

Northwest Indiana Public Broadcasting, Inc.
Lakeshore Public Television (WYIN – 56) and Lakeshore Public Radio (WLPR 89.1 FM)
EEO PUBLIC FILE REPORT
03/22/16 – 03/21/17

POSITIONS FILLED

	Job Title	Master Recruitment Source List is Below	RS Referring Hiree
1	Corporate Support Rep	1,4,7,8	4
2	Corporate Support Rep	1,4,7,8	8
3	Corporate Support Rep	1,2,3,4,5,6,7	5

A person was deemed “interviewed” whether in person or over the telephone. For purpose of this report, a vacancy was deemed “filled” when the person reports to work.

**Northwest Indiana Public Broadcasting, Inc.
Lakeshore Public Television (WYIN – 56) and Lakeshore Public Radio (WLPR 89.1 FM)
EEO PUBLIC FILE REPORT
03/22/16 – 03/21/17**

MASTER RECRUITMENT SOURCE LIST

Source Entitled to Vacancy Notification	# of Interviewees Referred by Recruitment Source	Positions for Which This source was Utilized	RS#	Organization
No	0	1,2,3	1	NWI Times 2080 N. Main St. Crown Point IN 46307
No	0	3	2	Lakeshore Public Media Website www.lakeshorepublicmedia.org
No	0	3	3	Linkedin www.linkedin.com
No	5	1,2,3	4	Word of Mouth
No	4	3	5	Ziprecruiter.com
No	0	3	6	Public Broadcasting Service www.pbs.org
No	0	1,2,3	7	Monster Worldwide 5 Clock Tower Place, Suite 500 Maynard, MA 01754 www.monster.com
No	1	1,2	8	Lakeshore Public Radio
No	0	1,2	9	Lakeshore Public TV
Total Interviews for Full Time Open Positions	10			

There were an additional ten interviews for two of the positions for which all of the referrals came from either the newspaper ad or the stations' on-air announcements, approximately half each, but we do not have a clear record.

Northwest Indiana Public Broadcasting, Inc.
 Lakeshore Public Television (WYIN – 56) and Lakeshore Public Radio (WLPR 89.1 FM)
 EEO PUBLIC FILE REPORT
 03/22/16 – 03/21/17

OUTREACH INITIATIVES

#	Type of recruitment Initiative	Brief Description of Activity
1	Intern Program	<p>Lakeshore Public Television and Lakeshore Public Radio offer internship 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 a resume in order to be considered for an internship. On the occasion that internships are not available, job shadowing may be arranged on an individual basis</p> <p>The radio department utilized 5 interns 03/22/16 – 03/21/17. They were from Valparaiso University, Indiana State University, Columbia College, Purdue Northwest, and Kankakee Valley High School.</p> <p>Our production department utilized 4 interns this year. They were from Opportunity Enterprises, an organization for people with developmental disabilities, Purdue Northwest and Indiana University.</p>
2	Events for the community designed to inform the public as to employment opportunities in broadcasting.	<p>Five station tours were given during the period of 03/22/16 to 03/21/17 with the following organizations:</p> <p>Merrville High School Jr Achievement on 04/20/16. ECIER Foundation on 03/23/16 Adventure Club on 07/27/16 Kouts High School on 10/13/16 Girl Scouts on 01/25/17</p> <p>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.</p>

3	Other Activities	Two classes for Leadership Northwest Indiana were held on 05/04/16 and 10/28/16 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.
----------	-------------------------	---