

2017 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, 2016 – May 21, 2017

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 11, 2016-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.

March 8, 2017-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 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 2 interns during the reporting period. Journalism interns work full time with the news staff to produce feature reports and cover events in the community. The interns also

broadcast employment.

are trained to produce station breaks that are aired at various times of the day. Interns are under the supervision of the station's News Director.

*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 works with members of the community to produce radio segments for air. These include two-to-five minute community essays, profiles and storytelling segments as well as an occasional hour-long program featuring Michigan writers.

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

IPR staff participated in on site training with a personal trainer for two days.

Three producers from the station also attended a national public radio conference with a variety of sessions about best practices for news operations.

*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. Nine 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 storytelling 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
9/12/16	Chief Engineer	Indeed.com
11/7/16	IPR Reporter	Summer IPR News Radio Intern

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 12

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 & IPR Reporter Date of Hire: 9/12/16 & 11/7/16

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@michm ab.com
Corporation of Public Broadcasting	Y	Jobline 401 Ninth St. NW, Washington DC 2004-2129	Web portal	202.879.9600 www.cpb.org/jobline
Awesomejobs	N	Aweosomejobs.com	Web portal	
Betterjobs	N	Betterjobs.com	Web portal	
JuJu	N	Juju.com	Web portal	
Oodle	N	Oodle.com	Web portal	
Recruit.net	N	Recruit.net	Web portal	

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