

2015 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, 2014 – May 21, 2015

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

During the Reporting Period, two full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source
July 28, 2014	Reporter	CPB Job Line
February 16, 2015	General Manager	CPB Job Line

RECRUITING SOURCES USED
REPORTER

Referral Source	*	Address of Source	Contact Person	Telephone number and email
Corporation for Public Broadcasting	Y	Jobline 401 Ninth St. NW, Washington DC 20004-2129	Web portal	202.879.9600 www.cpb.org/jobline
Michigan Association of Broadcasters	Y	819 N. Washington St. Lansing, MI 48906-5815	Karole White-emailed	517.484.7444 karolewhite@michmab.com
Michigan Association of Public Broadcasters	Y	819 N. Washington St. Lansing, MI 48906-5815	Ann Cochrane-emailed	517.484.7449 acochrane@michmab.com
Monster.com	N	www.monster.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	
Interlochen		interlochen.org	Web portal	
Record Eagle	N	record-eagle.com	Katie Rollert	krollert@record-eagle.com
Facebook	N	Facebook.com	Web portal	
NMC	N	nmc.edu	Web portal	
Little River Band of Ottawa Indians	N	lrboi-nsn.gov	Todd Keway	tkeway@lrboi-nsn.gov
North Central Michigan College	N	ncmich.edu	Charles MacInnis	cMacInnis@mcmich.edu
Little Traverse Band of Odawa Indians	N	ltbbodawa-nsn.gov	Human Resources	hr@ltbbodawa-nsn.gov
Grand Traverse Band of Ottawa and Chippewa Indians	N	gtbindians.org	Alisha Wormell	alisha.wormell@gtbindians.com

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

RECRUITING SOURCES USED
GENERAL MANAGER

Referral Source	*	Address of Source	Contact Person	Telephone number and email
Corporation for Public Broadcasting	Y	Jobline 401 Ninth St. NW, Washington DC 20004-2129	Web portal	202.879.9600 www.cpb.org/jobline
Michigan Association of Broadcasters	Y	819 N. Washington St. Lansing, MI 48906-5815	Karole White-emailed	517.484.7444 karolewhite@michmab.com
Michigan Association of Public Broadcasters	Y	819 N. Washington St. Lansing, MI 48906-5815	Ann Cochrane-emailed	517.484.7449 acochrane@michmab.com
Current Newspaper	N	Current.org	Emily Lowrey	emily.lowrey@gmail.com
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	
Facebook	N	Facebook.com	Web portal	
Twitter	N	Twitter.com	Web portal	
NMC	N	nmc.edu	Web portal	
Public Media Business Assoc.	N	pbma.org/node/312	Web portal	info@pmbaonline.org
National Education Telecommunication Association	N	netaonline.org/jobs.htm	Maryanne	maryanne@netaonline.org
JournalismJobs	N	http://journalismjobs.com/Search_Jobs_all.cfm	Web portal	
Greater Public	N	http://greaterpublic.org/job-line	Web portal	
Pubradio Listserv	N	ListServ	Email	pubradio@lists.pubradio.org

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

INTERVIEWEE REFERRAL SOURCE SUMMARY

Date of Annual Report: June 1, 2015

Total number of persons interviewed in preceding year: 14 (89 applicants)

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source referred
Corporation for Public Broadcasting	2
Michigan Association of Broadcasters	0
Michigan Association of Public Broadcasters	0
Monster.com	0
LinkedIn.com	0
Glassdoor.com	0
Indeed.com	0
Trouvit.com	0
Bright.com	0
Record-Eagle.com	0
Usjobs.com	0
Jobrapido.com	0
Aboutjobs.com	0
Simplyhired.com	0
Livingstonassociates.net	3
JobInventory.com	0
Current.org	2
Facebook.com	0
Twitter.com	0
Public Media Business Association	0
National Education Telecommunications Association	0
Interlochen.org	2
Journalism Diversity Project	0
Chronical of Philanthropy	0
NMC	0
Little River Band of Ottawa Indians	0
North Central Michigan College	0
Little Traverse Band of Odawa Indians	0
Grand Traverse Band of Ottawa and Chippewa Indians	0
Other-public radio personnel	5

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. More than 140 students and business-minded professionals attended. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.

March 11, 2015 – The licensee participated in the MABF Broadcast Media Career & Networking Fair at the Great Lakes Broadcasting Conference in Lansing, MI. IPR was represented by the IPR Chief Engineer. More than 200 students and business-minded professionals attended. 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 four interns during the reporting period.

A technical intern assisted with a station music library digitization project June 14 to August 8, 2014 and was later hired in a temporary position to continue the project. The intern was under the supervision of the station's General Manager.

A summer IPR intern worked June 23 to August 11, 2014, assisting recording services to record live events and post them to the Interlochen Public Radio website.

Two journalism interns worked with fulltime news reporting staff to produce news & arts reports and on notices of events in the community for Interlochen Public Radio during the period June 2014 to May 2015. They also trained on recorded station announcing in program breaks. These interns were under the supervision of the station's News Director. One intern was later hired into a contract position and trained on live hosting for morning drivetime.

*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: Weekly and occasional programs were produced by five 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.

IPR contracted with a local musician to produce regular programming about jazz, with stories and sounds of the genre's greatest performers.

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 in Petoskey, Interlochen Center for the Arts, and performances by the Traverse Symphony Orchestra and the Great Lakes Chamber Orchestra.

Interlochen Public Radio staff represented the radio stations at area service clubs and educational events in Frankfort, Thompsonville, Traverse City, Interlochen and Petoskey, as well as a statewide conference. Appearances were designed to reach out to the community, to present programs and services to the community, and to educate the community on classical music and civic issues. Some of the events were specifically targeted to outreach groups including students, women in journalism, disability communities and homeless advocacy networks.

IPR retained several community members as paid reporters for news stories and features. IPR staff has worked with these freelance reporters to provide training and to help produce news reports.

IPR invited 17 members of the community to serve as advisors to the stations. The Community Advisory Council met three 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.

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

In conjunction with its parent organization, Interlochen Center for the Arts, licensee conducted two beginner audio bootcamp workshops, June 16-17, 2014 & May 15-17, 2015. There were a total of 14 participants who learned the basics of audio journalism and storytelling from the IPR News Director.

In conjunction with its parent organization, Interlochen Center for the Arts, and Transom.org, licensee hosted and produced an intensive 6-day audio storytelling seminar for ten learners in June 2014. The goal of this course was for each participant to produce a four minute piece profiling a creative resident in northern Michigan. These pieces were shared with each other for critique and a final version of each piece was completed and provided to IPR for use both on air and on its related online media channel.

As part of its monthly classical music program Radio Collage, licensee mentored three students from Interlochen Arts Academy in microphone technique, classical announcer style and radio production during academic year 2014-2015.