

**WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2016 to March 31, 2017**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WVPE, Elkhart, Indiana. It will be placed in the public inspection file of this station and posted on its website. The information contained in the Report covers the time period beginning April 1, 2016 through March 31, 2017 (the “Applicable Period”). The Report contains the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) 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), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Date 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 initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1

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There was no full-time vacancies during this filing period.

Appendix 2
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Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Website, and Contact Person)	Total Number of Interviewees This Source Provided During This Period	Full-time Positions for Which This Source Was Utilized
A The Elkhart Truth Classified Advertising Department P.O. Box 487 Elkhart, IN 46515 574-522-5252	0	
B The South Bend Tribune Classified Advertising Department 225 West Colfax South Bend, IN 46626 574-235-6000	0	
C Corporation for Public Broadcasting Website 401 9th Street, NW Washington, DC 20004 Email: jobline@cpb.org http://www.cpb.org/jobline/	0	
D Sam Klemet Indiana Broadcasters Association Website 3003 E. 98th Street, Ste 161 Indianapolis, IN 46280 317-573-0119 http://www.indianabroadcasters.org/opportunities/job_listings.php	0	
E Anthony Hunt WVPE Website 2424 California Road Elkhart, IN 46514 574-262-5660 http://wvpe.org/employ.html	0	
F Anthony Hunt WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660	0	
G Cheryl Waggoner Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5000 http://www.elkhart.k12.in.us/employment.php	0	
H Heard about position from a Friend -- Word of Mouth.	0	
I http://www.nationjobs.com/ 920 Morgan Street, Suite T Des Moines, IA 50309 (800) 292-7731 [NationJobs forwards jobs to http://workplacediversity.com/ and 43 additional diverse organizations. See Appendix 4.]	0	

Appendix 3
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Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

1. Scholarship Program - Indiana Broadcasters Foundation Scholarship Program
WVPE participates in the Indiana Broadcasters Foundation Scholarship program that provided over \$12,000 in scholarships to current college students and high school seniors already receiving credits in broadcasting, interning, or working at a broadcast facility. The scholarships awarded for high school seniors will be \$500 and \$1,500 for current college students.
Our specific activities related to this outreach effort include:
 - a. A donation from WVPE to the scholarship program.
 - b. Promoting the scholarship program through public service announcements on WVPE, information on WVPE's web site, and outreach to the Broadcast Communications program at the Elkhart Area Career Center operated by the Elkhart Community Schools.
 - c. Participation in the scholarship application evaluation process.
2. Established an Internship Program. WVPE worked with the Audio/Video Production class at the Elkhart Area Career School to build and maintain a radio broadcast. This 24 hour Blues Music Channel is now WVPE's HD3, and it continues to be overseen by the station and operated by the High School students. <http://live.str3am.com:2240/live>
3. Encouraged staff to attend skills training programs listed below by position.

Station Manager

Executive CEO Round-Table by Elkhart County Community & Edward Lowe Foundation called the 'Terradors.' Met on 4/12/2016, 5/17/2016, 6/21/2016, 8/16/2016, 9/20/2016, 10/18/2016, 11/15/2016, 12/20/2016, 1/24/2017, 2/21/2017, 3/21/2017.

NPRGoToWebinar - Programming: Content Pipeline + Audience Development 4/26/2016
NPRGoToWebinar - NPR Digital Services Station Analytics Insights 4/28/2016
NPRGoToWebinar - NPR DS: Introduction to Triton Digital 7/26/2016
NPRGoToWebinar - MetaPub Pilot Stations & Center Stage 8/2/2016
NPRGoToWebinar - Building a Schedule in TAPSCAN Web 9/1/2016

5/4-5/2016 Elkhart County Non-Profit CEO 2-Day Retreat at Edward Lowe Foundation

2/28/2017 "Foresight and Innovation" Mendoza College of Business Breakfast Series

Underwriting Associate

	Crafting a Culture		
4/19/2016	Phenomenon	Todd Herring	Michiana Marketing Association
4/26/2016	Self Awareness	Jill Boderstein	Notre Dame Nonprofit Series
6/21/2016	Fun of Public Relations	Kim Hardcastle	Michiana Marketing Association
9/20/2016	Crisis Management	Karen Doyne	Michiana Marketing Association
	Helping Nonprofits w/		
12/13/2016	Marketing	Various	Michiana Marketing Association
	Statewide public media		
2/9/2017	meeting	IBA	Indiana Broadcasters Association
2/28/2017	Foresight & Innovation	Sam Miller	Notre Dame Nonprofit Series
3/28/2017	Grant Writing	Angela Lodge	Notre Dame Nonprofit Series
3/29/2017	Addy Awards	Various	Michiana Ad Club

Operations Director

4/21/16 "Webifying Radio Scripts" from NPR
 5/10/16 "NPR/Station Compact Webinar III: Digital Strategies" from NPR
 6/13/16 "Community Calendar Training (Cycle Four)" from NPR
 9/29/16 "What NPR One can teach us about local story ideas" from NPR
 10/27/16 "NPR Digital Services Station Analytics Insights" from NPR
 12/7/16 "PubMetrics Fall 2016: Digital Trends That Matter" from NPR
 1/25/17 "NPR Digital Services Station Analytics Insights" from NPR
 1/27/17 "Research and Audience Building Webinar" from NPR
 3/13/17 "Getting the most out of Chartbeat" from NPR

Membership Director

9/12/2016 Public Media and Development Marketing Conference, Boston

11/2/16 Webinar on sustaining members
 12/8/16 Webinar on end of year fundraising
 1/4/17 Webinar on appeal letters
 3/8/17 Webinar on next generation fundraising
 3/9/17 Webinar on big data for small non profits

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Members Organizations of <http://workplacediversity.com/organizations/>

1. [Asian American Studies Center](#) – The Asian American Studies Center’s mission enrich the experience of the community by contributing to an understanding of the long neglected history, rich cultural heritage, and present position of Asian Americans in our society.
2. [ASCEND NAAMBA](#) The National Association of Asian MBAs. Established in 2011, the National Association of Asian MBAs (NAAMBA), Ascend’s national nonprofit organization for MBA professionals and students, provides Competent, Committed, Competitive, and Collaborative global MBA leaders to fulfill diverse talent pipelines.
3. [ASPIRA](#) – ASPIRA’s mission is to empower the Puerto Rican and Latino community through advocacy and the education and leadership development of its youth.
4. [Association of Hispanic Advertising Agencies](#) – The mission of AHAA is to grow, strengthen and protect the Hispanic marketing and advertising industry by providing leadership in raising awareness of the value of the Hispanic market opportunities.
5. [Association of Latino Professionals in Finance & Accounting](#) – ALPFA is dedicated to enhancing opportunities for Latinos in the accounting, finance and related professions.
6. [Blacks in Government](#) – BIG has been a national response to the need for African Americans in public service to organize around issues of mutual concern and use their collective strength to confront workplace and community issues.
7. [Black Retail Action Group](#) – BRAG’s mission is to promote the acceptance and participation of people of color at all levels of retail and related industries.
8. [Cell Phones for Soldiers](#) Cell Phones for Soldiers aims to supply all active duty military members and veterans with a way to communicate with others with as little cost as possible.
9. [Diversity Resources, Inc.](#) – Diversity Resources, Inc. publishes diversity and multicultural educational and training materials for a wide variety of organizations. Its comprehensive portfolio of products includes an electronic multi-media multicultural calendar, video and print training materials, e-Learning, and books on cross-cultural competence in health care.
10. [Disabled Veterans National Foundation](#) The DVNF supplies disabled veterans with the resources they need to be successful and comfortable.
11. [EASI](#): Equal Access to Software and Information – EASI is the premier provider of online training on accessible information technology for persons with disabilities.
12. [Employment Standards Administration Office of Federal Contract Compliance Programs](#) – ESA’s Office of Federal Contract Compliance Programs (OFCCP) is responsible for ensuring that contractors doing business with the Federal government do not discriminate and take affirmative action.
13. [Equal Employment Opportunity Commission](#) – The Equal Employment Opportunity Commission provides information regarding U.S. laws against discrimination in the workplace and the rights of the people the agency seeks to protect.
14. [Family Equality Council](#) [Family Equality Council](#) looks to changes people’s perceptions of families that may look different. They believe that all families should be respected and cherished.
15. [Hispanic Association of Colleges & Universities](#) – HACU represents more than 450 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, Spain and Portugal.
16. [Hispanic Association on Corporate Responsibility](#) – HACR’s mission is to advance the inclusion of Hispanics in Corporate America at a level commensurate with our economic contributions.
17. [Human Rights Campaign](#) [Human Rights Campaign](#) is the largest civil rights organization fighting for equality for the LGBT community.
18. [Anita Borg Institute for Women and Technology](#) - ABIWT’s mission is to increase the impact of women on all aspects of technology and increase the positive impact of technology on the world’s women.
19. [International Association of Employment Web Sites](#) – The International Association of Employment Web Sites is the trade association for the global online employment services industry.

20. [N.O.W.](#) – NOW ‘s purpose is to take action to bring women into full participation in society – sharing equal rights, responsibilities and opportunities with men, while living free from discrimination.
21. • [NAAAHR](#) - NAAAHR exists to provide a national forum where Black and African American human resources practitioners and those who are aligned with our goals can share, gain information and provide leadership on issues affecting their individual careers and the global workforce.
22. [NAACP](#) – The NAACP’s mission is to ensure the political, educational, social, and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.
23. [National Association of Black Accountants\(NABA\)](#) – NABA is the leader in expanding the influence of minority professionals in the fields of accounting and finance.
24. [National Association of Hispanic Federal Executives, Inc](#) – NAHFE is the Premier Organization Advocating for the Development and Advancement of Hispanics To Senior Level, Policy-Making Positions in the Federal Government.
25. [National Business & Disability Council](#) – The NBDC is the leading resource for employers seeking to integrate people with disabilities into the workplace and companies seeking to reach them in the consumer marketplace.
26. [National Association for Black Veterans](#) NABV is a nationally certified Veterans Service Organization that offers support and resources to black veterans.
27. [National Veteran-Owned Business Association](#) NaVOBA creates opportunities for veteran owned businesses so that they will be successful.
28. [National Association of Service Disabled Veteran Owned Business](#) NASDVOB provides resources for disabled veterans so that they will be able to successfully run their own small businesses.
29. [National Society of Hispanic MBAs](#) – The NSHMBA exists to foster Hispanic leadership through graduate management education and professional development.
30. [Office of Federal Contract Compliance Programs \(OFCCP\)](#) – OFCCP administers and enforces three legal authorities that require equal employment opportunity.
31. [Out & Equal](#) Out & Equal strives to achieve workplace equality for the LBGTT community.
32. [Out Serve](#) OutServe is a network of LBGTT active military personnel. It is one of the largest LBGTT employee resources groups in the world.
33. [Pets for Vets](#) Pets for Vets links pets in shelters searching for a home and veterans searching for a companion. Pets and Vets could both use a ‘buddy’ to help them heal.
34. [Rainbow PUSH Coalition](#) Rainbow PUSH Coalition defends and fights for civil rights in order to foster peace and justice in the world.
35. [Rivers of Recovery](#) Rivers of Recovery is a non-profit organization that uses outdoor recreational rehabilitation programs to help treat veterans suffering from PTSD.
36. [Society for the Advancement of Chicanos and Native Americans in Science](#) – The SACNAS’s mission is to encourage Chicano/Latino and Native American students to pursue graduate education and obtain the advanced degrees necessary for science research, leadership, and teaching careers at all levels.
37. [Steel City Vets](#) Steel City Vets provides the veterans of Pittsburgh and Western Pennsylvania with the support and care they deserve from defending our freedom.
38. [The Diversity Initiative](#) - DI enhances the knowledge, power and effectiveness of nonprofit organizations, particularly those that engage people in community and public life.
39. [The National Society of Black Engineers](#) – NSBE’s mission is to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community.
40. [Transformative Job & Career Services CAREER-Magic.com](#) - CareerMagic.com provides transformative job & career strategies, changing the lives of thousands of motivated professionals of all backgrounds and cultures.
41. [Society of Women Engineers](#) – SWE empowers women to succeed and advance in those aspirations and be recognized for their life-changing contributions and achievements as engineers and leaders.
42. [Veteran and Military Business Owners Association VAMBOA](#) attempts to develop, grow and promote all veteran owned businesses.
43. [Walter Kaitz Foundation](#) – The Walter Kaitz Foundation advocates for diversity in the cable telecommunications industry by supporting people and programs that make a difference.