

Northwest Indiana Public Broadcasting, Inc.
 Lakeshore Public Television (WYIN 56) and Lakeshore Public Radio (WLPR 89.1 FM)
 EEO Public File Report
 03/22/20 to 03/21/21

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	Indiana Broadcasters Association Indianabroadcasters.org	1,2,3,4	3	No
2	Indeed	1,2,4	3	No
3	Lakeshorepublicmedia.org 8625 Indiana Pl Merrillville, IN. 46410 219-756-5656	1,2,3,4	6	No
4	Internal Posting 8625 Indiana Pl Merrillville, IN. 46410 219-756-5656	1,2,3,4	2	No
5	Word of Mouth	1,3	2	No
	Total Interviews for FT Position		16	

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POSITIONS FILLED

	JOB TITLE	MASTER RECRUITMENT SOURCE	RS REFERING HIREE	Date Position Filled
1	Entry Level Digital Media Specialist	1,2,3,4,5	5	08/03/20
2	Corporate Support Executive	1,2,3,4	2	08/31/20
3	Producer/Director	1,3,4,5	4	02/26/21
4	Membership Coordinator	1,2,3,4,	2	07/20/20

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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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.	The staff participated in the CPB Workplace Harassment training during the period of 03/22/20 and 03/21/21
3	Participate in job fairs by station personnel who have substantial responsibility in the making of hiring decisions	Participated in the Broadcasters Virtual Career/Internship Fair by: Contributing a specified amount for booth rental for the Broadcasters Virtual Career/Internship Fair; Attending the Broadcasters Career/Internship Fair Thursday, February 25 th and Friday, February 26 th collecting resumes and interviewing qualified candidates.