1. Full-Time vacancies filled during preceding year:
   TV & Radio Operations Manager
   Director of Events & Theater
   Multi-Media Journalist
   Director of Broadcast & Technology (formerly Chief Engineer – changed title/slight change in Responsibilities when position opened)
   Multi-Media Producer / Director
   Broadcast / IT Technician (formerly Assistant Chief Engineer – changed title/slight change in Responsibilities when position opened)
   Member / Donor Outreach Coordinator
   Grants & Communications Manager (restructured to part-time position of Social Media Mgr.)

2. See attached list of recruitment sources used to fill each vacancy. The same list was used to fill all the above vacancies, with several additional engineering-related sources listed that were used to fill the 2 engineering positions.

3. Recruitment source of each person hired and recruitment source for each person interviewed for full-time vacancies:
   • TV & Radio Operations Manager — filled May 2018 — initially open fall 2017 & filed as a part-time TV only position, with current Radio staff absorbing the radio duties of the position. Person hired was a former WNIN master control employee who was referred by a posting on the WNIN website. Position became full-time again in May 2018 and current part-time TV operations employee was promoted & became full-time.
   • Director of Events & Theater — filled May 2018 — person hired was referred by a current WNIN staff member – 5 others were interviewed, 2 were current WNIN employees (referred by internal posting of opening in staff breakroom), 2 referred by a posting on the WNIN website, and 1 referred by USI’s Career Services Dept.
   • Multi-Media Journalist — filled June 2018 — person hired was a former WNIN intern and was referred by a posting on the WNIN website and by other WNIN staff – 3 others were interviewed, 2 referred by a posting on the CPB Jobline, 1 referred by a University of Southern Indiana career services area posting.
   • Director of Broadcast & Technology (replaced Chief Engineer position) — filled June 2018 — Current full-time WNIN employee working as Assistant Chief Engineer was promoted to this position. He was referred by an internal posting at WNIN’s facilities. 2 others were interviewed, 1 referred by a posting on Indeed, 1 referred by a WNIN Board member who is a professional engineer.
   • Multi-Media Producer / Director — filled June 2018 — person hired was referred by a posting on the WNIN website – 2 others were interviewed – 1 who was a current part-time WNIN employee (referred by an internal posting of opening in staff breakroom), 1 referred by a posting on the WNIN website.
   • Broadcast / IT Technician — filled September 2018 — person hired was referred by a posting on Indeed – 2 others were interviewed, both revered by a posting on Indeed.
• **Member / Donor Outreach Coordinator** – filled November 2018 – Current part-time WNIN employee working in a similar position in the department was hired for this vacancy as a full-time employee. 2 others were interviewed, both referred by a posting on the WNIN website.

• **Grants and Communications Manager** – the department was restructured and the position became a part-time Social Media Manager with different duties – the new position was filled in December 2018, and the person hired was referred by a current WNIN employee and a posting with USI Career Services.

4. A total of 24 people were interviewed for the above 8 full-time vacancies that were filled during the period. The number of interviewees referred by each recruitment source is as follows. Resumes were also received that had been referred by a number of other sources used for posting the openings, including WorkOne of Southwest Indiana, Ivy Tech Career Services, Society of Broadcast Engineers job postings, Radio World, TVJobs, Facebook & Other Social Media postings, and others.

7 – WNIN website
6 – Current WNIN employee interviewed
4 – Indeed
2 – WNIN employee referral
2 – USI Career Services
2 – CPB Jobline
1 – WNIN Board Member who is a professional engineer

5. Recruitment Initiatives undertaken by WNIN during this period:

• #1 - WNIN participated in a job fair at the University of Evansville on February 12, 2019. A number of students stopped to speak with our recruiter, our VP of Finance and Administration, about internships and employment opportunities, many of whom were members of various diverse segments of society. We are working to line up internships with students who stopped by. WNIN offers internships in Radio, TV, community engagement / communications, events, and engineering with students from all area universities.

• #1 – WNIN participated in 2 job fairs at the University of Southern Indiana on September 19, 2018 and February 20, 2019. Many students stopped and talked with our recruiter at each fair, our Vice President of Finance and Administration, about internships and current full-time and part-time job openings. We hired several interns from these career fairs, one of whom recently was hired as a new part-time staff member after her internship concluded.

• #1 – WNIN participated in 2 job fairs at Ivy Tech on April 3, 2018 and February 27, 2019 geared to technology students. Ivy Tech held 3 different career fairs each targeted to specific majors and areas of interest, each year. We recruited for all openings we had – full-time and part-time jobs, internships, and event volunteers.

• #1 – WNIN participated in a job fair at the Southern Indiana Career and Technical Center on November 7, 2018. This was geared towards Junior and Senior high school students who were looking for jobs and internships in specific fields including broadcasting, broadcast engineering, and journalism. The manager of the student radio station at the center is a
former WNIN employee. We hired a student recruited from the career fair for an Engineering internship who wants to work in Broadcast Engineering.

- #4 – WNIN participated in an activity sponsored by a community group to inform others about employment opportunities in broadcasting. We hosted 7 eighth grade students from Tecumseh Junior High School on November 30, 2018 as part of the National Job Shadow program sponsored by Junior Achievement. This provided the students an opportunity to work with WNIN content, production, and development staff in both TV and Radio, where the students produced a short film in groups.

- #4 – WNIN participated in a College and Career Fair at Central High School for high school seniors on October 24, 2018 to provide them with information about types of career opportunities in broadcasting, and the education and training requirements for these jobs.

- #4 – WNIN participated in a Career Day at Reitz High School on February 5, 2019 geared to all grade levels. Students participated during their lunch period, visiting different employers to learn about career opportunities available, and the education/training required for these jobs. We spoke to students about types of career opportunities in public media along with the education/training required.

- #4 – WNIN participated in Job Spark sponsored by the Public Education Foundation and Junior Achievement on September 26 & 27, 2018. Over 3,000 students participated in many hands on educational activities within each career cluster to help them learn about potential future careers and the educational requirements for different careers. We developed a computer-based activity providing students with tips on detecting fake news that included an interactive game on fake vs. real news; we also provided handouts with fact checking tips and websites to assist them as a means to help them with current schoolwork and in a future career. The students came from many area middle and high schools (8th – 12th grade), and we helped them learn about public media, broadcasting and journalism careers.

- #5 – Establishment of an internship program. WNIN’s internship program continues to successfully work with 10-15 students per year from local, regional, and other colleges and universities including the University of Southern Indiana, University of Evansville, Ivy Tech, Indiana University, and California; and a high school senior from the Southern Indiana Career and Technical Center this past year. These internships spanned all semesters, spring, summer and fall, and our interns were all part of their school’s formal internship programs. College students worked at least 150 hours, and all students received school credit for their internships. Student interns worked at WNIN in TV, station events (Auction, Kid’s Fest, and other station events), communications, engineering, and radio (news/reporting, Summer of Music production, and Que Paso Midwest? Podcast). We are currently recruiting students for internships in the summer and fall of 2019 after the recent round of spring job fairs in all these areas, and hope to hire several shortly. In 2018 one of our internship positions was funded by a grant from the Lilly Foundation (through USI).

- #8 – WNIN participates in ongoing job training. Many employees attend local seminars and training opportunities to develop and enhance their skills and job performance, including skills to perform other jobs of interest. These included local seminars on employee benefit
and human resource topics, and a seminar on hiring foreign nationals including students. Our Grants and Communications Manager participated in a Digital Immersion Training program over several months, several Radio staff received voice coaching, and several development staff participated in Constant Contact training. WNIN's Director of Broadcast & Technology participated in a week of Broadcast Transmitter Training, and our Director of Corporate Development is participating in a one-year CSPI Mentor Program (leadership development) sponsored by PBS. WNIN hosted a 2-day statewide IPBS conference in October 2018, with over 50 participants from all public TV and Radio stations in Indiana; participants attended sessions on programming, production, underwriting, and membership, with a special guest speaker who develops nationally acclaimed podcasts.

- WNIN has a website to promote all aspects of our operations. All job openings and announcements are posted on our website.
e-mail list:

mmyers173@ivytech.edu
Monica Myers (812-429-1422)
Ivy Tech Community College
Career Services
3501 First Ave.
Evansville, IN 47710
Fax: 812-429-9834
Have jobzone (job listings line)

Katie.ballard@kctcs.edu
270-686-4529 Kate Ballard
Owensboro Comm. College
4800 New Hartford Rd.
Owensboro, KY 42303
Fax: 270-686-4487

dd-schmitt@wiu.edu
Dawn Schmitt (309-764-2400)
WQPT-TV 24
3800 Avenue of the Cities
Suite 101
Moline, IL 61265

jerry.kolb@wtvp.org
Jerry Kolb, Interim CEO
Irene (AA) 309-677-4747
WTVP
Illinois Public TV Corp
1501 W Bradley Ave.
Peoria, IL 61625

maupperle@wnit.org
Mary Maupperle 574-675-9648
WNIT
PO Box 3434
Elkhart, IN 46515

rcoleman@vinu.edu
Richard Coleman (812-888-4501)
WVUB-FM
Vincennes University
1002 N. 1st Street
Vincennes, IN 47591
Fax: 812-888-2201

Careerservices@evansville.edu
Gene Wells 812-479-2663
University of Evansville
Career Services
1800 Lincoln Ave.
Evansville, IN 47722
Fax: 812-488-2156

Manager@njpr.fm
Lea Denny (260-452-1189)
WBNI-FM
3204 Clairmont Ct.
PO Box 8459
Ft. Wayne, IN 46898
Fax: 260-452-1188

Parker@usi.edu
Phillip Parker 812-464-1865
University of Southern Indiana
Career Services & Placement
8600 University Blvd
Evansville, IN 47712
Fax: 812-464-1960

Lrowe@butler.edu
Linda Rowe (800-368-6852)
WAJC-FM
Butler University
4600 Sunset Ave.
Indianapolis, IN 40208
Fax: 317-940-6481

Bneigh2@illinois.edu
217-333-0820
Brian Neighbors
University of Illinois
715 S. Wright Street
Champaign, IL 61820
Fax: 217-333-0122

lpolnitz@fsmail.bradley.edu
Lisa Polnitz 309-677-3690
WCBU-FM
Bradley University
1501 W Bradley Ave.
Peoria, IL 61625

Employerrelations@wkdu.edu
Robert Unseld 270-745-3095
Western Kentucky University
Career Services Center
3094 College Heights Blvd.#11057
Bowling Green, KY 42101
Fax: 270-745-3094

humanresources@wfwia.org
Tom Theard (260-484-8839)
WFWA PBS-39
2501 E. Coliseum Blvd.
Ft. Wayne, IN 46805

kwatson@vinu.edu
Kevin Watson 812-888-4950
WVUT-TV 22
1200 N 2nd St.
Vincennes, IN 47591
Fax: 812-882-2237

Geraldarnold1992@yahoo.com
(812) 426-1311
NAACP
Reverend Gerald Arnold
P.O. Box 555
Evansville, IN 47704-0555
Fax: (812) 962-9452
Posting on Their Site:
http://www.cpb.org/user
Post on CPB jobline
CPB
401 Ninth St., NW
Washington, DC 20004
(202) 879-9767
User: on file
PW: on file

NPR
Doesn’t directly post station job openings. Links directly to local station websites – need to enter station zip code to find.

IN Dept. of Workforce Dev.
700 E. Walnu:
Evansville, IN 47712
Phone: 812-424-4473
Fax: 812-421-3189
Post on Indiaraacareerconnect.com
User: on file
PW: on file
Click post a job, add a new job
• Also contacted the Local Veterans Employment Rep.

Harrison College – hireharrison.com
Click on hire Harrison for employers
Go into my jobs & enter new job
User: on file
PW: on file

Vincennes University
Go to website – www.vinu.edu
On red banner – campus services
On side banner- center of career & Employer relations
Select Blazer Careerlink
Follow blue link – Employers posting
Jobs & internships

Additional Outreach Sources to use for Engineering Positions:

Electronics Research, Inc.
7777 Gardner Road
Chandler, IN 47610
Tom Silliman, CEO 812-925-6000
tom@erinc.com

Elizabeth Scheller-Williams
Former Professor at ITT Tech
812-925-6000, ext. 283
ewilliams@erinc.com