

2016 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, 2015 – May 21, 2016

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.*

October 15, 2015-The licensee participated in the Michigan Association of Broadcasters Foundation (MABF) Broadcast Media Career & Networking Fair at Central Michigan University in Mt. Pleasant, MI. IPR was represented by Interlochen Public Radio's Chief Engineer. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.

May 3, 2016-The licensee participated in the MAB Foundation GLBC Career & Networking Fair at The Lansing Center in Lansing, MI. IPR was represented by Interlochen Public Radio'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 1 intern during the reporting period. A journalism intern worked with fulltime news reporting staff to produce news & arts reports and on notices of events in the community for

*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).*

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

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

Interlochen Public. The intern also trained on recorded station announcing in program breaks. The intern was under the supervision of the station's News Director.

Local programming by community members: Weekly and occasional programs were produced by four volunteer program producers in the community. These include two-to-five minute community essays, profiles and storytelling segments as well as an occasional hour-long program featuring Michigan writers.

IPR contracted with a local producer to produce regular programming about a national speaker series in Traverse City, MI focused on nationally-known writers.

Community Performance Venue: Interlochen Public Radio regularly invites musicians to perform in Studio A as part of our regular broadcast schedule and outreach program. IPR records and broadcasts several music performances in the region, including concerts from Interlochen Center for the Arts, and performances by the Traverse Symphony Orchestra and other musicians in the area.

IPR invited 11 members of the community to serve as advisors to the stations. The Community Advisory Council met two times during the year, reviewing programming and community reporting produced and aired by IPR. We consciously sought representatives mirroring the region and representing different area geographies, ages, and cultures, as well as listening habits.

Two training programs were offered through Interlochen Public Radio. One is a two and a half day introduction to basic digital recording and editing. This course was offered two times in the recording period and more than 10 people participated. Also offered our week long storytelling workshop and 10 people participated. IPR worked with students in the Comparative Arts department at ICA to learn basic audio recording and editing skills for a project focused on Detroit. IPR staff ran two class sessions with the students and worked one on one with students who chose to work with audio in their

productions.

Two reporters from IPR visited a journalism class at Northwestern Michigan College on separate days to discuss radio journalism.

IPR's News Director joined an advisory group for a new writing program at a local vocational school and met with the program director to offer input on creating the curriculum.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
6/22/15	IPR Morning Host	Interlochen Center for the Arts website
8/24/15	IPR Arts & Culture Reporter	Interlochen Center for the Arts website
8/31/15	IPR Chief Engineer	Interlochen Center for the Arts website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 19

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed.com	8
Interlochen Center for the Arts website	11

RECRUITING SOURCES USED

Job Title of Position: Chief Engineer Date of Hire: 08/31/15

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Facebook	N	Facebook.com	Web portal	
LinkedIn	N	Linkedin.com	Web portal	
Glassdoor	N	Glassdoor.com	Web portal	
Indeed	N	Indeed.com	Web portal	
Trouvit	N	Trouvit.com	Web portal	
Bright	N	Bright.com	Web portal	
USJobs	N	Usjobs.com	Web portal	
Jobrapido	N	Jobrapido.com	Web portal	
Aboutjobs	N	Aboutjobs.com	Web portal	
Simplyhired	N	Simplyhired.com	Web portal	
Jobinventory	N	Jobinventory.com	Web portal	
Current	N	Current.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
Journalismjobs	N	Journalismjobs.com	Web portal	
National Association of Black Journalists	N	Nabj.org	Web portal	

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.