

PBS Michiana - WNIT  
(Michiana Public Broadcasting Corporation)

EEO PUBLIC FILE REPORT

04/01/24 – 03/31/25

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, 2024, and including March 31, 2025 (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 04-01-24 and 03-31-25

1. **Job Title: Educational Engagement Liaison**  
**Date Submitted: 06-25-24**  
**Date Filled: 08-26-24**

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

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

##### 1. Educational Engagement Liaison

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](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 – Yes – 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

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 – 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

Handshake – [joinhandshake.com](http://joinhandshake.com) – Various Colleges and Universities – No – No  
(see next pages)

<b>Additional job postings through Handshake</b>	<b>Edu Eng L</b>			
Adrian College	X			
Albion College	X			
Alma College	X			
Anderson University - Anderson, IN	X			
Andrews University	X			
Augustana College	X			
Baker College	X			
Bowling Green State University	X			
Bradley University	X			
Butler University	X			
Calvin University Career Center	X			
Calumet College of Saint Joseph	X			
Capital University	X			
Central Michigan University	X			
Chicago State University	X			
Cleveland State University	X			
Columbia College Chicago	X			
Cornerstone University	X			
DePaul University	X			
DePauw University	X			
Dominican University	X			
Earlham College	X			
Eastern Illinois University	X			
Eastern Michigan University	X			
Ferris State University and KCAD	X			
Franklin College	X			
Grace College and Seminary	X			
Grand Valley State University	X			
Hope College	X			
Illinois Wesleyan University	X			
Indiana Institute of Technology	X			
Indiana State University	X			
Indiana University Bloomington	X			
Indiana University Columbus	X			
Indiana University East	X			
Indiana University Fort Wayne	X			
Indiana University Kokomo	X			
Indiana University Indianapolis	X			
Indiana University Northwest	X			
Indiana University South Bend	X			
Indiana University Southeast	X			
Indiana Wesleyan University	X			
Kalamazoo College	X			
Kent State University	X			
Lewis University	X			
Loyola University Chicago	X			
Martin University	X			
Midland University	X			
Miami University	X			
Michigan State University	X			
National Louis University	X			

North Central College	X			
Northeastern Illinois University	X			
Northwestern University	X			
Oakland University	X			
Ohio Dominican University	X			
Ohio University	X			
Purdue University Daniels School of Business	X			
Purdue Northwest	X			
Purdue University - Fort Wayne	X			
Roosevelt University	X			
Saint Mary-of-the-Woods College	X			
Saint Mary's College	X			
Saint Xavier University	X			
Southern Illinois University - Carbondale	X			
Taylor University	X			
The Ohio State University	X			
The University of Akron	X			
The University of Chicago	X			
The University of Michigan	X			
The University of Olivet	X			
Trine University	X			
University of Dayton	X			
University of Evansville	X			
University of Illinois Chicago	X			
University of Illinois Springfield	X			
University of Illinois Urbana-Champaign	X			
University of Indianapolis	X			
University of Michigan - Flint	X			
University of Northwestern Ohio	X			
University of St. Francis Fort Wayne	X			
University of St. Francis - Joliet	X			
Ursuline College	X			
Wabash College	X			
Wayne State University	X			
Western Michigan University	X			
Wheaton College	X			
Xavier University Cincinnati Ohio	X			
<b>Total resources through Handshake:</b>	<b>88</b>			
<b>Total resources from above:</b>	<b>12</b>			
<b>Total resources altogether:</b>	<b>100</b>			

**C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 2024-04-01 and 2025-03-31 (this will be a raw number): 5**

**D. Total Number of Interviewees for All Full-Time Vacancies Filled Between 2024-04-01 and 2025-03-31 Per Recruitment/Referral Sources:**

**Educational Engagement Liaison**

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
Wnit.org	Mary Aupperle	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	2
Indeed.com	n/a	177 Board St. Stamford, CT 06901	800-310-8189	2
Unknown	n/a	n/a	n/a	1

E. Outreach Activities:		
Date	Other Outreach Activity	Description of Activity
04/01/2024	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 2024 to March 2025 period. Personnel Involved: 1 President/GM, 1 Executive Producer/Production Manager, 1 Development Director, 2 Producer/Directors, 1 Production Coordinator, 1 Video Editor/Videographer, 1 Editor, 1 Production Independent Contractor, 1 Educational Engagement Liaison, 1 Marketing Director.
04/01/2024	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

10/08/2024, 10/14/2024, 03/29/2025	Participation in other programs designed to promote outreach generally	<p>Executive Producer Production Manager attended Andrews University Career Fair Personnel Involved – 1 Executive Producer/Production Manager</p> <p>President/GM attended IBA Fall Career Fair &amp; station promoted it on-air. Personnel Involved – 1 President/GM, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator</p> <p>President/GM attended IBA Spring Career Fair &amp; station promoted it on-air. Personnel Involved – 1 President/GM, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator</p>
3/31/2025	Scholarship Program	Jan.-Mar. 2025. 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