

PBS Michiana - WNIT  
(Michiana Public Broadcasting Corporation)

EEO PUBLIC FILE REPORT

04/01/23 – 03/31/24

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 WNIT Public Television, South Bend, IN. This Report is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning April 1, 2023, and including March 31, 2024 (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 station's employment unit during the applicable period, identified by job title
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
3. For each full-time vacancy during the applicable period, the recruitment source that referred the person hired and the recruitment source that referred each person interviewed
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, and
5. A list and brief description of the Prong 3 initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rule.

## EEO Public File Report

Group: WNIT  
Station: WNIT-TV

### A. Job Vacancies Filled Between 04-01-23 and 03-31-24

- 1. Job Title: Associate Producer**  
**Date Submitted: 05-03-2023**  
**Date Filled: 08-14-2023**
- 2. Job Title: Account Executive**  
**Date Submitted: 06-29-2023**  
**Date Filled: 12-11-2023**

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

#### Source, Contact information, Referred person hired?, Requesting notification?

##### 1. Associate Producer

Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No

Ball State University – <https://bsu-csm.symplicity.com/employers> - Lucina Hall Room 220 Muncie, IN 47306 - 765-285-2436 - No – No

Corporation for Public Broadcasting – [cpb.org/jobline](http://cpb.org/jobline) – 401 9<sup>th</sup> St. NW, Washington, DC 20004-2129 – 202-879-9600– Yes – No

Goshen College – [Goshen.edu/jobs](http://Goshen.edu/jobs) – David Kendall – Newcomer Center, Office 33, 1700 S. Main St., Goshen, IN 46526 – 574-535-7789 - No – No

Indeed.com – [indeed.com](http://indeed.com) – 177 Broad St., Stamford, CT 06901 – 1-800-310-8189 – No – No

Indiana Broadcasters Association – [indianabroadcasters.org](http://indianabroadcasters.org) – Alex Rusciano - PO Box 902, Carmel, IN 46082 – 317-922-6708 - No – No

Indiana Career Connect – [indianacareerconnect.com](http://indianacareerconnect.com) – [icc@dwd.in.gov](mailto:icc@dwd.in.gov) – 10 North Senate Ave., Indianapolis, IN 46204 – 800-891-6499 – No – No

Michigan Broadcasters – <https://members.michiganmedia.com/job-bank> - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-484-7444 – No – No

Mypbs.org – [mypbs.org](http://mypbs.org) – 703-739-3222 – No – No

NETA – [netaonline.org](http://netaonline.org) – 939 S. Stadium Rd., Columbia, SC 29250 – 803-799-5517 – No – No

Purdue University – <https://purdue-csm.symplicity.com/employers> - 610 Purdue Mall, West Lafayette, IN 47907 - 765-494-4600 - No - No

TVJobs.com – [TVJobs.com](http://TVJobs.com) – Broadcast Employment Services, PO Box 4116, Oceanside, CA 92052 – 800-374-0119 – No – No

WNIT Internal Posting – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – No – No

WNIT Website – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – No – No

##### 2. Account Executive

Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No

Ball State University – <https://bsu-csm.symplicity.com/employers> - Lucina Hall Room 220 Muncie, IN 47306 - 765-285-2436 - No – No

Corporation for Public Broadcasting – [cpb.org/jobline](http://cpb.org/jobline) – 401 9<sup>th</sup> St. NW, Washington, DC 20004-2129 – 202-879-9600– No – No

Goshen College – Goshen.edu/jobs – David Kendall – Newcomer Center, Office 33, 1700 S. Main St.,  
Goshen, IN 46526 – 574-535-7789 - No – No

Indeed.com – indeed.com – 177 Broad St., Stamford, CT 06901 – 1-800-310-8189 – No – No

Indiana Broadcasters Association – indianabroadcasters.org – Alex Rusciano - PO Box 902, Carmel, IN  
46082 – 317-922-6708 - No – No

Indiana Career Connect – indianacareerconnect.com – icc@dwd.in.gov – 10 North Senate Ave.,  
Indianapolis, IN 46204 – 800-891-6499 – No – No

LinkedIn Corporation – linkedin.com – 1000 W. Maude Ave., Sunnyvale, CA 94085 - 650-687-3600 –  
No - No

Michigan Broadcasters – https://members.michiganmedia.com/job-bank - Dan Kelley – 222 N. Chestnut  
St., Lansing, MI 48933 – 517-484-7444 – No – No

NETA – netaonline.org – 939 S. Stadium Rd., Columbia, SC 29250 – 803-799-5517 – No – No

Purdue University – https://purdue-csm.symplicity.com/employers - 610 Purdue Mall, West Lafayette,  
IN 47907 - 765-494-4600 - No - No

StaffMeUp.com - 3250 Wilshire Blvd. Suite 1800, Los Angeles, CA 90010 – contact@staffmeup.com –  
No – No

TVJobs.com – TVJobs.com – Broadcast Employment Services, PO Box 4116, Oceanside, CA 92052 –  
800-374-0119 – No – No

WNIT Employee – Nicholas Ramirez – 300 W. Jefferson Blvd., South Bend, IN – No – No

WNIT Employee – Sheri Robertson – 300 W. Jefferson Blvd., South Bend, IN – No – No

WNIT Internal Posting – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-  
9648 – No – No

WNIT Website – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – No  
– No

WVPE Public Radio – wvpe.org – 2424 California Road, Elkhart, IN 46514 – 574-674-9873 – Yes - No

  

Handshake – joinhandshake.com – Various Colleges and Universities – No – No  
(see next pages)

<b>Additional job postings through Handshake</b>	<b>Acct Exec</b>	<b>Assoc Prod</b>
Adrian College	X	X
Anderson University	X	X
Andrews University	X	X
Aquinas College	X	X
Augustana College	X	X
Bowling Green State University	X	X
Bradley	X	X
Butler University	X	X
Calvin College	X	X
Capital University	X	X
Central Michigan University	X	X
Chicago State University	X	X
Cleveland State University	X	X
Columbia College Chicago	X	X
Cornerstone University	X	X
DePaul University	X	X
DePauw University	X	X
Dominican University		X
Earlham College	X	X
Eastern Illinois University	X	X
Eastern Michigan University	X	X
Ferris State University and KCAD	X	X
Franklin College	X	X
Grand Valley State University	X	X
Holy Cross College	X	X
Hope College	X	X
Huntington University	X	X
Illinois Wesleyan University	X	X
Indiana Institute of Technology	X	X
Indiana State University	X	X
Indiana University Bloomington	X	X
Indiana University East		X
Indiana University Fort Wayne	X	X
Indiana University Kokomo	X	X
Indiana University Northwest	X	X
Indiana University South Bend	X	X
Indiana University Southeast	X	X
Indiana Wesleyan University	X	X
IUPUI	X	X
Kalamazoo College	X	X
Kent State University	X	X
Lewis University	X	X
Loyola University Chicago	X	X
Manchester University	X	X
Marian University Indianapolis	X	X
Martin University	X	X
Midland University	X	X
Miami University	X	X
Michigan State University	X	X

<b>Additional job postings through Handshake</b>	<b>Acct Exec</b>	<b>Assoc Prod</b>
National Louis University	x	x
North Central College	x	x
Northeastern Illinois University	x	x
Northwestern University	x	x
Oakland University	x	x
Ohio Dominican University	x	x
Ohio University	x	x
Purdue University Daniels School of Business	x	x
Purdue University Northwest	x	x
Purdue University - Fort Wayne	x	x
Roosevelt School of Business	x	x
Saint Mary's College	x	x
Saint Xavier University	x	x
Southern Illinois University - Carbondale	x	x
Taylor University	x	x
The Ohio State University	x	x
The University of Akron	x	x
The University of Chicago	x	x
The University of Michigan	x	x
The University of Olivet	x	x
Trine University	x	x
University of Cincinnati	x	x
University of Dayton	x	x
University of Evansville	x	x
University of Illinois Chicago	x	x
University of Illinois Springfield	x	x
University of Illinois Urbana-Champaign	x	x
University of Indianapolis	x	x
University of Michigan Flint	x	x
University of Northwest Ohio	x	x
University of Notre Dame	x	x
University of St. Francis Fort Wayne	x	x
University of St. Francis - Joliet	x	x
Ursuline College	x	x
Valparaiso University	x	x
Wabash College	x	x
Wayne State University	x	x
Western Michigan University	x	x
Wheaton College	x	x
Xavier University Cincinnati Ohio	x	x
<b>Total resources through Handshake:</b>	<b>87</b>	<b>89</b>
<b>Total resources from above:</b>	<b>14</b>	<b>18</b>
<b>Total resources altogether:</b>	<b>101</b>	<b>107</b>

**C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2023-04-01 and 2024-03-31 (this will be a raw number): 6**

**D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2023-04-01 and 2024-03-31 Per Recruitment/Referral Sources:**

**Associate Producer**

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
CPB.org	Carole Moh	401 9 <sup>th</sup> St., NW Washington, DC 20004-2129	202-879-9600	1
Indeed.com	n/a	177 Board St. Stamford, CT 06901	800-310-8189	1
Unknown	n/a	n/a	n/a	1

**Account Executive**

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
WNIT Employee	Nicholas Ramirez	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	1
WNIT Employee	Sheri Robertson	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	1
WVPE	Susan Anderson	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	1

**E. Outreach Activities:**

Date	Other Outreach Activity	Description of Activity
04/01/2023	Internship Program	Ongoing. Offered internships to high school and college students. Internships are provided without compensation. Credit hours are given to interns in accordance with school policies. WNIT had 10 interns during the April 2023 to March 2024 period. Personnel Involved: 1 President/GM, 1 Executive Producer/Production Manager, 2 Producer/Directors, 1 Production Coordinator, 1 Multimedia Journalist, 1 Video Editor/Videographer, 1 Editor, 1 Production Independent Contractor, 1 Educational Engagement Liaison, 1 Marketing Director.
04/01/2023	Post Positions on Internet Job Banks	Ongoing. Posted all full-time positions on internet job banks including: (a) CPB Job Bank (b) TVJobs.com (c) Indiana Broadcasters Association (d) Michigan Association of Broadcasters. Personnel Involved: 1 HR Assistant
10/02/2023, 03/23/2024	Participation in other programs designed to promote outreach generally	Executive Producer Production Manager attended IBA Career Fair & station promoted it on-air. Personnel Involved – 1 Executive Producer/Production Manager, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator  President/GM attended IBA Career Fair & station promoted it on-air. Personnel Involved – 1 President/GM, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator
3/31/2024	Scholarship Program	Jan.-Mar. 2024. Participated in IBA Scholarship Program by providing \$450 to Indiana Broadcasters Foundation for the scholarships and a judge. Personnel Involved: 1 HR Assistant, 1 Director of Broadcast Operations