

2020 ANNUAL EEO PUBLIC FILE REPORT

Interlochen Center for the Arts  
Interlochen Public Radio

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  
WLMN(FM), Manistee, MI, Fac. ID #172572  
WHBP(FM), Harbor Springs, MI, Fac. ID #172716

Reporting Period: May 22, 2022 – May 21, 2023

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

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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):

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| <p><i>Participated in at least 2 <b>job fairs</b> by station personnel who have substantial responsibility in making hiring decisions.</i></p> | <p>News Director Ed Ronco, Music Director Amanda Sewell and Ex. Director Peter Payette all participated in the Public Media Virtual Career Fair. Due to covid limitations, we were unable to secure a spot at a second job fair.</p> |
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| <p><i>Established an <b>internship</b> program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>   | <p>IPR engaged three interns during the reporting period.</p> <p>A music recording fellowship was active June through February at IPR. This position produced studio and live event recordings and worked with chamber ensembles on album projects.</p> <p>A joint internship with Michigan State University was hosted by IPR from May through August focusing on environmental journalism.</p> <p>A Music intern was on staff in May to August assisting with production of classical music programming and even hosting live music.</p>   |
| <p><i>Participated in <b>job banks, internet programs, and other programs</b> designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i></p> | <p>IPR runs a community radio program that meets monthly and is directed by a professional editor who coaches the producers to create stories for IPR’s air and website. Some members of this group cross over to doing paid work for IPR, usually on a freelance basis.</p>   |
| <p><i>Established <b>training</b> programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>   | <p>Three IPR staff participated in the back half of the Poynter Digital Transformation Program learning strategies and best practices for engaging new audiences online with digital content.</p> <p>Four staff took part in the two-day online Audience Development Summit, presented by Greater Public and The Public Radio Program Directors Association.</p> <p>One member of the staff went to a week-long intensive workshop offered by the Institute for Journalism &amp; Natural Resources.</p> <p>Our News staff hosted a workshop on ethics and journalism with speaker Elizabeth Jensen, former ombudsman at NPR.</p> |

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| <p><i>Participated in at least 3 <b>events</b> or <b>programs</b> sponsored by <b>educational</b> institutions relating to career opportunities in broadcasting.</i></p> | <p>IPR helped run a podcast elective for Interlochen Arts Academy students in the fall semester.</p> <p>Interlochen Arts Camp students toured the studios and recorded weather forecasts that aired on Classical IPR.</p> <p>IPR sponsored a panel for World Press Freedom day put on by the International Affairs Forum in Traverse City.</p> <p>An IPR reporter visited classrooms at Charlevoix Public Schools on multiple occasions and coached kids working on documentary video projects.</p> <p>Ed Ronco spoke to the student newspaper group at Interlochen Arts Academy about journalism and careers.</p> <p>Amanda Sewell mentored Phd candidates on career options through the American Musicological Society.</p> |
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#### LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE                                       | RECRUITMENT SOURCE REFERRING HIRE   |
|--------------|---|-------------------------------------|
| 11/14/22     | News Reporter<br>(Tyler Thompson)               | Corporation for Public Broadcasting |
| 5/22/23      | Audio Engineering Fellow<br>(Kelley DiPasquale) | Referral                            |

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| Indeed   | 2  |
| Interlochen Center for the Arts                                    | 1  |
| Corporation for Public Broadcasting                                | 3  |
| Referral   | 3  |
| Chronicle of Higher Ed   | 1  |

|          |   |
|----------|---|
| LinkedIn | 1 |
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**RECRUITING SOURCES USED**

| <b>REFERRAL SOURCE</b>              | <b>*</b> | <b>ADDRESS OF SOURCE</b>  | <b>CONTACT PERSON AT SOURCE</b> | <b>TEL. NO. AND E-MAIL ADDRESS OF SOURCE</b> |
|-------------------------------------|----------|---|---------------------------------|--|
| Chronicle of Higher Education       | N        | <a href="https://jobs.chronicle.com/">https://jobs.chronicle.com/</a>   |                                 |  |
| Corporation for Public Broadcasting | N        | <a href="https://www.cpb.org/">https://www.cpb.org/</a>   |                                 |  |
| LinkedIn                            |          | <a href="https://www.linkedin.com/jobs/">https://www.linkedin.com/jobs/</a>   |                                 |  |
| Berklee Career Center               | N        | <a href="https://bcm-csm.symplicity.com/employers/">https://bcm-csm.symplicity.com/employers/</a>                             |                                 |  |
| Traverse Connect Creative Coast     | N        | <a href="https://michiganscreativecoast.com/create/job-listings/">https://michiganscreativecoast.com/create/job-listings/</a> |                                 |  |
| Interlochen Center of Arts (HR)     | N        | <a href="https://www.interlochen.org/careers">https://www.interlochen.org/careers</a>   |                                 |  |
| Indeed                              | N        | <a href="http://www.indeed.com">www.indeed.com</a>  |                                 |  |
| Glassdoor                           | N        | <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>   |                                 |  |
| State of Michigan                   | N        | <a href="https://www.mitalent.org/">https://www.mitalent.org/</a>   |                                 |  |

\*Indicate Y or N if the organization requested that the station provide it with notice of all job vacancies.