

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

Report Dates: July 21, 2014-July 21, 2015

A: Full Time Vacancies Filled During Past Year

1. Job Title: Digital Content Manager Date Filled 3/24/2015

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

1. Job Title: Digital Content Manager Date Filled 3/24/2015

| 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-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| WYYS | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | Yes |
| All Access.com Job Listing Website | J. Denver | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 | 310-457-6616 | No | No |
| Broadcast Center | Shawn Strector | 2360 Hampton Ave., St. Louis, MO 63139 | 314-647-8181 | No | No |
| Sanford Brown College | Christine Dye | 1345 Mendota Heights Road Mendota Heights, MN 55120 | 651-905-3522 | No | No |

| | | | | | |
|---|-----------|--|--------------|----|----|
| Illinois Center for Broadcasting, including Ohio Campuses | Don Clark | 455 Eisenhower Lane S. #200, Lombard, IL 60148 | 513-271-6060 | No | No |
|---|-----------|--|--------------|----|----|

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 5

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 | 2 |
| WALS | Staff | 3905 Progress Blvd, Peru | 815-224-2100 | 2 |
| WYYS | Staff | 3905 Progress Blvd, Peru | 815-224-2100 | 1 |
| All Access.com Job Listing Website | J. Denver | 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265 | 310-457-6616 | 0 |
| Illinois Center for Broadcasting | Don Clark | 455 Eisenhower Lane S. #200, Lombard, IL 60148 | 513-271-6060 | 0 |
| Broadcast Center | Shawn Streeter | 2360 Hampton Ave., St. Louis, MO 63139 | 314-647-8181 | 0 |
| Sanford-Brown College | Christine Dye | 1345 Mendota Heights Road Mendota Heights, MN 55120 | 651-905-3522 | 0 |

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:

Cub Scout Tour, Troop 4059, LaSalle, IL February 12, 2015

Cub Scout Tour, Pack 67, Washburn, IL , May 9, 2015

Boy Scout Tour, Pack 4051, Ladd, IL April 11, 2015

Career Days (2 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:

IVEO toured station, and 8 students were given training on recording and on air skills while they visited us. January 15, 2015

Gave speech to the Putnam County 8th Graders on March 11, 2015.

Speech given by Chad Hannon, Program Director.

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.

High School Job Shadower visited station and shadowed staff on November 12, 2015

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

Description of Activities:

Hosted a job fair on August 20, 2014, 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 6, 2014. We received applications, and interviewed 1 candidate.

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 Waubonsie Community College, who worked from August 1, 2014 through December 15, 2014

This year, we had an intern from Augustana College, who worked from June 1 through July 31, 2015

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.

January 14, Seminar on Auto Advertising presented to the Sales Team from Radio Advertising Bureau. 8 Employees Attended.

June 23, Webinar from the National Association of Broadcasting on Legal Dos and Dents for management staff. 3 employees attended.

June 25, Webinar from the National Association of Broadcasting on Mobile Advertising for Management Staff . 5 employees attended.

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

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 March 1st with Program Director, Digital Content Director, and other management personnel.