

WNIT Public Television
(Michiana Public Broadcasting Corporation)

EEO PUBLIC FILE REPORT

04/01/22 – 03/31/23

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, 2022, and including March 31, 2023 (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 04-01-22 and 03-31-23

1. **Job Title: Account Executive**
Date Submitted: 11-16-21
Date Filled: 04-04-2022

2. **Job Title: Video Editor/Videographer**
Date Submitted: 07-21-22
Date Filled: 08-04-22

3. **Job Title: Producer (1)**
Date Submitted: 06-16-22
Dates Filled: 08-08-22

4. **Job Title: Associate Producer/MMJ**
Date Submitted: 08-19-22
Dates Filled: 01-03-23

5. **Job Title: Producer (2)**
Date Submitted: 11-29-22
Date Filled: 02-20-23

6. **Job Title: Director of Development**
Date Submitted: 04-27-22
Date Filled: 03-20-23

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

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

1. Account Executive

- Andrews University – <https://andrewsnetwork.org> – 8714 East Campus Circle Dr., Berrien Springs, MI 49104 – 269-471-3591 – No – No
- Association of Fund Raising Professionals, Michiana Chapter – <https://www.afpmichiana.org/> - PO Box 6461, South Bend, IN 46660 – afpmichiana@gmail.com – 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
- 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
- Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – 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 – 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
WNIT Employee – Steve Funk – 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 – Yes – No

2. Video Editor/Videographer

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 – 401 9th 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
Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – 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 – 703-739-3222 – No – No
National Academy of TV Arts & Sciences – <https://jobbank.emmyonline.org/index.php>. Television Academy, 5220 Lankershim Blvd., North Hollywood, CA 91601 818.754.2800 – 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 Employee – Paul Wasowski & Brenda Bowyer – 300 W. Jefferson Blvd., South Bend, IN – Yes – 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

3. Producer (1)

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 – 401 9th 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

Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – 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 – 703-739-3222 – No – No

National Academy of TV Arts & Sciences – <https://jobbank.emmyonline.org/index.php>. Television Academy, 5220 Lankershim Blvd., North Hollywood, CA 91601 818.754.2800 – 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

WNIT Employee – Greg Giczi – 300 W. Jefferson Blvd., South Bend, IN – Yes – 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

Zip Recruiter, Inc. - <https://www.ziprecruiter.com/>, 604 Arizona Avenue, Santa Monica, California 90401, USA - (877) 252-1062 – No – No

4. Associate Producer/MMJ

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

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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

Kosciusko Chamber of Commerce – kchamber.com – 523 S. Buffalo St., Warsaw, IN 46580 – 574-267-6311 – 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 – 703-739-3222 – No – No

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

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800-374-0119 – No – No

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

5. Producer (2)

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 – 401 9th 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

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

6. Director of Development

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

Association of Fund Raising Professionals, Michiana Chapter – <https://www.afpmichiana.org/> - PO Box 6461, South Bend, IN 46660 – afpmichiana@gmail.com – 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

Current/PublicMediaJobs.org – <https://current.org/>, 4400 Massachusetts NW, Washington, DC 20016 - 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

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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 Employee – Greg Giczi – 300 W. Jefferson Blvd., South Bend, IN – No – No

WNIT Former Employee – 300 W. Jefferson Blvd., South Bend, IN – Yes – 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 – Various Colleges and Universities – No – No
(see next pages)

Additional job postings through Handshake	Acct Exec	VE/V	Prod 1	AP/MMJ	Prod 2	Dir of Dev
Adrian College			X	X	X	
Andrews University					X	
Aquinas College	X	X	X	X	X	X
Arizona State University			X	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		X	X
Columbia College Chicago		X	X	X	X	
Cornerstone University			X	X	X	
DePaul University	X	X	X	X	X	X
DePauw University		X	X	X	X	X
Dominican University			X		X	
Earlham College			X	X	X	
Eastern Michigan University		X	X	X	X	X
Ferris State University and KCAD			X	X	X	
Franklin College			X	X	X	
Grand Valley State University			X	X	X	X
Holy Cross College	X		X	X	X	
Hope College		X	X	X	X	X
Huntington University		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	X
Indiana University Kokomo	X	X	X	X	X	X
Indiana University Northwest	X	X	X	X	X	X
Indiana University South Bend	X	X	X	X	X	X
Indiana University Southeast	X	X	X	X	X	X
IUPUC: Indiana Univ. Purdue Univ. Columbus	X	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	X
National Louis University			X	X	X	
North Central College			X	X	X	
Northwestern University	X	X	X	X	X	X
Oakland University			X	X	X	
Ohio University			X	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	X	X	X	X
Southern Illinois University - Carbondale			X	X	X	
Syracuse University			X	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

Additional job postings through Handshake	Acct Exec	VE/V	Prod 1	AP/MMJ	Prod 2	Dir of Dev
The University of Michigan	X	X	X	X	X	X
Trine University	X	X	X	X	X	X
University of Alabama at Birmingham			X	X	X	
University of Dayton			X	X	X	
University of Georgia			X	X	X	
University of Illinois at Urbana-Champaign		X	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	X	
University of North Carolina - Chapel Hill			X	X	X	
University of Notre Dame	X	X	X	X	X	X
University of St. Francis - Joliet		X	X	X	X	X
Valparaiso University	X	X	X	X	X	X
Wayne State University			X	X	X	
Western Michigan University		X	X	X	X	X
Wheaton College		X	X	X	X	X
Total resources through Handshake:	23	34	64	61	65	32
Total resources from above:	17	16	18	16	15	20
Total resources altogether:	40	50	82	77	80	52

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled Between 2022-04-01 and 2023-03-31 (this will be a raw number): 22

D. Total Number of Interviewees For All Full-Time Vacancies Filled Between 2022-04-01 and 2023-03-31 Per Recruitment/Referral Sources:

Account Executive

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
WNIT Employee	Steve Funk	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	1
Unknown	n/a	n/a	n/a	2

Video Editor/Videographer

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
WNIT Employee	Paul Wasowski & Brenda Bowyer	300 W. Jefferson Blvd. South Bend, IN 46601	574-675-9648	1
Indeed.com	n/a	177 Board St. Stamford, CT 06901	800-310-8189	1

Producer (1)

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

Associate Producer/MMJ

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
Corporation for Public Broadcasting	Cpb.org/jobline	401 9 th St. NW Washington, DC 20004-2129	202-879-9600	1
Unknown	n/a	n/a	n/a	2

Producer

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred?
NETA	Netaonline.org	939 S. Stadium Rd. Columbia, SC 29250	803-799-5517	1
Indeed.com	n/a	177 Broad St. Stamford, CT 06901	800-310-8189	1

Director of Development

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

E. Outreach Activities:

Date	Other Outreach Activity	Description of Activity
04/01/2022	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 7 interns during the April 2022 to March 2023 period. Personnel Involved: 1 Executive Producer/Production Manager, 2 Producer/Directors, 1 Production Coordinator, 2 Multimedia Journalists, 1 Video Editor/Videographer, 1 Editor, 1 Production Independent Contractor.
04/01/2022	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
10/04/2022, 03/25/2023	Participation in other programs designed to promote outreach generally	President/GM attended Andrews University Career Fair. Personnel Involved – 1 President/GM 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
3/31/2023	Scholarship Program	Jan.-Mar. 2023. 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