

## 2019 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, 2018 – May 21, 2019

No. of Full-time Employees: More than 10 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):

<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>March 6, 2019 – The licensee participated in the Michigan Association of Broadcasters’ Great Lakes Broadcasting Conference and Career Expo in Lansing, MI. IPR was represented by the Interlochen Executive Director. More than 240 media job seekers attended. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.</p> <p>March 7, 2019 – The licensee participated in the Northwestern Michigan College Career and Employment Fair at the Hagerty Center in Traverse City, MI. IPR was represented by the Interlochen Public Radio’s News Director. General information about the station was presented as well as specific opportunities about openings and volunteer opportunities.</p>
<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 two interns during the reporting period.</p> <p>A music intern produced classical music programs and worked in our music library full time from May to June of 2018 and continued working remotely a few hours a week through the end of 2018. The intern was under the supervision of the station’s Music Director.</p> <p>A journalism intern produced news reports and recorded on-air announcements June through August 2018. The intern was under the supervision of the station’s Managing Editor.</p>
<p><i>Participated in <b>job banks, internet programs, and other</b> programs 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.</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>Multiple IPR on-air hosts worked with a voice coach on hosting and voicing techniques. This coaching was done in three sessions separated by a few weeks to allow time to practice.</p>

<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>Interlochen Public Radio offered a course in recording and editing digital audio through the Interlochen College of Creative Arts.</p> <p>IPR's Executive Director is part of an advisory group for a writing program based at the TBA-ISD vocational school. He attended the fall meeting of the advisory board.</p> <p>IPR's morning host spoke to a journalism class at Northwestern Michigan College.</p>
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#### LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
September 2018	Operations Coordinator	Interlochen Center for the Arts
August 2018	Reporter	IPR Summer Intern (2017)
January 2018	Reporter	WDET Employee

#### INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	1
WUFT	1
Interlochen Center for the Arts	5
Corporation for Public Broadcasting	1
WDET	1

**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://www.chronicle.com/">https://www.chronicle.com/</a>		
Corporation for Public Broadcasting	N	<a href="https://www.cpb.org/">https://www.cpb.org/</a>		
Greater Public	N	<a href="http://www.greaterpublic.org">www.greaterpublic.org</a>		
HigherEd Jobs	N	<a href="https://www.higheredjobs.com/">https://www.higheredjobs.com/</a>		
Indeed	N	<a href="http://www.indeed.com">www.indeed.com</a>		
Interlochen Center of Arts (HR)	N	4000 M-137, Interlochen, MI 49643	Aretina Hamilton	231-276-7330
NPR	N	<a href="https://www.npr.org/">https://www.npr.org/</a>		
MichMab	N	<a href="https://michmab.com/">https://michmab.com/</a>		
Mitalent.org	N	<a href="https://www.mitalent.org/">https://www.mitalent.org/</a>		
Northwestern Michigan College	N	<a href="https://www.nmc.edu/student-services/advising-center/career-advising/jobs.html">https://www.nmc.edu/student-services/advising-center/career-advising/jobs.html</a>		

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