

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

Report Dates: July 22, 2017-July 21, 2018

A: Full Time Vacancies Filled During Past Year

1. Job Title: Account Representative - Date Filled 11/30/2017
2. Job Title: On-Air Announcer - Date Filled 1/23/2017
3. Job Title: Traffic Assistant – Date Filled 11/24/2017
4. Job Title: Promotions Manager – Date Filled 12/1/2017
5. Job Title: On-Air Personality – Date Filled 5/1/2018 and 7/1/2018
6. Job Title: Account Representative – Date Filled 7/13/2018

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

1. Job Title: Account Representative -Date Filled 11/30/17

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815- 224- 2100	No	Yes
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	Yes	Yes
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No

2. Job Title: News Reporter – Date Filled 6/1/18

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	Yes	Yes
WALS	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes
Illinois Media Center	D. Clark	455 Eisenhower Lane, S. #200, Lombard, IL 60148	513-271-6060	No	No
Specs Howard Broadcast School	K. Burns	19900 W Nine Mile Rd #100, Southfield, MI 48075	(248) 358-9000	No	No

3. Job Title: Commercial Traffic Representative – 11/24/2017

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Best Inc., Illinois Valley Community College	B. Hayes	815 N. Orlando Smith Avenue, Room C328 Oglesby, IL 61348	(815) 224-0370	Yes	Yes

4. Job Title: Promotions Manager – 12/1/2017

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815- 224- 2100	Yes	Yes
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	No	No

5. Job Title: On Air Personality – Date Filled 5/1/2018 and 7/1/2018

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310- 457- 6616	Yes	Yes
Illinois Media Center	D. Clark	455 Eisenhower Lane, S. #200, Lombard, IL 60148	513- 271- 6060	No	Yes
Specs Howard Broadcast School	K. Burns	19900 W Nine Mile Rd #100, Southfield, MI 48075	(248) 358- 9000	No	Yes

6. Job Title: Account Representative -Date Filled 7/13/2018

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
WSTQ/WIVQ	Staff	3905 Progress Blvd., Peru, IL 61354	815-224-2100	No	Yes
WALS-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	No
WBZG-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes
WYYS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
WSPL-AM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	Yes	Yes
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Hwy, Suite 210-5, Malibu, CA 90265	310-457-6616	No	Yes

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 47

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
WSTQ/WIVQ-FM	Staff	3905 Progress Blvd, Peru	815- 224- 2100	10
WALS	Staff	3905 Progress Blvd, Peru	815- 224- 2100	8
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310- 457- 6616	21
Illinois Media Center	D. Clark	455 Eisenhower Lane S. #200, Lombard, IL 60148	513- 271- 6060	1
Specs Howard Broadcast School	K. Burns	19900 W. Nine Mile Road #100, Southfield, MI 48075	248- 358- 9000	1
WBZG-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	1
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650- 308- 7300.	2
Best Inc., Illinois Valley Community College	B. Hayes	815 N. Orlando Smith Avenue, Room C328 Oglesby, IL 61348	(815) 224- 0370	3

E. Outreach Activity Description Form

Name of Activity: Participation in events relating to career opportunities in broadcasting sponsored by educational institutions.

Description of Activities:

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:

Spoke to Illinois Valley Community College Journalism Class about radio and an example of a radio career on January 23, 2018. Speech given by Chad Hannon, Program Director.

Gave speech to at IVCC Teen Showcase to teens about career and life options. Speech given by Sami Setch, WSTQ/WIVQ Music Director on March 15

Name of Activity: Job Fair (station hosted one fair, participated in one other)

Description of Activities:

Hosted a job fair on August 17, 2017, in Ottawa Illinois. We facilitated the hiring process for 30 companies and organization, and fielded question about radio careers from several potential applicants.

Attended a job and career fair at Putnam County High School in Granville, Illinois. Fielded question about radio careers and internships from several potential applicants. Chad Hannon, Program Director, attended this fair on March 6th.

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.

Had two interns during July-August of 2017. In addition, four former interns were employed during this period, one as a promotion manager (she interned in 2016) one on a full time basis in the sales department (she interned in 2016), and two others on a part time basis in the programming department (interned in 2017).

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:

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

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

September 5-8, 2017 – General manager and three sales members attended NAB Radio Show in Austin Texas. Seminars on FCC rules and hiring, along with training to further job skills, were attended.

October 10-12, 2017 – Chief engineer and part time engineer attended a broadcaster clinic from the Wisconsin Broadcasters Association.

November 1, 2017 – A webinar on Studio Transmitter Links attended by chief engineer and senior manager.

January 2018 – Chief engineer attended seminar on cybersecurity as given by the Society of Broadcast Engineers.

January 18, 2018 - Webinar on digital promotions, attended by senior manager, sales manager, and promotions manager.

March 31, 2018 - Senior manager attended a seminar on Society of Broadcast Engineers on FCC rules and regulations.

June 4-5, 2018 – Sales manager, promotions manager, and senior

salesperson attended conference in St. Louis on specialized digital selling.

June 14, 2018 – Chief engineer attended a seminar on transmitter site safety as given by the Society of Broadcast Engineers

June 28, 2018 – Chief engineer attended a seminar on FM transmitter systems as given by the Society of Broadcast Engineers

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

Description of Activities:

Cub Scouts had a station tour on January 25, 2018.

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

Description of Activities:

Sales manager participated in training on videos from the Equal Employment Opportunity Commission. Attended on June 18th.

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.