

PBS Michiana - WNIT
(Michiana Public Broadcasting Corporation)

EEO PUBLIC FILE REPORT

04/01/25 – 03/31/26

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 PBS Michiana - WNIT, 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, 2025, and including March 31, 2026 (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.

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Group: WNIT
Station: WNIT-TV

A. Job Vacancies Filled Between 04-01-25 and 03-31-26: N/A

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

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled Between 2025-04-01 and 2026-03-31 (this will be a raw number): N/A

D. Total Number of Interviewees for All Full-Time Vacancies Filled Between 2025-04-01 and 2026-03-31 Per Recruitment/Referral Sources: N/A

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
04/01/2025	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 15 interns during the April 2025 to March 2026 period. Personnel Involved: 1 Executive Producer/Production Manager, 1 Development Director, 2 Producer/Directors, 1 Video Editor/Videographer, 1 Editor, 1 Production Coordinator, 1 Production Independent Contractor, 1 Educational Engagement Liaison.
March 2026	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Managers completed a training on interviewing and hiring lawfully. Personnel Involved: 1 President/GM, 1 Executive Producer/Production Manager, 1 Development Department Manager, 1 Educational Engagement Liaison, 1 Director of Operations, 1 Engineering Supervisor, 1 HR Assistant
10/28/2025, 03/29/2026	Participation in other programs designed to promote outreach generally	President/GM attended IBA Fall Career Fair & station promoted it on-air. Personnel Involved – 1 President/GM, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator President/GM attended IBA Spring Career Fair & station promoted it on-air. Personnel Involved – 1 President/GM, 1 HR Assistant, 1 Traffic Administrator, 1 Production Coordinator
3/31/2026	Scholarship Program	Jan.-Mar. 2026. 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