

Northwest Indiana Public Broadcasting, Inc.
Lakeshore Public Television (WYIN – 56) and Lakeshore Public Radio (WLPR 89.1 FM)
EEO PUBLIC FILE REPORT
03/22/17 – 03/21/18

POSITIONS FILLED

	Job Title	Master Recruitment Source List is Below	RS Referring Hiree
1	Membership Manager	1,2,3,4,5,6,7,8,9	1
2	Producer Director	2,7	2

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.

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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	2	#1	1	Current
No	1	#1 & #2	2	Lakeshore Public Media Website www.lakeshorepublicmedia.org
No	2	#1	3	CPB Website
No	0	#1	4	Greater Public
No	0	#1	5	Prado
No	1	#1	6	Ziprecruiter
No	0	#1 & #2	7	Indiana Broadcasters Association
	0	#1	8	Linkedin
	0	#1	9	Facebook
Total Interviews for Full Time Open Positions	6			

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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 6 interns during 03/22/17 – 03/21/18. They were from Indiana University Northwest, Indiana University Bloomington, Purdue Northwest, Valparaiso University, and Indiana State.</p> <p>Our production department utilized 2 interns. They were from Purdue Northwest and Indiana University.</p>
2	Events for the community designed to inform the public as to employment opportunities in broadcasting.	<p>Three station tours were given during the period of 03/22/17 to 03/21/18 with the following organizations: Chesterton High School 04/10/17 Bailly Elementary School 04/21/17 Kouts High School on 10/12/17</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	<p>One class for Leadership Northwest Indiana was held on 05/12/17 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.</p>

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OUTREACH INITIATIVES

4	Listing each upper-level opening in a job bank or newsletter of a media trade group with a broad-based membership, including participation of women and minorities	Both of our openings during this reporting period were upper-level and were posted on the Jobs site of the Indiana Broadcasters Association, which has a broad-based membership including participation of women and minorities.
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