

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, W253BX, WSTQ, WYYS, and employees of WAL5.

Report Dates: July 22, 2021- July 21, 2022

A: Full Time Vacancies Filled During Past Year

1. **Job Title:** Digital Sales Representative - Date Filled 12/02/2021
2. **Job Title:** Account Representative (2) - Date Filled 8/3/2021
3. **Job Title:** Sales Manager – Date Filled 7/30/21
4. **Job Title:** On Air Talent – Date Filled 04/25/2022
5. **Job Title:** Traffic Assistant – Date Filled 3/14/2022
6. **Job Title:** On Air Talent (2) – Date Filled 04/25/2022 & 06/14/2022
7. **Job Title:** On Air Talent – Date Filled 11/16/21
8. **Job Title:** Traffic Assistant – Date Filled 3/14/2022

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

1. **Job Title:** Digital Sales Representative - Date Filled 12/02/2021

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|--------------------|------------------|--|--|-----------------------|-----------------------------|
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | No | Yes |

2. **Job Title:** Account Representative (2) - Date Filled 8/3/2021

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|------------|----------------|-----------------------------|--|-----------------------|-----------------------------|
| Indeed.com | Staff | 6433 Champion Grandview Way | www.indeed.com | No | Yes |

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|--------------------|---------------------|--|---------------|-----|-----|
| | | Building 1, Austin, TX | | | |
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| Facebook, Inc. | Staff | 1 Hacker Way Menlo Park, CA 94025 | 650-308-7300. | No | No |
| WSTQ | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| WIVQ | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |
| Zip Recruiter | Business Affairs | 604 Arizona Avenue | 877-252-1062 | No | No |

3. Job Title: Sales Manager – Date Filled 07/30/2021

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|--|---------------------------|---|--------------|--------------------------------------|--|
| Studstillmedia.com | Summer Studstill | 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 | No | No |

| | | | | | |
|---|--------|---|--|-----|-----|
| Careerpage.org (thru Illinois Association of Broadcasters) | D Gray | 200 Missouri Avenue Carterville, IL 62918 | 505-881-4444 | No | No |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | Yes | Yes |
| Radio Advertising Bureau | Staff | 400 E. Las Colinas Blvd. Ste. 350 Irving, TX 75039 | 1-800-232-3131 | No | Yes |

4. Job Title: On Air Talent – Date Filled 04/25/2022

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|--------------------|---------------------------|---|--|--------------------------------------|--|
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | Yes | Yes |

5. Job Title: Traffic Assistant – Date Filled 3/14/2022

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|--------------------|---------------------------|---|--------------|--------------------------------------|--|
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |

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|------------|-------|---|--|-----|-----|
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | Yes | Yes |
|------------|-------|---|--|-----|-----|

6. Job Title: On Air Talent (2) – Date Filled 04/25/2022 & 06/14/2022

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|-----------------------|------------------|--|--|-----------------------|-----------------------------|
| WALS-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | No | Yes |
| WSTQ-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| WIVQ-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | Yes |
| WSPL-AM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |
| Illinois Media School | Dustin Lingemann | 455 Eisenhower Lane South, Suite 200 Lombard, IL 60148 | 630-519-1394 | No | Yes |

7. Job Title: On Air Talent – Date Filled 11/16/21

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|-----------------------|------------------|--|--|-----------------------|-----------------------------|
| WALS-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | Yes |
| Illinois Media School | Dustin Lingemann | 455 Eisenhower Lane South, Suite 200 Lombard, IL 60148 | 630-519-1394 | No | Yes |
| WSTQ-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 | Yes |
| WYYSAM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |
| WIVQ-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | Yes | Yes |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | No | Yes |
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | Yes |

8. Job Title: Traffic Assistant – Date Filled 3/14/2022

| Source | Contact Person | Address | Tel # | Referred Person Hired | Referred Person Interviewed |
|--------------------|------------------|--|--|-----------------------|-----------------------------|
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | No | No |
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | Yes | Yes |

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 139

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 |
|------------------------------------|----------------|--|--|---------------------------------|
| Indeed.com | Staff | 6433 Champion Grandview Way Building 1, Austin, TX | www.indeed.com | 104 |
| WALS | Staff | 3905 Progress Blvd, Peru | 815-224-2100 | 10 |
| WSTQ | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | 7 |
| WIVQ | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | 6 |
| WGLC-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | 4 |
| All Access.com Job Listing Website | J. Denver | 28955 Pacific Coast Highway, Suite 210-5, Malibu, | 310-457-6616 | 0 |

| | | | | |
|--|------------------|--|----------------|---|
| | | CA 90265 | | |
| Studstillmedia.com | Summer Studstill | 3905 Progress Blvd., Peru, IL 61354 | 815-224-2100 | 3 |
| Facebook, Inc. | Staff | 1 Hacker Way Menlo Park, CA 94025 | 650-308-7300. | 0 |
| Zip Recruiter | Business Affairs | 604 Arizona Avenue | 877-252-1062 | 0 |
| Illinois Media School | Dustin Lingemann | 455 Eisenhower Lane South, Suite 200 Lombard, IL 60148 | 630-519-1394 | 4 |
| Careerpage.org (thru Illinois Association of Broadcasters) | D Gray | 200 Missouri Avenue Carterville, IL 62918 | 505-881-4444 | 0 |
| Radio Advertising Bureau | Staff | 400 E. Las Colinas Blvd. Ste. 350 Irving, TX 75039 | 1-800-232-3131 | 1 |
| WSPL | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | 0 |
| WYYS-FM | Staff | 3905 Progress Blvd, Peru, IL 61354 | 815-224-2100 | 0 |

E. Outreach Activity Description Form

Name of Activity: Job Fair (station hosted virtual online job site)

Description of Activities:

Due to the pandemic, particularly the limitations of social distancing which precluded many of our normal outreach activities, we allowed businesses and organizations to promote their job needs on a job center website that we hosted from June 2020 until the end of July 2022. As many as 10 companies at any given time participated in this event.

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:

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

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

Intensive 8 hour training sessions from May 9 through May 12 with all members of sales and managerial staff with an outside consultant recommended by the IBA.

March 1, 2022 – Engineering staff attended a training session on tower safety.

April 5 & April 19, 2022– Chief engineer attended on-line training on computer networks.

August 19, 2021 – Chief engineer attended a online program on FCC inspection requirements

August 26, 2021 – Chief engineer attended an online program on cybersecurity.

Every Thursday, chief engineer attends an engineering workshop hosted online from engineers around the country. Safety protocols are frequently discussed.

Name of Activity: Station is open to tours from groups interested in learning about broadcasting.

Description of Activities:

No formalized tours were given, due to lingering concerns of virus spread. However, tours were given to visitors individually, on a nearly weekly basis, as circumstances permitted.

Name of Activity: Training managers who are involved in the process of employment on non-discriminatory hiring practices.

Description of Activities:

July 30 – Managers discussed the requirements from the state of Illinois for Sexual Discrimination and Harassment training. All new employees were instructed on harassment policy, and fulfilled state of Illinois requirements. Existing employees had to review state of Illinois harassment prevention requirements on a yearly basis.

Name of Activity: Solicited community organizations for job candidates.

Description of Activities:

Invited community organizations to be added to our mailing list for job vacancy announcements and other employment related information. Aired broadcast soliciting their support during this period.

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.

One communication major intern from Lewis University worked for the station on a paid-internship basis from May, 2022 through July 2022

Name of Activity: 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:

News director was interviewed by an Illinois Valley Community College broadcast student for 30 minutes on November 11, 2021 about careers in broadcasting.

Summer Studstill, one of the owners of the stations, attended the LaSalle Peru High School Career Fair and represented the station, and discussed career opportunities with interested students. Event was March 15, 2022.