

EEO Public File Report

Group: WNIT
Station: WNIT-TV

A. Job Vacancies Filled Between 04-01-21 and 03-31-22

1. **Job Title: Account Executive Assistant**
Date Submitted: 04-06-21
Date Filled: 05-03-21
2. **Job Title: Account Executive Assistant**
Date Submitted: 05-14-21
Date Filled: 06-14-21
3. **Job Title: Multimedia Journalist**
Date Submitted: 05-20-21
Dates Filled: 07-06-21 and 07-26-21
4. **Job Title: Audience Development, Marketing and Communications Professional**
Date Submitted: 03-05-20
Dates Filled: 10-01-21 and 01-24-22
5. **Job Title: Producer**
Date Submitted: 10-07-21
Date Filled: 01-03-22
6. **Job Title: Production Technician**
Date Submitted: 01-07-22
Date Filled: 02-01-22

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

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

1. Account Executive Assistant

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

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

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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– No – No

Indeed.com – indeed.com – 177 Broad St., Stamford, CT 06901 – 1-800-310-8189 – Yes – 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

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

Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No

Michigan Broadcasters – michmab.com - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-

484-7444 – No – No

Mypbs.org – myPBS.org – 703-739-3222 – 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

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

2. Account Executive Assistant

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

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

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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– No – No

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

Indiana Broadcasters Association – indianabroadcasters.org – Alex Rusciano - PO Box 902, Carmel, IN 46082 – 317-922-6708 - 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

Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No

Mypbs.org – myPBS.org – 703-739-3222 – No – No

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

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

3. Multimedia Journalist

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

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 – Yes – 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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– No – No

Indeed.com – indeed.com – 177 Broad St., Stamford, CT 06901 – 1-800-310-8189 – Yes – 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

Journalism Jobs – journalismjobs.com – 510-508-7386 - 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

Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No
Michigan Broadcasters – michmab.com - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-484-7444 – No – No
Mypbs.org – myPBS.org – 703-739-3222 – 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

4. Audience Development, Marketing and Communications Professional

Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No
Internal Posting – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – No – No
WNIT Employee – Steve Funk – 300 W. Jefferson Blvd., South Bend, IN – Yes (both hires) - No
WNIT Website – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – 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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– No – No
Indeed.com – indeed.com – 177 Broad St., Stamford, CT 06901 – 1-800-310-8189 – No – No
Indiana Career Connect – indianacareerconnect.com – icc@dwd.in.gov – 10 North Senate Ave., Indianapolis, IN 46204 – 800-891-6499 – 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
Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No
Michigan Broadcasters – michmab.com - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-484-7444 – No – No
Mypbs.org – myPBS.org – 703-739-3222 – 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
TVJobs.com – TVJobs.com – Broadcast Employment Services, PO Box 4116, Oceanside, CA 92052 – 800-374-0119 – No – No

5. Producer

Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No
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 – Yes – 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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– 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
Goshen College – Goshen.edu/jobs – David Kendall – Newcomer Center, Office 33, 1700 S. Main St., Goshen, IN 46526 – 574-535-7789 - No – No
Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No
Michigan Broadcasters – michmab.com - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-484-7444 – No – No
Mypbs.org – myPBS.org – 703-739-3222 – 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

6. Production Technician

Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No
Internal Posting – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – Yes – No
WNIT Website – Mary Aupperle - 300 W. Jefferson Blvd., South Bend, IN 46601 – 574-675-9648 – 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 – 401 9th St. NW, Washington, DC 20004-2129 – 202-879-9600– 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
Goshen College – Goshen.edu/jobs – David Kendall – Newcomer Center, Office 33, 1700 S. Main St., Goshen, IN 46526 – 574-535-7789 - No – No
Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – No – No
Michigan Broadcasters – michmab.com - Dan Kelley – 222 N. Chestnut St., Lansing, MI 48933 – 517-484-7444 – No – No
Mypbs.org – myPBS.org – 703-739-3222 – 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

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

Additional job postings through Handshake	AE Asst 1	AE Asst 2	MMJ	Aud Dev	Prod	Prod Tech
Adrian College			X		X	
Aquinas College		X	X	X	X	X
Arizona State University			X		X	
Augustana College			X		X	X
Bowling Green State University			X	X	X	
Butler University	X	X	X	X	X	X
Calvin College			X	X	X	
Central Michigan University			X	X		
Columbia College Chicago		X	X	X	X	
Cornerstone University			X	X	X	X
DePaul University	X	X	X	X	X	X
DePauw University	X	X	X	X	X	X
Dominican University			X			
Earlham College			X		X	X
Eastern Michigan University		X	X	X	X	X
Ferris State University and KCAD			X		X	
Franklin College			X		X	
Grand Valley State University		X	X	X	X	X
Holy Cross College	X	X	X	X	X	
Hope College		X	X	X	X	X
Indiana State University	X	X	X	X	X	X
Indiana University Bloomington	X	X	X		X	X
Indiana University East	X	X	X		X	X
Indiana University Kokomo	X	X	X		X	X
Indiana University Northwest	X	X	X		X	X
Indiana University South Bend	X	X	X		X	X
Indiana University Southeast	X	X	X		X	X
IUPUC: Indiana Univ. Purdue Univ. Columbus	X	X	X		X	
Kalamazoo College		X	X	X	X	X
Lewis University			X	X	X	
Manchester University			X	X	X	
Miami University		X	X		X	
Michigan State University		X	X	X	X	X
National Louis University			X		X	
North Central College			X		X	
Northwestern University		X	X	X	X	X
Oakland University			X		X	
Ohio University			X		X	
Olivet College			X	X	X	
Purdue University Northwest	X	X	X	X	X	X
Purdue University - Fort Wayne	X	X	X	X	X	X
Saint Mary's College					X	X
Southern Illinois University - Carbondale			X	X	X	
Syracuse University			X		X	
Taylor University	X	X	X	X	X	X
The University of Akron			X	X	X	
The University of Chicago		X	X	X	X	X
The University of Michigan		X	X	X	X	X
Trine University	X	X	X		X	X
University of Alabama at Birmingham			X		X	
University of Dayton			X	X	X	

Additional job postings through Handshake	AE Asst 1	AE Asst 2	MMJ	Aud Dev	Prod	Prod Tech
University of Georgia			X		X	
University of Illinois at Urbana-Champaign		X	X	X	X	
University of Indianapolis	X	X	X	X	X	X
University of Missouri - Columbia			X	X	X	
University of Montana			X		X	
University of North Carolina - Chapel Hill			X		X	
University of Notre Dame	X	X	X	X	X	X
University of St. Francis - Joliet	X	X	X	X	X	X
Valparaiso University	X	X	X	X	X	X
Wayne State University			X		X	
Western Michigan University		X	X	X	X	X
Wheaton College		X	X	X	X	X
Total resources through Handshake:	20	34	62	36	61	33
Total resources from above:	15	12	15	15	14	14
Total resources altogether:	35	46	77	51	75	47

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2021-04-01 and 2022-03-31 (this will be a raw number): 14

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2021-04-01 and 2022-03-31 Per Recruitment/Referral Sources:

Account Executive Assistant (1)

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

Account Executive Assistant (2)

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
Indeed.com	n/a	Indeed.com 177 Broad St., Stamford, CT 06901	1-800-310-8189	2
Unknown	n/a	n/a	n/a	1

Multimedia Journalist

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

Audience Development, Marketing, and Communications Professional

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
WNIT Employee	Steve Funk	300 W. Jefferson Blvd., South Bend, IN 46601	574-675-9648	2

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Producer

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
WNIT Website	Mary Aupperle	300 W. Jefferson Blvd., South Bend, IN 46601	574-675-9648	1

Production Technician

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
Indeed.com	n/a	Indeed.com 177 Broad St., Stamford, CT 06901	1-800-310-8189	1
Internal Posting	Mary Aupperle	300 W. Jefferson Blvd., South Bend, IN 46601	574-675-9648	3

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
04/01/2021	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 6 interns during the April 2021 to March 2022 period. Personnel Involved: 1 Executive Producer/Production Manager, 2 Producer/Directors, 1 Public Access Coordinator, 2 Multimedia Journalists, 1 Video Editor/Videographer, 1 Editor, 1 Production Independent Contractor.
04/01/2020	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
3/26/2021	Participation in other programs designed to promote outreach generally	President/GM attended IBA Career Fair. Personnel Involved – 1 President/GM
3/31/2021	Scholarship Program	Jan.-Mar. 2022. Participated in IBA Scholarship Program by providing \$400 to Indiana Broadcasters Foundation for the scholarships and a judge. Personnel Involved: 1 HR Assistant, 1 Director of Broadcast Operations