

Northwest Indiana Public Broadcasting , Inc.
Lakeshore Public Television (WYIN 56) and Lakeshore Public Radio (WLPR 89.1 FM)
EEO Public File Report
03/22/18 to 03/21/19

POSITIONS FILLED

	JOB TITLE	MASTER RECRUITMENT SOURCE	RS REFERRING HIREE
1	Corporate Support Rep	1, 2, 3, 4, 5	5
2	VP of Digital	1, 4, 6	4
3	TV Operations Coordinator	1, 2, 10	10
4	Corporate Support Rep	1, 3, 4, 7, 8, 9	3

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

RS#	Organization	Positions for Which This Source was Utilized	# of Interviewees Referred by Recruitment Source	Source Entitled to Vacancy Notification
1	Lakeshorepublicmedia.org Contact Brian Bergholm. 8625 Indiana Place Merrillville In 46410 219-756-5656	1,2,3,4,	4	No
2	Indianabroadcasters.org	1,3,	0	No
3	Linked IN www.linkedin.com	1,2,4	5	No
4	Word of Mouth	1,2,4,	5	No
5	CWI 2804 Boilermaker CT Suite E Valparaiso, IN. 46383 219-462-2940 Barb Grimsgard indianacareerconnect.com	1	1	No
6	CPB Website www.cpb.org	2	0	No
7	The Times nwitimes.com 601 W 45th Ave Munster, IN. 46321 219-933-3222	4	0	No
8	Purdue NW (Handshake) www.pnw.edu/concareers/hands hake 2200 169th St Hammond IN 46323 219-989-2400	4	0	No
9	Valparaiso University (Handshake) www.valpo.edu/career- center/handshake 1509 Chapel Dr Valparaiso, IN. 46383 219-464-5005	4	0	No
10	Internal Posting	3	1	No
	Total Interviews for Full Time Open Positions		16	

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OUTREACH INITIATIVES

#	Type of Recruitment Initiative	Brief Description of Activity
1	Intern Program	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 give 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.
		The radio department utilized 2 interns during 03/22/18 - 03/21/19. They were both from Indiana University Northwest.
2	Events for the community designed to inform the public as to employment opportunities in broadcasting	Two station tours were given during the period of 03/22/18 to 03/21/19 with the following organizations: East Porter High School 10/11/18 Calvary Christian School 02/15/19
		During the tours, various jobs available in the Broadcast Industry were discussed in detail. Participants on the tour are given the chance to ask specific questions of station employees concerning their jobs in broadcasting.
3	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	The staff participated in the CPB Workplace Harassment training during the period of 03/22/18 and 03/21/19.