

Northwest Indiana Public Broadcasting, Inc.
d/b/a Lakeshore Public Television (WYIN)
and Lakeshore Public Radio (WLPR-FM)

ANNUAL EEO PUBLIC FILE REPORT

March 22, 2015 – March 21, 2016

No fulltime positions were filled during the reporting period.

Outreach Initiatives

Internship Program

Lakeshore Public Radio & Lakeshore Public Television News, Production and Marketing Department internships are offered to college and high school students on an as available basis. Internships are provided without compensation. Credit hours are given to interns in accordance with school policies. Applicants must submit resume in order to be considered for internship. On the occasion that internships are not available, job shadowing may be arranged on an individual basis.

Radio Department Interns - We utilized 4 interns in the year 03/22/15 thru 03/21/16. They were from Columbia College, Crown Point High School, Ball State University and Hobart High School.

Membership Department Intern – We utilized 1 intern in the year 03/22/15 thru 03/21/16 from IUN.

Production Department Interns – We utilized 5 interns in the year 03/22/15 thru 03/21/16. They were from Indiana University, Lew Wallace High School, Lake Central High School, Columbia College, and Purdue University.

On 04/28/15 the Production Department also had a student from Crown Point High School do a job shadow.

Participation in job fairs

Nicole Stevens, HR Manager, participated in the 8th Annual Diversity Business Symposium and Career Fair on June 10, 2015. Nicole spoke to the public about employment and internship opportunities. Lakeshore accepted resumes from individuals interested in both employment and internships with a major or minor in Communications, Journalism, Broadcasting, Radio/Television/Film and Marketing.

Events for the community concerning employment opportunities in broadcasting

On 05/18/15, Matt Franklin, VP of Television Operations, attended the Michigan City Career Day at the Michigan City High School to discuss the many opportunities that are available in Television fields. The event was open to juniors and seniors across the school.

On 05/29/15, Matt Franklin, VP of Television Operations, visited John Wheeler Middle School to opportunities in Broadcasting and Communications as part of a career exploration day.

Matt Franklin, VP of Television Operations, attended Purdue North Central's Communications Camp on 06/23/15 and 06/29/15. Over the two days, Matt worked with college students in the School of Communications at their Westville campus. Each session consisted of a small group of juniors, seniors or newly graduated students participating in discussions outlining the challenges and opportunities he sees facing people looking into entering the job market.

Mary Lewis, VP of Administrations, attended a Youth Employment Counsel meeting on 06/09/15. Working with other professionals across the region, Mary discussed strategies and challenges that young people face when making the transition to their first real career experience.

On 01/29/16, Matt Franklin, VP of Television Operations, judged a high school competition as part of the Jobs for America's Graduates program. At the daylong event, students participated in various skills assessments tied to preparing for the job market, such as interviewing, writing, graphic creating and presentation, video production among others.

Three station tours were given to various Scout troops during the period of 03/22/15 thru 03/21/16 at Lakeshore Public Media. During the tours the various jobs available in the Broadcast Industry were discussed in detail and participants on the tour are given the chance to ask specific questions of station employees concerning their jobs in broadcasting. The tour participants are taken to the studio and placed on the news set to participate in a "recording session".

On 04/23/15 Lakeshore hosted a Career Day for Juniors at Kouts High School. The students were given a tour of the station and then brought into the television studio where they were introduced to the staff. The staff gave a description of their jobs and the students were allowed to ask questions. The purpose of the tour was for the students to explore careers in broadcasting.

Mary Lewis, VP of Administrations, attended the Society for Human Resource Management (SHRM) Conference on 04/22/15 at the Radisson in Merrillville. Mary handed out literature and talked with attendees about opportunities at the TV and Radio stations.

Roger Wexelberg , VP of Development and Public Relations, attended the Indiana University Northwest (IUN) Business Advisory Board on 05/19/15 and participated in discussions about the hiring needs of the community in relation to IUN student interest in Broadcast and Development.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Attended the 8th Annual Diversity Business Symposium at the Radisson on 06/09/2015. The symposium featured panel and interactive discussions. This included keynote speaker Jamal Smith, Executive Director of the Indiana Civil Rights Commission. This is a state agency focusing on fair housing, equal employment and equal access to education. Kathy Jackson and Kathie Park Savich of Opportunity

Enterprises also spoke. Jackson discussed facts and myths regarding employing person with disabilities. Savich talked about JobSource, an Opportunity Enterprises division that works with local employers to give jobs to its clients. This event was attended by Nicole Stevens our HR Manager.

Mary Lewis, VP of Administration, attended the Public Media Business Association Conference from 05/24/15 thru 05/29/15. Mary attended sessions related to generational differences in the workplace, how to work and understand the different generations, and changes in employee/employer law.

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

Lakeshore Professional Women's Conference 9/2015 – This conference was developed by Lakeshore Public Media in 2013. The conference offers an opportunity for women to listen to national speakers who offer personal experience and education to help women promote themselves within their current position, or women wanting to change job fields or careers. The attendees also walk away with tips and ideas of how to make their current job or career more interesting and how to work with difficult employees/co-workers. This conference is SHRM accredited, and all 5 speakers offer advice and tips on how to improve your work life in general. This conference was attended by Carrie Kuck, Loren Ellis, Maureen Janeczko, and Nicole Stevens.

Other Activities

Two classes for Leadership Northwest Indiana were held on 05/06/15 and 11/06/15 at Lakeshore Public Media. Lakeshore hosts these classes to provide greater awareness of public media as well as assist in educating class members on proper television and radio interviews, presentation and communicating with media persons as well as careers in broadcasting.