

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, WSTQ, WYYS, and employees of WALs.

Report Dates: July 21, 2013-July 21, 2014

A: Full Time Vacancies Filled During Past Year

- 1,2. Job Title: 2 Sales Representatives, Dates Filled 5/12/14 and 04/30/14
- 3. Job Title: Announcer, Dates Filled 5/26/14
- 4. Job Title: Engineer, Date Filled – 9/30/14

B: Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1,2. Job Title: Sales Representatives 2 positions– Filled 5/12/14 and 4/30/14

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815- 224- 2100	Yes	Yes
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	Yes	Yes
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	Yes
WYYS	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	Yes

3. Job Title: Announcer– Filled 5/26/14

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
Radio 1 School	Joe Deschler	700 3 rd St, N., Ste. ELL7, LaCrosse, WI 54601	800-889-2221	No	Yes
Illinois Center for Broadcasting, including Ohio Campuses	Don Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	No	Yes
Brown College	Mike Kronforst	1345 Mendota Heights Road Mendota Heights, MN 55120	651-905-3522	No	Yes
Broadcast Center	Kara Savio	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	No	Yes
Specs Howard School of Media Arts	Kevin Sequin-Scollin	19900 W. Nine Mile Rd. Southfield, MI 48075	866-617-7327	No	Yes
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	Yes	Yes

5. Job Title: Engineer – Filled 9/30/14

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes

Illinois Center for Broadcasting, including Ohio Campuses	Don Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	No	Yes
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C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 58

D: Total Number of Interviewees For All Full Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Tel #	Number of Interviewees Referred
WSTQ/WIVQ-FM	Staff	3905 Progress Blvd, Peru	815-224-2100	14
WGLC-FM	Staff	3905 Progress Blvd, Peru	815-224-2100	6
WALS	Staff	3905 Progress Blvd, Peru	815-224-2100	14
WYYS	Staff	3905 Progress Blvd, Peru	815-224-2100	2
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	6
Illinois Center for Broadcasting	B. Johnson	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	7
Specs Howard School of Media Arts	Kevin Sequin Scollin	19900 W. Nine Mile Road, Southfield, MI 48075	866-617-7327	1
Broadcast Center	Kara Savio	2360 Hampton Ave., St. Louis, MO 63139	314-647-8181	3

Brown College	Mike Kronforst	1345 Mendota Heights Road Mendota Heights, MN 55120	651-905-3522	4
Radio 1 School	Joe Deschler	700 3 rd St, N., Ste. ELL7, LaCrosse, WI 54601	800-889-2221	1

E. Outreach Activity Description Form

Name of Activity: Participation in events relating to career opportunities in broadcasting sponsored by educational institutions.

Description of Activities:

Three separate and distinct programs are in place to relate broadcast careers to students of educational institutions. They are as follows:

Station Tours (3 Separate Events)

Stations encourage interested youth community groups to tour station, and staff interacts with the students and gives information about broadcasting.

This year:

- Girl Scout Tour, Troop 1141, March 25, 2014
- Cub Scout Tour, Pack 3709, February 26, 2014
- Cub Scout Tour, Pack 3750, April 9, 2014

Career Days (1 Separate Event)

Announcers and other personnel give presentations and explain to area students about the operation of a radio station, the skills required, the importance of an education, and the availability of radio careers.

This year:

- LaSalle Elementary, March 18, 2014 – Speaker Chad Hannon

Job Shadowing

Stations encourage organizations to allow their members or students to shadow our staff so they may better learn of career opportunities in radio.

- Lamoille High School Job Shadower visited station and shadowed staff on November 14, 2013

Name of Activity: Job Fair (station hosted one fair, participated in another)

Description of Activities:

Hosted a job fair on August 22, 2013, in Ottawa Illinois. We took many applications, fielded many questions, and interviewed 3 people for jobs..

Participated in Illinois Center for Broadcasting Job Fair on August 1, 2013. We received applications, and interviewed 2 candidates, hiring one on a part time basis that continues to this day. Also, Colin McIntyre, News Director, participated in a job skills panel at the college for students.

Name of Activity: Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Description of Activities:

Area College and broadcast students are given the opportunity to participate in an intern program.

This year, we had an intern from Illinois State University, who worked from June 1st through July 31, 2014.

Name of Activity: Training Program established that is designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Description of Activities:

Two training programs have been initiated in order to allow personnel to be qualified for higher level positions, and encourage life-long learning.

This year:

Twice Monthly one half hour training sessions are held with all members of the programming staff.

Weekly one to two hour training sessions are held for marketing and management staff.

Enrolled Engineering Personnel to attend a webinar on transmitter repair on September 4.

Enrolled personnel on a webinar on social media techniques. Sales person, sales manager, general manager, and promotions manager participated.

Enrolled staff member as a member of the Society of Broadcast Engineers.

Enrolled staff member in 2 SBE training sessions, on September 20, 2013 and October 24, 2013.

Enrolled staff members into training sessions from the National Association of Broadcasters, June 11, 2014, session had two attendees, July 9th, 2 attendees, and July 20th, 1 attendee.

Name of Activity: Listed every upper level opening in a job bank of a media trade group whose membership includes substantial participation in minorities and women.

Description of Activities:

We have solicited on air two times a month for groups to register with us when we have a job opening, however, none have registered.

Name of Activity: Training management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

Description of Activities:

Discussed issues in how to legally evaluate candidates on August 1st with News Director and Program Director.

Discussed issues on how to legally evaluate candidates on March 1st with Sales Manager.