

**Ball State University
Annual EEO Public File Report**

April 1, 2007 – March 31, 2008

This Report covers stations: WIPB-TV, WBST-FM, Muncie, IN; WBSB-FM, Anderson, IN; WBSH-FM, Hagerstown, IN; WBSJ-FM, Portland, IN; WBSW-FM, Marion, IN; and WWHI-FM, Muncie, IN and includes:

1. A list of all full-time vacancies filled.
2. The recruitment sources utilized to fill each vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (1)(ii) of the FCC's EEO rules), which are separately identified. We have broadcast announcements and posted a notice on our websites soliciting interest by community organizations in receiving notification of job openings.
3. The recruitment source that referred the hiree for each full-time vacancy.
4. Data reflecting the total number of persons interviewed for full-time vacancies, and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. Data reflecting the total number of persons interviewed for full-time vacancies, and the total number of interviewees referred by each recruitment source utilized in connection with vacancies; and
6. A list and brief description of the initiatives undertaken pursuant to Section 73.2080c(2) of the FCC rules.

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 or over the telephone.

Section 1: Vacancy Information

Position	Referral Source	Number of Referrals Interviewed
General Manager (WBST/IPR)	IPR Employee	3
Part-Time Underwriting Advisor (WBST/IPR)	Muncie Star Press BSU Web Site Word-of—Mouth (station employees) On-air announcement (WBST)	4
Sr. Producer/News Host (WBST/IPR)	Word-of-Mouth (station employees) BSU Web Site Corporation for Public Broadcasting Web Site	4
Part-Time Data Services Asst. (WIPB)	Muncie Star Press BSU Web Site Word-of-Mouth (station employees)	7

Receptionist (WIPB)	Muncie Star Press Anderson Herald Bulletin Marion Chronicle Tribune BSU Web Site Word-of-Mouth (station employees)	6
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Total Number of Persons Interviewed During Applicable Period:	24
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Section 2: Recruitment Source Information

Recruitment Sources	Full-Time Positions for which this source was utilized	Total # of Interviewees this source has provided during this period (if any)
Ball State University's Human Resources Employment Opportunities Web Site Campus Update WIPB-TV Web Site	6	6
Indiana Public Radio Web Site	3	2
Corporation for Public Broadcasting Job line	1	
Current Magazine		
Public Broadcasting Service Connect	1	1
Local/Regional/National Newspaper Classified Ads:		
The Muncie Star Press	2	6
Indianapolis Star		
Ft. Wayne News Gazette	1	1
Anderson Herald Bulletin		
Muncie Times (Minority Publication)	2	1
Chronicle Women in Higher Education	3	
Indiana Broadcasters Association Web Site	3	1
Affirmative Action Register	3	
Vocational Rehabilitation Services of Indiana		
Radio World Magazine		
Women in Higher Education	3	1
Indiana Workforce Development		
National Educational Telecommunications Assoc.		
NAACP - Muncie Chapter		
The Black Media Coalition	1	
Word- of- Mouth	2	3
(Station employees)		

Section 3: Outreach Initiatives

1) Sponsorship of a job fair:

February 8, 2008 – 2007 Sales Career Fair at Ball State University (sponsor)

2) Co-sponsorship of a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.

August 9, 2007 – Muncie Black Expo Job Fair

3) Participation in job fairs:

August 7, 2007 – Sixth Congressional District Job Fair

October 25, 2007 –Indiana Broadcasters Job Fair

4) Participation in scholarship programs directed to students who want to pursue a career in broadcasting:

Continued for the third year to administer a scholarship program for Ball State University Students interested in broadcasting; the third annual scholarship will be awarded on April 22, 2008. Last year's scholarship was awarded on April 15, 2007. We also aired a 30-second Public Service Announcement about the Indiana Broadcasters Association Scholarship Program.

5) Provision for EEO/nondiscrimination training to all personnel:

All employees attended a mandatory meeting (via video tape) which provided training as to methods of ensuring equal opportunity and preventing discrimination; taping was done by the Executive Director of the Ball State University Office of Compliance and presented on May 15-16, 2007.

6) Establish training programs designed to enables station personnel to acquire skills That could qualify them for higher level positions:

Employees attended twenty-one (21) training sessions throughout the covered period that were provided by Ball State University Training and Development; many of these sessions enabled station personnel to acquire skills that could qualify them for higher level positions.

7) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

8) Conducted 16 tours for various individuals and groups from the community to introduce them to broadcast operations and careers in broadcasting; produced and aired a 30-second Public Service Announcement about the Indiana Broadcasters Association Scholarship Program. Some of the tour groups from the community included: Muncie Burris School Junior and Senior classes; Boy Scouts of America; Raintree Programs; C. A. P. E. Program; Muncie Central Senior Telecommunications classes; Jay County High School Telecommunication classes, various seniors from high schools in viewing area interested in pursuing broadcasting degrees. Two area high school seniors also spend several days "job shadowing" with staff members from the Production Department.