

2011 ANNUAL EEO PUBLIC FILE REPORT

INTERLOCHEN CENTER FOR THE ARTS

Stations: 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, 2010 – May 21, 2011

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, no full time positions were filled. 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 at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

March 9, 2011 – The licensee participated in the Michigan Association of Broadcasters' Great Lakes Broadcasting Conference and Career Expo in Lansing, MI. IPR was represented by the station's Chief Engineer. 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 broadcast employment.*

Interlochen Public Radio engaged one intern during the reporting period. This music producer intern produced classical music programs and voiced station breaks, and was engaged on the staff for six weeks: June 27-August 7, 2010. The internship preceded the intern's enrollment at Full Sail University at Winter Park, FL. The intern was under the direct supervision of the General Manager.

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).

Local programming by community members: Interlochen Public Radio provided training, equipment, and expertise for a monthly radio program about Michigan writers and regular news reporting by two freelance reporters from the community. Daily and weekly programs were produced by three volunteer program producers in the community.

Community Performance Venue: Interlochen Public Radio regularly invites musicians to perform “Live from Studio A” as a part of our regular broadcast schedule and outreach program. IPR records and broadcasts several music performances in the region, including concerts from the Bay View Music Festival, Interlochen Summer Festival, and performances by the Traverse Symphony Orchestra and the Great Lakes Chamber Orchestra.

Interlochen Public Radio presented at area business expos and conferences in Ludington, Manistee, Traverse City, Leelanau County, and in Petoskey and Harbor Springs to reach out to the community, and to present its programs and services to the community.

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

Interlochen Public Radio staff members worked with and trained 10 volunteer producers from the community to develop and enhance recording, production, reporting and/or interviewing techniques during the reporting period.

Interlochen Public Radio is currently training a professional musician in the community to produce weekly radio programming. That programming is aired on IPR News Radio and Classical IPR.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Interlochen Public Radio encourages visitors, conducts tours, hosts special events at the station, and presents an annual Open House to encourage members of the community to become more connected with these stations and with radio broadcasting.

Station staff regularly record and broadcast comments and essays from members of our community. The stations host events in coordination with HD telecasts and the Traverse City Film Festival at the newly-renovated State Theatre in Traverse City, the Garden Theater in Frankfort, the Crooked Tree Arts Centre in Petoskey, and at other venues in the region.