

**WVPE-FM, Elkhart, Indiana Annual EEO Public File Report
Covering the Period from April 1, 2017 to March 31, 2018**

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, 2017 through March 31, 2018 (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 were 3 full-time vacancies filled during this filing period from 2 searches.

Sources for Underwriting Representative:

	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	WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660	5	1
B	http://www.elkhart.k12.in.us/employment.php Cheryl Waggoner Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5000	2	
C	Word of Mouth -- Heard about position from a Friend.	3	

Sources for News Reporter(s)

	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	WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660	1	1
B	http://www.elkhart.k12.in.us/employment.php Cheryl Waggoner Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5000	1	
C	Word of Mouth -- Heard about position from a Friend.	2	1

Appendix 2
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All Recruitment Sources Used by Elkhart Community Schools / WVPE

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 Corporation for Public Broadcasting Website 401 9th Street, NW Washington, DC 20004 Email: jobline@cpb.org http://www.cpb.org/jobline/	0	
B 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	
C WVPE Website 2424 California Road Elkhart, IN 46514 574-262-5660 http://wvpe.org/employ.html	0	
D WVPE On-Air Announcements 2424 California Road Elkhart, IN 46514 574-262-5660	0	
E http://www.elkhart.k12.in.us/employment.php Cheryl Waggoner Elkhart Community Schools Website 2720 California Road Elkhart, IN 46514 574-262-5000	0	
F Word of Mouth -- Heard about position from a Friend.	0	
G http://www.nationjobs.com/ 920 Morgan Street, Suite T Des Moines, IA 50309 (800) 292-7731	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. Maintains an Internship Program. WVPE works with the Audio/Video Production class at the Elkhart Area Career School to maintain an HD channel. In partnership with our blues music host, the students maintain WVPE's 24 hour Blues Music Channel (HD3).
<http://live.str3am.com:2240/live>

3. Encouraged staff to attend skills training programs listed below by position.

Station Manager

Executive CEO round-table of Elkhart County a dozen non-profit leaders called the 'Terradors' met for several hours on: 4/18/17, 5/23/17, 6/20/17, 8/15/17, 9/19/17, 10/17/17, 11/21/17, 12/19/17, 1/16/18, 2/20/18, & 3/20/18.

4/25/17 – Business Breakfast Lecture at University of Notre Dame

5/30/17 – Business Breakfast Lecture at University of Notre Dame

5/15-17/17 – Public Radio in Middle America or PRIMA Winter Conference in New Orleans

9/25-28/17 – Public Radio in Middle America or PRIMA Fall Conference in Minneapolis

Senior Underwriting Associate

4/25/17 – “Essentials of Strategic Planning: What Works, What Doesn’t and How to Use My Plan to Drive Results,” presented by [John Michel](#), Notre Dame associate professional specialist at University of Notre Dame

5/30/17 – “Facilitating Effective Meetings,” presented by [Carol Mullaney](#), director of Notre Dame’s [Office of Continuous Improvement](#) and concurrent professional specialist, Angela Knobloch, senior program director, Office of Continuous Improvement and Duane Wilson, program director, Office of Continuous Improvement at University of Notre Dame

7/5-8/2017 Public Radio Development and Marketing Conference or PMDMC in San Francisco

Underwriting Associate

3/28/18 - The Latest Digital Sales Trends for 2018 web conference from Greater Public

11/15/17 - Show and Tell: Effective Sponsorship Proposals web conference from Greater Public

10/25/17 - Make the Most of Your Membership web conference from Greater Public

9/19/17 - Selling Media to Data-Hungry Underwriters web conference from Greater Public

8/8/17 - Credit Copy web conference from Greater Public

7/8/17 - Selling Successfully: Corporate Support web conference from Greater Public

7/5-8/2017 Public Radio Development and Marketing Conference or PMDMC in San Francisco

Operations Director

3/7/18 – Innovations in Radio: Caroline Beasley, CEO, Beasley Media Group; Great Lakes Media Show 2018, Lansing, MI

3/7/18 – Fighting Fake News: Al Tompkins, Senior Faculty, The Poynter Institute; Great Lakes Media Show 2018, Lansing, MI