

WCLO
WJVL

AUGUST 1, 2023 THROUGH JULY 31, 2024

WCLO / WJVL

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 stations: WCLO and WJVL, both licensed in Janesville, Wisconsin and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites. The information contained in this Report covers the time period beginning August 1, 2023 through July 31, 2024 (the “Applicable Period”).

The FCC’s 2002 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 73.2080(c)(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;
5. A list and brief description of the initiatives pursuant to Section 73.2080(c)(2) of the FCC rules.

2024 EEO PUBLIC FILE REPORT

A. Employment Unit Covered

BENJAMIN THOMPSON

| | |
|------|-----------------------|
| WCLO | Janesville, Wisconsin |
| WJVL | Janesville, Wisconsin |

B. Reporting Period

August 1, 2023 to July 31, 2024

C. Full-time Vacancies Filled During Reporting Period

1. Job Title: News Reporter (1 vacancy)
Date Filled: August 8, 2023

D. Recruitment/Referral Sources Used to Seek Candidates

1. News Reporter Vacancy:
 - a. In-House Posting/Employee Referral
 - b. Radio Ads on WCLO, WJVL
 - c. Big Radio Website: www.bigradio.fm

E. Number of Interviewees Referred by Recruitment Source

1. News Reporter Vacancy:
 - a. In-House Posting/Employee Referral: 1 (vacancy filled through this source)
 - b. Radio Ads on WCLO, WJVL: 0
 - c. Big Radio Website (www.bigradio.fm): 0

EEO OUTREACH INITIATIVES FOR WCLO/WJVL

INTERNSHIPS:

Big Radio provided an internship program designed to provide exposure to career opportunities in the broadcast field. During the reporting period, the station(s) hosted an intern from UW-Whitewater. The responsibilities included, but were not limited to, helping coordinate events, assisting with the set-up and execution of live broadcasts at off-site locations, writing and reporting news, and production.

JOB SHADOWING:

During the reporting period, Big Radio hosted a student from Marquette University as he job shadowed at our studios in Janesville, Wisconsin. He (Gabe Mannion) spent time with announcers as well as representatives from sales, traffic, news, and production. He was able to witness programming details such as content, commercial production and scheduling, and marketing to clients.

SCHOLARSHIP PROGRAM:

WCLO/WJVL is an active participant in the Wisconsin Broadcaster's Association Scholarship Program. An initial evaluation of the candidate is made for the evaluation committee, based on the student's GPA, post high school employment and extracurricular activities, awards, honors, experience, and response to an essay question. The station promotes the availability of the scholarship program over the air and directs interested candidates to mail, fax or e-mail the station for an application.

RADIO STATION TOURS:

The radio stations remain active in the community as a place where groups may tour and learn about and discuss broadcast career opportunities, and the growing technology in the radio industry. During the reporting period, WCLO/WJVL students from Janesville Craig and Parker High Schools, as well as members of the public.

CAREER DAY:

Personnel from Big Radio took part in career activities, discussing requirements and opportunities in the broadcast field with members of Janesville Parker High School's DECA Club.

EEO OUTREACH INITIATIVES FOR BIG RADIO:

Training exists to management level personnel as to methods of ensuring EEO and preventing discrimination. In accordance with the Wisconsin Broadcaster's Association Assistance Action Plan for EEO Compliance, WCLO/WJVL was represented by Ben Thompson at the "EEO Seminar: Looking Beyond the Right Places" which was held on June 19, 2024 at the WBA Summer Conference in Fond du Lac, Wisconsin.