

SHAW LOCAL *Radio*

July 25, 2023

Letter to Public File

EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080C(6) of the FCC’s 2003 EEO Rule. This Report has been prepared on behalf of Shaw Local Radio Company, (the Station Employment Unit that is comprised of WAL5-FM, WBZG-FM, WYYS-FM, WSPL-AM, WIVQ-FM, WSTQ-FM and WGLC-FM and is required to be placed in the public inspection files of Shaw Local Radio Company and posted on its website, shawlocalradio.com, walls102.com, wbzg.net, wsplradio.com, ghitmusic.com, classichits106.com, and wglc.net.

Shaw Local Radio Company acquired these stations following FCC approval of a form 314 Assignment of License Application on April 4, 2023. Thus, the information contained in this report covers the time period beginning April 4, 2023 when it acquired the stations to and including July 31, 2023.

The FCC’s 2003 EEP Rule requires that this Report contain the following information.

1. A list of all Full-time vacancies filled by Shaw Local Radio 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 73.2080C(1)(ii) of the new 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 73.2080C(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.

3905 Progress Blvd, Peru, IL 61354
(815) 224-2100

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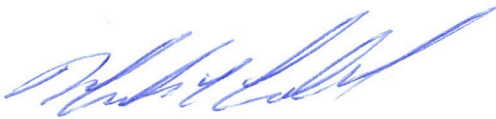
Please see the attached spreadsheet listing all full-time positions filled during the period of 04/04/23 – 07/31/2023, recruitment sources used to fill those vacancies, recruitment source for each hire, and recruitment source for each interviewee. Also attached is a listing of recruitment sources including address, contact person, and telephone number.

Supplemental initiatives implemented between 04/04/2023 - 07/31/2023:

- WGLC Morning Show Host and Shaw Local Radio News Director Charles Van Horn gave a presentation at the Graves-Hume Public Library in Mendota, IL about the techniques and equipment used in modern radio commercial production Tuesday July 11, 2023. In that presentation, he discussed what various employees do at radio stations and what skills they need to have to perform their duties.

Please contact Karla Ahr, Director of Human Resources, or Herb Cody, Vice President of Shaw Local Radio with questions regarding this information.

Sincerely,



Herb Cody
Vice President of Shaw Local Radio

3905 Progress Blvd, Peru, IL 61354
(815) 224-2100

EEO Public File
April 3, 2023- July 31, 2023

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Radio Market Manager	4/3/2023	5/1/2023	The Times, News Tribune, AllAccess.com, InDeed, LinkedIn, O'Brien Betterment LLC, National Association of Black Journalists, National Association of Hispanic Journalist, IL Valley College, Radio Advertising Bueau, IL Broadcasters Association, Corporate Website, Employee Referral	LinkedIn - O'Brien Betterment, LLC	6	20

Total Number of Persons Interviewed for all above positions (this is a raw number)	20
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EEO Public File
April 3, 2023- July 31, 2023

Referral Source	# of Interviewees Referred
AllAccess.com	6
Employee Referral	4
Indeed	3
Linkedin - O'Brien Betterment, LLC	5
Radio Advertising Bureau	1
Corporate Website	1

Shaw Local Radio Company

**WALS (FM), WYYS (FM), WSPL (AM), WIVQ (FM), WSTQ (FM), WGLC (FM), WBZG (FM)
EEO PUBLIC FILE REPORT**

August 1, 2022 - July 31, 2023

Master

Recruitment Source List (MRSL)

Recruitment Source Number	RS Contact Information	Total Number of Interviewees from RS	Position for which this source was utilized
1	Illinois Broadcasters Association Sarah Quintana-Barrett 2501 Chatham Rd, Ste 200 Springfield, IL 62704 (217) 793-2636 iba@ilba.org	0	Radio Market Manager
2	Radio Advertising Bureau Jean Hetherington 400 E. Las Collinas Blvd #350 Irving, TX 75039 (800) 232-3131 Jhetherington@rab.com	1	Radio Market Manager
3	All Access allaccess.com PO Box 6587 Malibu, CA 90264 (310) 457-6616	6	Radio Market Manager
4	Illinois Media School Dustin Lingemann dlingemann@beonair.com (630) 519-1394	0	Radio Market Manager
5	Indeed Indeed.com/hire	3	Radio Market Manager
6	LinkedIn linkedinrecruiter.com mike@obrienbetterment.com	5	Radio Market Manager
7	Iowa Broadcasters Association IBA Job Bank Submission online info@iowabroadcasters.com	0	Radio Market Manager
8	Illinois Valley Community College (815) 224-2720 ivcc.edu collegecentral.com/ivcc	0	Radio Market Manager
9	Word-of-Mouth Referral	4	Radio Market Manager
10	National Association of Black Journalists 8800 Lakewood Dr #117 Windsor, CA 95492 nabjcareers.org (301) 405-0248	0	Radio Market Manager
11	National Association of Hispanic Journalists PO Box 117 Windsor, CA 95492 nahjcareers.org (626) 792-3846	0	Radio Market Manager
12	College Central Network employercentral.com IL Valley Community College 815 North Orlando Smith Rd. Oglesby, IL 61348 (815) 224- 2720	0	Radio Market Manager
13	News Tribune - Shaw Media 426 2nd St LaSalle, IL 61301 (815) 223-3200	0	Radio Market Manager
14	The Times - Shaw Media 110 W Jefferson St Ottawa, IL 61350 (815) 433-2000	0	Radio Market Manager
15	Shaw Media Careers www.shawmedia.com/careers	1	Radio Market Manager