

2026 ANNUAL EEO PUBLIC FILE REPORT

Interlochen Center for the Arts
Interlochen Public Radio

Station(s): WIAA(FM), Interlochen, MI, Fac. ID #28887
 WIAB(FM), Mackinaw City, MI, Fac. ID #89513
 WICA(FM), Traverse City, MI, Fac. ID #89497
 WLMN(FM), Manistee, MI, Fac. ID #172572
 WHBP(FM), Harbor Springs, MI, Fac. ID #172716

Reporting Period: May 22, 2025 – May 21, 2026

Number of Full-time Employees: More than 10 Small

Market Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<p><i>Participated in at least 2 job fairs by station personnel who have substantial responsibility in making hiring decisions.</i></p>	<p>Brienne Warden manages all open position searches for IPR and attended job fairs at Western Michigan University, University of Michigan and Oakland University.</p>
<p><i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>IPR offered two year-long fellowships this year and one internship. Isabel Li is a fellow with our Classical music team. Claire Keenan-Kurgan was a fellow with the News team and went from there to a full time position. Ruth Abromovitz was an intern with the podcast Points North.</p>
<p><i>Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i></p>	<p>IPR runs a community radio program that meets monthly and is directed by an IPR staff member or contractor who coaches the producers to create stories for IPR's air and website. Some members of this group cross over to doing paid work for IPR on a freelance basis. This year the group continued producing spots for broadcast about people who volunteer in our region. We also offered a weekend workshop through a local organization called Green Door Folk School.</p>
<p><i>Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i></p>	<p>News staff have been invited to luncheons with guest speakers and sent to workshops put on by IRE and SEJ. IPR hosted a workshop put on by Transom Story lab. A workshop was offered by sound artist Matthew Burtner about high end field recording.</p>

<p><i>Participated in at least 3 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</i></p>	<p>Staff met with students in the Great Lakes Writers Corps at University of Michigan. One student is pursuing an audio project with IPR assistance for the program.</p> <p>IPR is helping design a journalism course for the fall semester at U of M involving environmental reporting.</p> <p>Woodland school brought newspaper students to IPR for a workshop and studio tour.</p>
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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
5/18/26	Tyler Castellanos	Previous ICA employee
9/1/25	News Reporter (Maxwell Howard)	Previous IPR Contractor
8/4/25	News Reporter (Claire Keenan-Krugan)	Previous IPR Employee

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Indeed	0
Interlochen Center for the Arts	7
Corporation for Public Broadcasting	0
Referral	0
Chronicle of Higher Ed	0
LinkedIn	0
Handshake	0
Music Library Association	2
U of M Excel Lab Career Fair	2

RECRUITING SOURCES USED

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Chronicle of Higher Education	N	https://jobs.chronicle.com/	Charles Rodgers	202-466-1778
Corporation for Public Broadcasting	N	https://www.cpb.org/	Byron Nelson	bnelson@cpb.org
LinkedIn		https://www.linkedin.com/jobs/	Kaylee McLean	khowell@linkedin.com
Berklee Career Center	N	https://bcm-csm.symplicity.com/employers/	Stefanie Henning	careercenter@berklee.edu
Traverse Connect Creative Coast	N	https://michiganscreativecoast.com/create/job-listings/	Abby Baudry	Abby.Baudry@traverseconnect.com
Interlochen Center of Arts (HR)	N	https://www.interlochen.org/careers	Brienne Warden	brienne.warden@interlochen.org
Indeed	N	www.indeed.com	Delia Butler	deliabutler@indeed.com
Glassdoor	N	https://www.glassdoor.com/index.htm		
State of Michigan	N	https://www.mitalent.org/	Rob Dickinson	rob.dickinson@networksnorthwest.org
Handshake	N	www.handshake.com	Evalani Clark	evalani.clark@joinhandshake.com
U of M Excel Lab	N	https://smt.d.umich.edu/excel-lab/	Jovan Osborne	jovano@umich.edu

*Indicate Y or N if the organization requested that the station provide it with notice of all job vacancies.