

WDKB

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WDKB, DeKalb, Illinois, and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning July 23, 2017 and including July 22, 2018 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

- 1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;**
- 2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;**
- 3. The recruitment source that referred the person hired for each full-time vacancy during the Applicable Period;**
- 4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and**
- 5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.**

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

Appendix 1 to
Annual EEO Public File Report Form
Covering the period from July 23, 2017 to July 22, 2018
Stations comprising Station Employment Unit: WDKB

Section 1: Vacancy Information:

	<u>Full -Time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All Sources</u>
1.	NO HIRES	NONE	NONE

Appendix 2 to
Annual EEO Public File Report Form
Covering the period from July 23, 2017 to July 22, 2018.

Section 2:

No recruitment Sources listed as there were no hires during the reporting period.

Appendix 3 to
Annual EEO Public File Report Form
Covering the period from July 23, 2017 to July 22, 2018

Section 3: Supplemental Recruitment Activities Undertaken by Station WDKB:

Initiative One:

Date: August 26th, August 27th, 2017
Activity: Sponsorship of Corn Fest Community Stage

B95 Radio sponsored the Community Stage at DeKalb’s largest community festival. B95 was on-site with live broadcasts and interacted with festival attendees. The staff answered questions about radio and discussed possible radio careers. Attendees included Sales staff: Dave Bavido and Anne Fluegel, Airstaff: Ken Misch, Monica Becker, P.J Harrigan, News Director: Brian Adams, and General Manager: Tana Knetsch.

Initiative Two:

Date: September 16th, 2017

Activity: Sponsorship at 14th Annual Conexion Comunidad Festival

Conexion Comunidad is a not-for-profit organization that provides opportunities to marginalized Latino populations within the DeKalb County area. These opportunities include educational, health, music, and arts programs. WDKB sponsored a booth at this year's Conexion Festival to help increase awareness of our radio station. Children and adults played games, received prizes, and the staff handed out literature and offered information regarding WDKB programming. Attendees were invited to submit information for public service on WDKB.

Initiative Three:

Date: March 20th, 2018

Initiative: Webinar: You and #Me Too, Crisis Management for Media Companies Addressing Sexual Harassment Claims.

B95 management staff viewed this Webinar presented by Pillsbury Winthrop Shaw Pittman, LLP. The webinar gave suggestions on how to prevent sexual harassment in the workplace and what to do should such complaints surface.

Initiative Four:

Date: March 28th, 2018

Initiative: Job Fair for Veteran's Administration

B95 Staff attended this job fair. This event was sponsored by Illinois workNet Center in DeKalb, Illinois. Resumes were collected from job seekers and career opportunities in radio were discussed with interested attendees. Informative NAB handbooks that addressed career options in radio were distributed to interested people. On air announcements ran prior to the event to promote this job fair.

Initiative Five:

Date: May 23rd, 2018

Activity: B95/WDKB Broadcast Scholarship-DeKalb High School

This scholarship is awarded yearly to a DeKalb High School senior who will attend a college program that focuses on broadcasting or broadcast journalism. WDKB provides the monies awarded. Recipient is selected on the basis of financial need, academic achievement, school and community activities, and interest in broadcasting or journalism. Scholarship winner was selected by a committee made up of WDKB President Tana Knetsch, and members of The DeKalb High School's guidance staff. This year B95 awarded a scholarship to Ema Fellabaum at DeKalb

High School's awards ceremony. Information about B95 Scholarship and application details were disseminated to students through high school counselors, announcements, aired on WDKB and posted on WDKB's web site.

Initiative Six:

Date: May 24th, 2018

Activity: B95/WDKB Broadcast Scholarship-Sycamore High School

This scholarship is awarded yearly to a Sycamore High School senior who will attend a college program that focuses on broadcasting or broadcast journalism. WDKB provides the monies awarded. Recipient is selected on the basis of financial need, academic achievement, school and community activities, and interest in broadcasting or journalism. Scholarship winner was selected by a committee made up of WDKB President Tana Knetsch, and members of The Sycamore High School's guidance staff. This year B95 awarded a scholarship to Delaney Henson at the May awards ceremony. Information about B95 Scholarship and application details were disseminated to students through high school counselors, announcements, aired on WDKB and posted on WDKB's web site.

Initiative Seven:

Date: July 18th, 2018

Activity: Lunch Mentors at "Camp Power"

DeKalb's Camp Power was developed in response to issues facing children and families in a neighborhood impacted by poverty, high crime rate, and hunger. This program offers daily nutritious lunch service, structured physical activities, nutritional education, mentoring, life skills training, exposure to community resources, and daily positive interaction with police officers. B95 staff served as lunch mentors for the Camp Power kids and discussed how a radio station works, and how B95 Radio serves their community.

Initiative Eight:

Date: July 16th, 2018

Activity: Webinar on Creating a Bully-Free Workplace - Manager Edition

Managers learned how to recognize and address workplace bullying as well as common prevention strategies to keep their work place bully-free. In addition, they learned how to analyze their own behavior to ensure it is appropriate and the importance of promoting a culture of mutual respect in their workplace.

Other Initiatives:

Dates: Available on Request

Activities: Scout Tours

WDKB hosted station tours for scout troops, and their parents. Guests toured the recording studio, production facilities, saw the news director at work, and talked with WDKB's sales manager. Visitors were shown how WDKB airs PSA's to assist local non-profit organizations and responds to community needs with emergency announcements during inclement weather and other urgent situations. The scouts also watched a commercial being made. Our staff emphasized the importance of working together as a team so that we can best serve the needs of local listeners.