

July 24, 2025

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 the Station Employment Unit that is comprised of [WALS-FM](#), [WBZG-FM](#), [WYYS-FM](#), [WYYS-HD2](#), [WSPL-AM](#), [WIVQ-FM](#), [WGLC-FM](#), in Peru, IL 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](#), [qhithits.com](#), [classichits106.com](#), [wglc.net](#), and [Love-985.com](#).

The information contained in this report covers the time period beginning August 1, 2024, to and including July 31, 2025 (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(s) 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 73.2080C(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 08/01/2024 – 07/31/2025, 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.

- [WSPL-AM and the website wsplradio.com sunset on December 15, 2024 and was replaced by WYYS-HD2 and the website Love-985.com on December 16, 2024.](#)

EEO Public File Report – WALC-FM, WBZG-FM, WYYS-FM, [WYYS-HD2](#), WSPL-AM, WIVQ-FM and WGLC-FM

Report Dates: August 1, 2024 – July 31, 2025

A: Full Time Vacancies Filled During the Past Year

1. **Job Title:** Announcer WYYS – Date filled 11/18/2024
2. **Job Title:** Revenue Director – Date filled 01/06/2025
3. **Job Title:** Events and Promotions Manager – Date Filled 01/13/2025
4. **Job Title:** Broadcast Engineer – Date filed 03/30/2025

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

1. **Job Title:** Announcer WYYS – Date filled 11/18/2024 ([Connor Hopkins](#))

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way, Bldg 1, Austin, TX	www.indeed.com	0	3
Shaw Websites Careers Page	Staff	www.shawmedia.com/careers contact@shawmedia.com	833-584-NEWS	0	2
WALS, WBZG, WYYS, WGLC, WSTQ/WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	1	1
Handshake.com	Staff	225 Bush St, FL 12 San Francisco, CA 94104	joinhandshake.com	0	1
Word of Mouth / Employee Referral	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	1
Internet Search Google	Staff	1600 Amphitheatre Parkway, Mountain View, CA 94043	google.com	0	1
Intern Job Posting	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	0

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2. Job Title: Revenue Director – Date filled 01/06/2025 (Ryan Wells)

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
Word of Mouth / Employee Referral	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	1	1

3. Job Title: Events and Promotions Manager – Date Filled 01/13/2025 (Julia Fowkes)

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way, Bldg 1, Austin, TX	www.indeed.com	0	1
Shaw Websites Careers Page	Staff	www.shawmedia.com/careers contact@shawmedia.com	833-584-NEWS	0	0
WALS, WBZG, WYYS, WGLC, WSTQ/WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	0
The Times, News Tribune Classified@shawlocal.com	Staff	Classified@shawlocal.com Ottawa and La Salle, IL	833-584-News	0	0
LinkedIn.com	Staff	1000 W Maude Ave, Sunnyvale, CA 94085	650-687-3600	1	2
Word of Mouth/Employee Referral	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	2
Internal Job Posting	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	0

4. Job Title: Broadcast Engineer – Date filed 03/30/2025 (Wes Langloss)

Source	Contact Person	Address	Phone	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way, Bldg 1, Austin, TX	www.indeed.com	0	3
Shaw Websites Careers Page	Staff	www.shawmedia.com/careers contact@shawmedia.com	833-584-NEWS	0	0
WALS, WBZG, WYYS, WGLC, WSTQ/WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	0
The Times, News Tribune, Bureau Co Republican Classified@shawlocal.com	Staff	Classified@shawlocal.com Ottawa and La Salle, IL	833-584-News	0	0
LinkedIn.com	Staff	1000 W Maude Ave, Sunnyvale, CA 94085	650-687-3600	0	1
Word of Mouth/Employee Referral	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	0	2
Internal Job Posting	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	1	1

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**C: Total Number of Person Interviewed for All Full Time Vacancies Filled During the Past Year
(This will be a raw Number): 22**

Report Dates: August 1, 2024 – July 31, 2025

Job Title	Date Position Opened	Date Position Filled	Recruitment Sources Used	Hire Source	Referral Sources of Interviewees	Number of Candidates Interviewed
Announcer Classic Hits 106 WYYS	9/11/2024	11/18/2024	Company Websites, Handshake, Internal Posting, Indeed.com, Radio Advertising, Employee Referral	Radio	6	9
Revenue Director	12/01/2024	1/6/2025	Employee Referral	Employee Referral	1	1
Events and Promotions Manager	12/15/2024	01/13/2025	Company Websites, Station Radio Ads, LinkedIn, Internal Posting, Indeed.com, Shaw Media Classified, Word of Mouth	LinkedIn	2	5
Broadcast Engineer	12/28/2024	3/30/25	Company Websites, Station Radio Ads, SBE, LinkedIn, Internal Posting, Indeed.com, Shaw Media Classified, Employee Referral	Internal Posting	4	7
Total Number of Persons Interviewed for All Full Time Vacancies Filled During the Past Year (this is a raw number)					22	

Referral Source	# of Interviewees Referred
Company Websites	2
Indeed.com	7
LinkedIn.com	3
Shaw Media Classified Ads	0
Handshake.com	1
Shaw Local Radio Co. - Radio Ads	1
Employee Referral/Word of Mouth	6
Internal Job Posting	1
Internet Search	1

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

Covering the period from 08/01/2024 – 7/31/2025

Referral Source Number	Contact Information (Address/Phone/Email)	Total Number of Interviewees from Referral Source	Full-Time Positions for Which This Source Was Utilized
1	Shaw Media - Company Website www.Shawmdia.com/Careers 7717 S IL Route 31 Crystal Lake, IL 60014 833-584-NEWS, contact@shawmedia.com	2	Announcer WYYS
2	Indeed.com 6433 Champion Grandview Way, Bldg 1 Austin, TX 78750 client-help-us@indeed.com, Vincent Lascio, 480-327-4389	7	Announcer WYYS Events and Promotions Manager Broadcast Engineer
3	LinkedIn.com Linkedinrecruiter.com 1000 W Maude Ave, Sunnyvale, CA 94085 650-687-3600	3	Events and Promotions Manager Broadcast Engineer
4	Shaw Media - Classified Newspaper Ads (News Tribune, The Times, Bureau County Republican) PO Box 250, Crystal Lake, IL 60039 833-584-NEWS, classified@shawlocal.com	0	Events and Promotions Manager Broadcast Engineer
5	Internal Job Posting	1	Announcer WYYS Events and Promotions Manager Broadcast Engineer
6	Shaw Local Radio, Peru Advertising WALS, WBZG, WYYS, WGLC, WIVQ 3905 Progress Blvd, Peru, IL 61354 815-224-2100, Staff	1	Announcer WYYS Events and Promotions Manager Broadcast Engineer
7	Handshake, joinhandshake.com 225 Bush St, FL 12 San Francisco, CA 94104	1	Announcer WYYS
8	Society of Broadcast Engineers, SBE.org 9012 North Meridian St, Ste 150 Indianapolis, IN 46260. PHN: 317-846-9000	0	Broadcast Engineer
9	Internet Search - Google	1	Announcer WYYS Events and Promotions Manager Broadcast Engineer
10	Word of Mouth/Employee Referral	6	Announcer WYYS Revenue Director Events and Promotions Manager Broadcast Engineer

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Supplemental initiatives implemented between 08/01/2024 - 07/31/2025:

- Putnam County High School Career Fair: Program Director and Promotions Manager represented Shaw Local Radio stations WALC-FM, WBZG-FM, WYYS-FM, WYYS-HD2, WIVQ-FM and WGLC-FM on March 19, 2025. They talked to high school students about the roles available in radio, as well as networked with other businesses. The Putnam County High School promoted the stations with our logo on the student map and on social media with photos and a shoutout to our company for attending the event.
- Promotions Manager completed multiple Second Street trainings and webinars to expand her role within the company. Training dates: March 23, 2025, and June 23, 2025.
- Promotions Manager completed website trainings on January 16, 2025, February 20, 2025, and April 2, 2025, to expand her use of our sites to promote our brand and attract talent.
- Shaw Local Radio Bridal Expo: Sales and on-air staff attended the Bridal Expo on February 24, 2025, promoting radio awareness to listeners and advertisers.
- 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 programming and broadcasting.
- Shaw Local Radio Home, Lawn, and Lifestyle Show: Sales and promotions staff hosted virtually the Home Show from April 2 – April 30, 2025, promoting local broadcasting opportunities and radio advertising.
- Promotions Manager represented Shaw Local Radio at the Illinois Valley Chamber golf outing on June 5, 2025, promoting the advantages and opportunities WALC-FM, WBZG-FM, WYYS-FM, WYYS-HD2, WIVQ-FM, and WGLC-FM have to offer.
- Shaw Local Radio sponsored the Princeton Main Street Concert Series event on July 18, 2025. Promotions Manager represented Shaw Local Radio on stage and raised awareness of opportunities local radio has to offer.

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

Sincerely,

J. Tom Shaw
Chief Product Officer