

July 22, 2026

Letter to Public File

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 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WALS-FM, WBZG-FM, WYYS-FM, WYYS-HD2, WIVQ-FM, WSTQ-FM, WGLC-FM, in Peru, IL (collectively, the "Stations") and is required to be placed in the public inspection files of these stations and posted on their websites, shawlocalradio.com, walls102.com, wbzg.net, wsplradio.com, qhitmusic.com, classichits106.com, wglc.net, and Love-985.com.

The information contained in this report covers the time period beginning August 1, 2025, to and including July 31, 2026 (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 Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) 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 hiree 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.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone, or via email.

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Please see the attached spreadsheet listing all full-time positions filled during the period of 08/01/2025 – 07/31/2026, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

EEO Public File Report – WALC-FM, WBZG-FM, WYYS-FM, WYYS-HD2, WIVQ-FM, WSTQ-FM, and WGLC-FM

Report Dates: August 1, 2025 – July 31, 2026

A: Full Time Vacancies Filled During the Past Year

None

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

1. **Job Title:** N/A

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
N/A	N/A	N/A	N/A	0	0

C: Total Number of Person Interviewed for All Full Time Vacancies Filled During the Past Year (This will be a raw Number): 0

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

Referral Source	Contact Person	Address	Phone	Number of Interviewees Referred
N/A	N/A	N/A	N/A	0

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Supplemental initiatives implemented between 08/01/2025 - 07/31/2026:

- Program Director conducted a station tour and question-and-answer session on February 11, 2026, with the Streator Area CEO Class, comprised of students selected from Streator Township High School. Program Director educated the class on what goes on behind the scenes when it comes to on-air, promotions, sales, and engineering.
- Shaw Local Radio implemented a summer radio internship program. This unpaid program allows students to earn additional college credits while gaining hands on experience in programing and broadcasting.
- Radio Show Host attended a Teen Showcase at Illinois Valley Community College on March 12, 2026. Attendees included students from local middle and high schools. Host discussed the stations, various roles that exist in a radio station, and what it is like to be a local DJ.
- Program Director attended a multi-day seminar in Nashville, TN from March 18-20, 2026. Program Director live-blogged about the trip, spreading awareness of her activities, as well as attending many sessions that addressed new technology, promotional ideas, programming features, and other aspects of the industry.
- Program Director, Promotions Manager, all announcers, sales staff, and traffic team hosted a Listener Appreciation event on May 8, 2026, where they represented Shaw Local Radio on stage and raised awareness of opportunities local radio has to offer.
- Promotions Manager represented Shaw Local Radio at the Illinois Valley Area Chamber golf outing on June 4, 2026. She represented the stations and promoted the advantages and opportunities that Shaw Local Radio has to offer.

Please contact Karla Ahr, Director of Human Resources, or J. Tom Shaw, Chief Revenue Officer, with questions regarding this information.

Sincerely,

J. Tom Shaw
Chief Revenue Officer