

2018 ANNUAL EEO PUBLIC FILE REPORT

Interlochen Center for the Arts

Station(s): WIAA(FM), Interlochen, MI, Fac. ID #28887
WIAB(FM), Mackinaw City, MI, Fac. ID #89513
WICA(FM), Traverse City, MI, Fac. ID #89497
WICV(FM), East Jordan, MI, Fac. ID #28886
WLMN(FM), Manistee, MI, Fac. ID #172572
WHBP(FM), Harbor Springs, MI, Fac. ID #172716

Reporting Period: May 22, 2017 – May 21, 2018

No. of Full-time Employees: More than 10
Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in 2 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

November 10, 2017-The licensee participated in the Michigan Association of Broadcasters Foundation (MABF) Broadcast Media Career & Networking Fair at Lansing Community College West Campus in Lansing, MI. IPR was represented by Interlochen Public Radio's Managing Editor. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.

March 7, 2018-The licensee participated in the MAB Foundation Great Lakes Media Show Career Fair at The Lansing Center in Lansing, MI. IPR was represented by Interlochen Public Radio's Executive Director. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.

*Established an **internship** program designed to assist members of the community to acquire skills needed for*

Interlochen Public Radio engaged 3 interns during the reporting period. Two journalism interns work full time with the news staff to produce feature

broadcast employment.

reports and cover events in the community. The interns also are trained to produce station breaks that are aired at various times of the day. Interns are under the supervision of the station's Managing Editor. An intern was also hired to work on IPR's music library and institutional archive. This position was also full time.

*Participated in **job banks, internet programs**, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

IPR launched a community radio program during the reporting period. This group will be open to anyone in the community who wants to learn to produce radio. IPR will host the group and provide some editorial oversight.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

IPR staff went to various professional conferences this year, including an IRE training and an annual PRNDI gathering. A photojournalist was also brought to the station to offer training.

*Participated in at least 3 **events or programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Interlochen Public Radio offers two training programs for adults. Ten people took our two-day introduction to basic digital audio where they learn to use field recorders and a digital editing program. Ten people took our week-long story-telling workshop where they produce public-radio style features.

IPR's News Director is also part of an advisory group for a new writing program at a local vocational school. He attended the end of year banquet for the program.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
3/5/18	Classical Music Host	Interlochen Center for the Arts

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Interlochen Center for the Arts	1
Corporation of Public Broadcasting	2

RECRUITING SOURCES USED

Job Title of Position: Classical Music Host Date of Hire: 3/5/18

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Glassdoor	N	Glassdoor.com	Web portal	
Indeed	N	Indeed.com	Web portal	
MI Talent	N	MITalent.org	Web portal	
Michigan Association of Broadcasters	Y	819 N. Washington St. Lansing, MI 48906-5815	Carole White- emailed	517-484-7444 karolewhite@michmab.com
Corporation of Public Broadcasting	Y	Jobline 401 Ninth St. NW, Washington DC 2004-2129	Web portal	202.879.9600 www.cpb.org/jobline
Handshake sites	N	Adrian College, Albion		

	College, Aquinas College, Baker College, Bay Bath University, Boston University, Butler University, Calvin College, Case Western Reserve University, Central Michigan University, Columbia College, Columbia University, Cornerstone University, DePaul University, Eastern Michigan University, Ferris State University, Grand Rapids Community College, Hillsdale College, Hope College, Howard University, Kalamazoo College, Lebanon Valley College, Miami University, Michigan State University, Michigan Tech University, North Central College, Northern Michigan University, Oakland University, Oberlin College, Ohio Wesleyan University, Purdue College NW, University of Chicago, University of Michigan, University of Indianapolis, University of Wisconsin- Parkside, Valparaiso University, Walsh University, Wayne State University, Western Michigan University, Wheaton College		
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* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.