

Northwest Indiana Public Broadcasting, Inc.
 Lakeshore Public Television (WYIN 5) and Lakeshore Public Radio (WLPR 89.1 FM)
 EEO Public File Report
 03/22/19 to 03/21/20

POSITIONS FILLED

	JOB TITLE	MASTER RECRUITMENT SOURCE	RS REFERIIN HIREE
1	Producer/Director	1,2,3,4,5	3

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.

Lakeshore Public Television (WYIN 5) and Lakeshore Public Radio (WLPR 89.1 FM)
 EEO Public File Report
 03/22/19 to 03/21/20

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 Pl Merrillville IN 46410 219-756-5656	1	0	No
2	Indianabroadcasters.org	1	0	No
3	Internal Posting	1	1	No
4	Indeed	1	3	No
5	Word of Mouth	1	0	No
6				
7				
	Total Interviews for FT Positions		4	

03/22/19 to 03/21/20

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. On the occasion that internships are not available, job shadowing may be arranged on an individual basis</p> <p>We utilized 3 interns during 03/22/19 – 03/21/20. They were from Ivy Tech Community College, Indiana University Northwest, and Purdue University Northwest.</p>
2	Events for the community designed to inform the public as to employment opportunities in broadcasting	<p>One station tour was given on October 10, 2019 with Kouts High School.</p> <p>During the tour, 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	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>The staff participated in the CPB Workplace Harassment training during the period of 03/22/19 and 03/21/20</p>
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	<p>The opening during this reporting period was upper level and was posted on the job site of the Indiana Broadcasters Association, which has a broad-based membership, including participation of women and minorities.</p>