

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

Report Dates: July 22, 2018-July 21, 2019

A: Full Time Vacancies Filled During Past Year

1. Job Title: Account Representative - Date Filled 8/6/2018
2. Job Title: On Air Personality – Date Filled 10/3/2018
3. Job Title: Account Representative - Date Filled 3/21/2019
4. Job Title: Account Representative – Date Filled 6/2/2019

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

1. Job Title: Account Representative -Date Filled 8/6/18

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

2. Job Title: On Air Personality – Date Filled 10/3/2018

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
WBZG	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	Yes
Specs Howard Broadcast School	K. Burns	19900 W Nine Mile Rd #100, Southfield, MI 48075	(248) 358-9000	No	No
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	No	Yes

3. Job Title: Account Representative – Date Filled 3/21/2019

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	Yes	Yes

4. Job Title: Account Representative – Date Filled 6/2/2019

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
WBZG	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes
WSPL	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
WYYS	Staff	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
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	No	Yes

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 58

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	18
WALS	Staff	3905 Progress Blvd, Peru	815- 224- 2100	3
WSPL	Staff	3905 Progress Blvd, Peru	815- 224- 2100	0
WGLC-FM	Staff	3905 Progress Blvd, Peru	815- 224- 2100	1
WYYS	Staff	3905 Progress Blvd, Peru	815- 224- 2100	0
All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310- 457- 6616	12
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	0
WBZG-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815- 224- 2100	7
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650- 308- 7300.	16

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 (3 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 at Marquette Academy Career Days on 12/13/2018. Kevin Zambory, on air personality of WAL5 and WGLC, spoke at event.

Gave speech to at IVCC Teen Showcase to teens about career and life options. Speech given by Sami Setch, WSTQ/WIVQ Music Director on May 13

Spoke at Ladd Community Center on 1/26/2019. Speech given by Dog Hannon, former Program Director and current midday air personality on WYYS

Name of Activity: Job Fair (station hosted one fair)

Description of Activities:

Hosted a job fair on August 16, 2018, in Ottawa Illinois. We facilitated the hiring process for over 30 companies and organization, and fielded questions about radio careers from several potential applicants.

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 former intern worked full time for company during this period. No interns applied for a position that we thought we might could benefit them for this year.

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.

June 11, 2019 – Sales Manager and 5 members of sales staff attended seminars of the Illinois Broadcast Association and learned in seminars designed to make them a better salesperson and broadcasters. Two on-air personalities and a sales member attended banquet that night, with on air personality and sales member winning best in state in commercial production, and another on air personality receiving honorable mention

October 16 & 17, 2018 – Chief engineer attended a two day broadcaster clinic from the Wisconsin Broadcasters Association.

April 17, 2019 – A webinar on Smart Speakers attended by chief engineer and senior manager.

Ongoing – Chief engineer attended many seminars given by the Society of Broadcast Engineers, in which he and the general manager are members. Including the following:

August 30, 2018 – Non Directional AM Tower Design
September 26, 2018 – Transmitter Site Grounding
January 25, 2019 – Strategic Planning
March 18, 2019 – Mentoring for Engineers
June 12, 2019 – Power Meter Accuracy

Ongoing – Chief Engineer attended several sessions hosted by transmitter maker Nautel, and remote control manufacturer, Burk, about various developments. They are as follows:

August 3, 2018 (Burk) – New Protocols
September 5, 2018 (Burk) – ARC Plus Touch System
October 10, 2018 (Nautel) – Radio Coverage Tool
October 24, 2018 (Nautel) – New Transmitter Upgrades
January 23, 2019 (Nautel) – Options for Losing STL
January 30, 2019 (Nautel) – AM Digital.

January 17, 2019 - Senior manager & Engineer attended seminar on podcasting.

Ongoing – General Manager and Sales Manager and Promotions Director obtained several Google Certifications – including two certifications on Search, two on Display, one on Mobile, three on Digital Sales. In addition, they received four credits from a digital display sales vendor.

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

Description of Activities:

Boy Scouts had a station tour on January 17, 2019

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

Description of Activities:

All involved in hiring and managing received on-going training involving the latest in equal employment issues.

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.