Secretary 580 Stevens St. Indianapolis, IN 46203 317-634-5022
No	0	22	Indiana Association of Black Journalists James Patterson ATTN: Job Opportunities PO Box 441795 Indianapolis, IN 46244-1795 317-633-1240
No	0	23	Indiana Black Expo Faith Barrett 3145 N. Meridian St. Indianapolis, IN 46208 317-925-2702
Yes	0	24	Indiana Department of Workforce Development bbrown@dwd.state.in.us
No	0	25	ITT Technical Services Bill Kingery 9511 Angola Court Indianapolis, IN 46268 317-875-8640
No	0	26	JournalismNext.com 703-629-0178
Yes	0	27	Indiana University Kelley School of Business Randall Powell Undergraduate Career Services 10 th Street & Fee Lane Bloomington, IN 47405 812-855-5317
No	0	28	Indianapolis Urban League Brian McDonald Employment Specialists 850 N. Meridian St. Indianapolis, IN 46202

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	0	29	John H. Boner Community Center James Taylor 2236 E. 10 th St. Indianapolis, IN 46203 317-633-8210
No	0	30	Marian College Dave Roberts Career Services Officer 3200 Cold Spring Rd. Indianapolis, IN 46222 317-955-6341
No	0	31	Martin University Pat Thomas Job Placement Office 2171 Avondale Place Indianapolis, IN 46218
No	0	32	Martin Luther King Multi-Service Center P. Diane Jackson 40 W. 40 th St. Indianapolis, IN 46208 317-923-4581
No	0	33	Mary Rigg Neighborhood Center Robert Burgbacher 1920 W. Morris St. Indianapolis, IN 46221 317-639-6106
Yes	0	34	I.U. Career Dev Ctr career@indiana.edu 625 N. Jordan Bloomington, IN
No	0	35	Southeast Multi-Service Center William Hubbs 901 S. Shelby St. Indianapolis, IN 46203 317-236-7400
		36	No Longer Used
No	0	37	Supportive Employment John Pavlack 964 Pennsylvania Ave. Indianapolis, IN 46208 317-554-5700
		38	No Longer Used
No	0	39	Ten Point Coalition Minister Douglas Harriston Job Training Program 317-924-0733

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	0	40	University of Indianapolis Corey Wilson Career Services 1400 E. Hanna Ave. Indianapolis, IN 46227 317-788-3296
		41	No Longer Used
No	0	42	YMCA Lou Drexler 615 N. Alabama St. Indianapolis, IN 46204 317-266-9622
No	0	43	YWCA Christy Downton 4460 N. Guion Rd. Indianapolis, IN 46254 317-299-2750
No	24	44	WFYI Website www.wfyi.org
No	15	45	WFYI Employee / Board of Directors referral
No	13	46	WFYI Internal Candidate
No	0	47	INDIANAPOLIS STAR 307 N. Pennsylvania St. Indianapolis, IN 46204 317-444-4000
No	0	48	INDIANAPOLIS STAR WEBSITE CareerBuilder.com
No	2	49	Current 1612 K St. NW #704 Washington, DC 20006 202-463-7055
No	0	50	NUVO, alternative weekly newspaper NUVO Website https://nuvo.news nirvana.com/
No	0	51	INET – State Website
No	0	52	PBS Website
No	0	53	Charitable Advisors Newsletter / Website https://charitableadvisors.com/post-a-job-2/
No	0	54	Center for Philanthropy Newsletter / Website https://cep.org/
No	0	55	Non Profit News.com
No	0	56	CPB Jobline Website https://www.cpb.org/jobline/
No	0	57	Indiana Broadcasters Assn https://www.indianabroadcasters.org/
No	0	58	Resumes on file from previous search
No	0	59	Craigslist.com
No	0	60	Monster.com

Source Entitled to Vacancy Notification	No. of Interviewees Referred by RS over 12-month period	RS#	Organization & Address
No	0	61	Temporary Service
No	0	62	Social Media Station Site
No	0	63	Head Hunters
No	0	64	Assn of Fundraising Professionals – Indiana https://afpglobal.org/chapters/afp-indiana-chapter
No	15	65	Indeed.com
No	7	66	Linked IN https://www.linkedin.com/
No	0	67	Diversity.com
No	0	68	JournalismJobs.com
No	2	69	National Assn Black Journalists https://nabjonline.org/
No	0	71	Assn of Fundraising Professionals – National https://www.afponline.org/
No	0	72	Indiana State University https://www.indstate.edu/career-center
No	0	73	IUPUI https://career.iupui.edu/
No	0	74	WFYI Employee social media pages/postings
No	0	75	Simply Hired https://www.simplyhired.com/
No	0	76	PMJA (Public Media Journalists Association) https://pmja.org/

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APPENDIX 3. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Diversity, Equity, and Inclusivity	WFYI is engaged in a comprehensive Diversity, Equity and Inclusivity effort that involves all levels of the organization including Board, Management, and Staff. WFYI has engaged an independent consulting agency to review policy and practices, conduct an internal culture assessment and advise the stations on how to develop a more equitable and inclusive culture. This work leads to training and education specifically for those involved in hiring processes. As part of our efforts for DE&I we continue to maintain a “two in the pool” policy, on average, across all jobs recruited for in a twelve-month cycle. This continues to allow for better outreach in recruiting and hiring of diverse candidates. WFYI will continue to refine its culture and recruitment based on results of the consulting work.
2	Scholarship Program	WFYI continues to participate in the 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. WFYI has engaged with IBA about its internship program for broadcast engineering and will be seeking engineering interns in the coming year.
3	EEO Training	The Director of Human Resources along with external trainers, continues to work with leaders and staff on specific EEO related 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.
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 allows us to cross-post in more locations with greater reach to additional diverse candidates. The system continues to allow us to see better results and track where candidate reach is best from a diversity perspective.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Mentoring	<p>Mentoring opportunities are provided for WFYI team members in an effort to provide skills for staff members to be considered for promotion, either internal to WFYI or via other broadcasters. 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. WFYI is also strategically aligning travel and training opportunities with early career employees to help them advance.</p>
6	Internship Program	<p>WFYI has committed to paying a minimum of \$15/hour for all interns, in an effort to provide more equitable internship opportunities and for individuals to gain relevant broadcast experience which may lead to permanent employment. WFYI has successfully sought funding to support its internship program. WFYI is providing 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. WFYI is working with other Indiana Public Broadcasting stations at university licensed stations to consider further internship opportunities.</p>

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This EEO Statement for WFYI is posted on bulletin boards where we have official postings, in the mail room.

Equal Employment Opportunity Policy Statement (“Policy Statement”)

WFYI is an equal employment opportunity employer. It is the policy of WFYI to afford equal employment opportunity to all individuals regardless of race, color, religion, gender, national origin, age, disability, or covered veteran status.

WFYI will recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, gender, national origin, age, disability, or covered veteran status.

All personnel decisions and actions, such as compensation, benefits, transfers, layoffs, returns from layoff, and company-sponsored training, education, tuition assistance, and social and recreation programs, will be administered without regard to race, color, religion, gender, national origin, age, disability, or covered veteran status.

All employees of WFYI are expected to comply with the Policy Statement. Managers and supervisors are responsible for fulfilling the obligations set forth in the Policy Statement and for meeting any applicable affirmative action obligations, and their execution of this responsibility is considered in the evaluation of their job performance.

The Human Resources Section of WFYI is responsible for the successful implementation of the affirmative action programs, for monitoring the achievements and problem areas of such programs, and for periodically reporting to management on these matters. Employees are encouraged to communicate any questions or concerns to the Director Human Resources or a member of the Executive Leadership Team.