

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, W253BX, WSTQ, WYYS, and employees of WALC.

Report Dates: July 22, 2016-July 21, 2017

A: Full Time Vacancies Filled During Past Year

1. Job Title: Account Representative - Date Filled 5/15/2017
2. Job Title: On-Air Announcer - Date Filled 1/23/2017
3. Job Title: Account Representative - Date Filled 10/17/2016

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

1. Job Title: Account Representative -Date Filled 5/15/17

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
WBZG-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	Yes
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WSPL-AM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No
WYYS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No

Illinois Media Center	D. Clark	455 Eisenhower Lane, S. #200, Lombard, IL 60148	513-271-6060	No	No
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2. Job Title: On-Air Announcer 1/23/2017

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	Yes
WALS	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	Yes
WBZG-FM	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	Yes
WGLC-FM	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	No
WYYS-FM	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	No
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310-457-6616	Yes	Yes
Illinois Media Center	D. Clark	455 Eisenhower Lane, S. #200, Lombard, IL 60148	513-271-6060	No	Yes
Specs Howard Broadcast School	K. Burns	19900 W Nine Mile Rd #100, Southfield, MI 48075	(248) 358-9000	No	Yes

3. Job Title: Account Representative - 10/17/2016

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

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 48

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	15
WALS	Staff	3905 Progress Blvd, Peru	815- 224- 2100	8

All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	17
Illinois Media Center	D. Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513-271-6060	3
Specs Howard Broadcast School	K. Burns	19900 W. Nine Mile Road #100, Southfield, MI 48075	248-358-9000	1
WBZG-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	4

E. Outreach Activity Description Form

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

Description of Activities:

Programs are in place to relate broadcast careers to students of educational institutions. They are as follows:

Career Days (2 Separate Events)

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:

Spoke to LaSalle Rotary Club about radio and an example of a radio career on November 2, 2016. Speech given by Chad Hannon, Program Director.

Gave speech to 8th grade students at Putnam County School on March 8, 2017. Speech given by Chad Hannon, Program Director.

Name of Activity: Job Fair (station hosted one fair)

Description of Activities:

Hosted a job fair on August 18, 2016, in Ottawa Illinois. We facilitated the hiring process for 30 companies and organization, and fielded question about radio careers from several potential applicants.

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 studying journalism from Western Illinois University from May thru July 2017.

This year, we had an intern from University of Illinois from May through July 2017

This year, we hired a former intern, full time, as an account representative. The former intern interned at the station June and July, 2016 in our programming department.

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:

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

This year:

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

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

March 20-24, 2017 - Webinar on Facebook advertising for members in the marketing department and management. 5 Managers, and 4 salespeople attended the one hour per day session for that week.

April 3, 2017 - Webinar on Nielsen Audio radio diary fundamentals. 2 Management Level Employees Attended.

December 10, 2016 – A class on prospecting clients was held for all sales personnel. One manager and 4 salespeople attended.

February 9, 2017 – Senior Management gave a presentation on FCC rules, along with a quiz, to programming staff. Four managers and eight programming staff members attended.

February 16, 2017 – Attended a presentation on Digital Sales from the Radio Advertising Bureau. Three Management level employees attended, and one salesperson.

November 15, 2016 – Attended a seminar on trademark basics. Three management level employees attended.

July 16, 2016 – National Association of Broadcasters gave a presentation on using video in a radio environment. Three management level employees attended.

March 14, 2017 – Sales manager attended a conference given by a local chamber of commerce on dealing with difficult people.

December 14, 2016 – Senior manager attended webinar on dealing with new performance rights organizations.

Facilitated and paid for two management level employees continuing membership and training through the Society of Broadcast Engineers.

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

Description of Activities:

Senior Management attended a class on how to comply with the American Disabilities Act on August 18, 2016