

**Northwest Indiana Public Broadcasting, Inc.
 Lakeshore Public Television (WYIN 56) and Lakeshore Public Radio (WLPR 89.1 FM)
 EEO Public File Report
 03/22/21 to 03/21/22**

POSITIONS FILLED

	JOB TITLE	MASTER RECRUITMENT SOURCE	RS REFERING HIREE	DATE POSITION FILLED
1	OPERATIONS COORDINATOR	1,2,3,4,5,6	2	04/12/21
2	PRODUCER/DIRECTOR	1,2,5,6	5	05/31/21
3	HOST/PRODUCER	1,2,5,6	2	06/28/21
4	ON AIR ANNOUNCER	1,2,3,5,6,7	1	10/25/21

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

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MASTER RECRUITMENT SOURCE LIST

RS#	ORGANIZATION	POSITIONS FOR WHICH THIS SOURCE WAS UTILIZED	# OF INTERVIEWEES REFERRED BY RECRUITMENT SOURCE	SOURC ENTITLED TO VACANCY NOTIFICATION
1	Indiana Broadcasters Association Indianabroadcasters.org	1,2,3,4	1	No
2	Internal Posting 8625 Indiana Pl Merrillville, IN. 46410 219-756-5656	1,2,3,4	2	No
3	Indeed	1,4	1	No
4	LINKEDIN	1	0	No
5	Lakeshorepublicmedia.org 8625 Indiana Pl Merrillville, IN. 46410 219-756-5656	1,2,3,4	5	No
6	Word of mouth	1,2,3,4	1	No
7	Joinhandshake.com	4	0	No
Total Interviews for FT Position			10	

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OUTREACH INITIATIVES

#	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	All of our openings, including upper level, during this reporting period were posted on the job site of the Indiana Broadcasters Association, which has a broad-based membership, including participation of women and minorities.
2	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Between 05/17/21 and 09/30/21, all staff participated in the CPB Workplace Preventing Harassment and Discrimination: Gateway training.
3	Intern Program	<p>Lakeshore Public Television and Lakeshore Public Radio offer internships 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 Production department utilized 1 intern from Purdue University Northwest from 08/21 to 12/21.</p>

