

Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
FCC 396		
BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form		FOR COMMISSION USE ONLY FILE NO. - 20120328AFC

Section I

Legal Name of the Licensee NORTHEAST INDIANA PUBLIC RADIO, INC.		
Mailing Address PO BOX 8459		
City FORT WAYNE	State or Country (if foreign address) IN	Zip Code 46898 - 8459
Telephone Number (include area code) 2604521189	E-Mail Address (if available) EDIDIER@NIPR.FM	
	Facility ID Number 53745	Call Sign WBOI
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station	Noncommercial Broadcast Station
	<input type="radio"/> Radio	<input checked="" type="radio"/> Educational Radio
	<input type="radio"/> TV	<input type="radio"/> Educational TV
	<input type="radio"/> Low Power TV	
	<input type="radio"/> International	

Application Purpose

- ☒ New Program Report
☐ Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WBOI	53745	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	FORT WAYNE, IN	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WBNI-FM	46434	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	ROANOKE, IN	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name BARRY S. PERSH			Street Address 1200 NEW HAMPSHIRE AVE SUITE 800
City WASHINGTON	State DC	Zip Code 20036-	Telephone Number 2027762000

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)? ☐ Yes ☒ No

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? ☐ Yes ☒ No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent WILL MURPHY
Title GENERAL MANAGER	Telephone No. (include area code) 2604521189
Date 3/24/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: WILL MURPHY	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PER, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Attachment 2

Description
2011-2012 EEO Public File Report
2010-2011 EEO Public File Report

Attachment 3

Description
Narrative Statement

EEO Public File Report

Northeast Indiana Public Radio – WBNI/WBOI FM

April 1, 2011 – March 31, 2012

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Reporter	07/20/11	09/26/11	CPB Job line	3	1
				IBA Job Bank	0	0
				PRADO	0	0
				National Association of Hispanic Journalists	0	0
				DEI Web site	0	0
				PRPD Web site	0	0
				Pubradio Listserv	0	0
				PRNDI Listserv	0	0
				On-air announcements	0	0
				NIPR Web site	0	0
				PRIMA Web site	0	0
2	Underwriting Director	01/03/12	02/21/12	CPB Job line	0	0
				IBA Job Bank	0	0
				PRADO	0	0
				National Association of Hispanic Journalists	0	0
				DEI Web site	0	0
				PRPD Web site	0	0
				Pubradio Listserv	0	0
				PRNDI Listserv	0	0
				NIPR Web site	3	0

				On-air announcements	3	1
				PRIMA Web site	0	0
	* See Attached List of Recruitment Sources for Contact Information					

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	CPB Web site	http://www.cpb.org/jobline/su/bmit/	3	N
	401 Ninth St. NW, Washington, DC 20004			
2	Indiana Broadcasters Association	http://www.indianabroadcasters.org/login.php?returnto=	0	N
	3303 E. 98 th Street, Indianapolis, IN 46280			
3	PRADO Listserv	prado@listerv.syr.edu	0	N
4	National Association of Hispanic Journalists Job Listing	jobbank@nahj.org	0	N
	1050 Connecticut Avenue NW 10 th Floor Washington, DC 20036			
5	DEI	www.deiworksite.org	0	N
6	PRIMA job listings	Dan Skinner	0	N
	http://www.prima.org			
7	PRPD	http://prpd.org/topmenu/joblistings.aspx	0	N
8	PubRad	PUBRADIO@LISTSERV.BOISESTATE.EDU	0	N
9	NIPR	On-air	3	N

	Box 3204 Clairmont Court, Fort Wayne, IN 46804			
10	www.nipr.fm	Web posting	3	N
		[Telephone]		
11	PRNDI	Christine Page Diers	0	N

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	March 1, 2011: ongoing	College Internship program	Working with student employment office at local university (IPFW) to develop internships and work-study opportunities	Students come in for 15-20 hours/week, primarily for experience in reporting and audio production	ND Sean Bueter; Reporter Sarah Delia; Program Director Andrew Anderson; Volunteer Coordinator Katy Anderson
2	March 1, 2011: ongoing	High School Internship program (Programs with educational institutions regarding broadcasting)	Expose high school juniors and seniors to broadcasting careers	Working with public school students, 10-12 grades, training in audio production and journalism	ND Sean Bueter; Reporter Sarah Delia; Program Director Andrew Anderson; Volunteer Coordinator Katy Anderson
3	March 1, 2011: ongoing	Volunteer recruitment and retention (Community events regarding broadcasting)	Twice-monthly meetings to recruit, orient, and track volunteer participation	In past year has involved roughly 80 community volunteers	Staff in all facets of operation
4	Spring, 2011, ongoing	Agency collaboration (Other activities designed to promote outreach generally)	Recruiting, developing, and maintaining collaborative projects with other local non-profit entities	So far we have developed programs with the local museum, children's science museum, and history center.	Production staff

5	Spring/Summer, 2011, ongoing	New Tech Collaboration (Programs with educational institutions regarding broadcasting)	Working with local Tech School students in cross-curriculum program to produce local news and cultural content	Students at New Tech High School will train in writing, editing, audio production, and on-air delivery. We'll draw on English, history, journalism, theatre, political science, and other subjects.	Staff from production, operations, and news will be involved.
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EEO Public File Report

Northeast Indiana Public Radio – WBNI/WBOI FM

April 1, 2010 – March 31, 2011

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Director of Underwriting	05/06/10	06/01/10	CPB Job line	0	0
				IBA Job Bank	0	0
				TV and Radio Jobs.com	0	0
				NIPR Web site	3	1
				Current	0	0
2	President, General Manager	09/23/10	02/01/11	CPB Job line	3	1
				IBA Job Bank	0	0
				Indeed.com	0	0
				http://jobs.lostremote.com	0	0
				www.job-ad-venture.com	0	0
				www.learn4good.com	0	0
				Alliance for Women in Media	0	0
				NIPR Web site	2	0

				On-air announcements	2	0
3	Program Director	01/24/11	02/03/11	On-air announcement	0	0
				NIPR Web site	0	0
				Direct recruit	0	0
4	Host, AND	02/01/11	03/07/11	IBA Job Bank	2	1
				CPB Job link	1	0
				On-air announcements, NIPR	0	0
				NIPR Web site	0	0
				PRADO Listserv	0	0
				National Association of Hispanic Journalists JobListing	0	0
				PRIMA	0	0
				PRPD	0	0
				PRNDI Listserv	0	0
* See Attached List of Recruitment Sources for Contact Information						

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	CPB Web site	http://www.cpb.org/jobline/su	4	N
	401 Ninth St. NW, Washington, DC 20004	bmit/		
2	Indiana Broadcasters Association	http://www.indianabroadcasters.org/login.php?returnto=	2	N
	3303 E. 98 th Street, Indianapolis, IN 46280			
3	PRNDI	prndi.org	0	N
4	National Association of Hispanic Journalists Job Listing	jobbank@nahj.org	0	N

	1050 Connecticut Avenue NW 10th Floor Washington, DC 20036			
5	Alliance for Women in Media 1760 Old Meadow Road, Suite 500, McLean, Virginia 22102	kniswander@allwomeninmedia.org	0	N
6	PRIMA job listings http://www.prima.org	Dan Skinner	0	N
7	PRPD	http://prpd.org/topmenu/joblistings.aspx	0	N
8	Learn4Good.com	n/a	0	N
9	NIPR Box 3204 Clairmont Court, Fort Wayne, IN 46804	On-air	2	N
10	www.nipr.fm	Web posting	5	N
11	Job-ad-venture.com	n/a	0	N
12	Jobhost.org	n/a	0	N
13	Indeed.com	n/a	0	N
14	Jobs.lostremove.com			N

**Prong 3 Longer-Term Recruitment Initiatives
Implemented During Previous Year**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	March 1, 2011: ongoing	College Internship program	Working with student employment office at local university (IPFW) to develop internships and work-study opportunities	Students come in for 15-20 hours/week, primarily for experience in reporting and audio production	ND Sean Bueter; Reporter Sarah Delia; Program Director Andrew Anderson; Volunteer Coordinator Katy Anderson
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3	March 1, 2011: ongoing	Volunteer recruitment and retention (Community events regarding broadcasting)	Twice-monthly meetings to recruit, orient, and track volunteer participation	In past year has involved roughly 80 community volunteers	Staff in all facets of operation
4	Spring, 2011, ongoing	Agency collaborations (Other activities designed to promote outreach generally)	Recruiting, developing, and maintaining collaborative projects with other local non-profit entities	So far we have developed programs with the local museum, children's science museum, and history center.	Production staff

Exhibit 3
Narrative Statement

Northeast Indiana Public Radio filled two full-time positions between April 1, 2011 and March 31, 2012 (a reporter and an underwriting director), and filled four full-time positions between April 1, 2010 and March 31, 2011 (a general manager, an assistant news director, a program director, and an underwriting director).

In order to reach the broadest possible audience of potential applicants, we continually expand the number and diversity of media through which we announce these openings. During the past two year, we increased the number of Web-based resources significantly. We typically distribute to about a dozen sources which are targeted to achieve a broad outreach, especially to broadcast professionals. The list of newspapers, Web sites, etc., is included in our annual EEO reports, and was derived in part in consultation with other radio stations to determine "best practices."

In addition to broadcasting our positions on a wide national scale, we also initiated a number of programs this year to help develop talent among local students. In particular:

We launched an internship program through one of the local colleges (Indiana University-Purdue University Fort Wayne) to help train students in reporting, audio production, and announcing. This program began in the spring of 2011, and has already drawn in a half-dozen students contributing 10-15 hours per week in service. Some work for academic credit, but most due this as a supplement to class work, or for personal reward and community service.

We have also launched a monthly volunteer recruitment program, which in the past year has expanded our volunteer base to about 140 active volunteers. We have a wide range of participants, ranging from high school students to senior citizens. They participate in all aspects of the station, from on-air hosting, to audio production, program engineering, and office management and record keeping. We hold regular meetings on the first Saturday of the month to recruit new volunteers, and another series of sessions on the third Saturday for orientation and to address any concerns that current volunteers may have.

Furthermore, we have begun a high school internship program which brings in a wide range of juniors and seniors, including at-risk youth who are studying in alternative schools. For the most part these students participate in news and audio production programs. A few have also been involved in office administration to familiarize them with business environments.

Moreover, we are in the second phase of beginning a special training session with a local Tech School, to engage classrooms of students in project-based learning across the

curriculum. In connection with this program, students from English, History, Political Science, Journalism, Theatre, and other courses will collaborate to create, edit, produce, and broadcast content as part of our regular programming. Students would be engaged in this endeavor through the course of an entire school year. We expect to have students participating in this program beginning the fall of 2012.

NIPR also engaged in partnership with the Indiana Broadcasters Association regarding its annual scholarship program for high school seniors and college students pursuing a career in broadcasting. The participation for the period of this reporting was limited due to financial constraints, but information about the scholarships was presented on-air and shared with local educational institutions.

It is NIPR's policy that, as required by law, equal employment opportunities be available to all persons without regard to race, sex, age, ethnicity, religion, national origin, marital status, color, sexual orientation, disability, citizen status, or any other category protected under state or local law. This policy applies to employees and applicants and to all phases of employment including hiring, promotion, demotion, treatment during employment, rates of pay or other forms of compensation, and termination of employment.