

EEO Public File Report – Includes WGLC-FM, WBZG, WIVQ, WSPL, W253BX, WSTQ, WYYS, and employees of WAL5.

Report Dates: July 22, 2020- July 21, 2021

A: Full Time Vacancies Filled During Past Year

1. Job Title: Office Assistant - Date Filled 12/14/2020
2. Job Title: Account Representative – Date Filled 3/8/2021
3. Job Title: Account Representative (2) - Date Filled 5/3/2021
4. Job Title: Account Representatives – Date Filled 7/27/20

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

1. Job Title: Office Assistant - Date Filled 12/14/2020

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Studstillmedia.com	Summer Studstill	3905 Progress Blvd, Peru, IL 61354	815-224-2100	Yes	Yes
WALS-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	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	Yes

WSTQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes
WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes

2. Job Title: Account Representative – Date Filled 3/8/2021

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	No	Yes
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
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	No
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

WSTQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	No
Studstillmedia.com	Summer Studstill	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	No	Yes

3. Job Title: Account Representative (2) - Date Filled 5/3/2021

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	No	No
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	Yes (2)	Yes
Studstillmedia.com	Summer Studstill	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes

4. Job Title: Job Title: Account Representatives – Date Filled 7/27/20

Source	Contact Person	Address	Tel #	Referred Person Hired	Referred Person Interviewed
Studstillmedia.com	Summer Studstill	3905 Progress Blvd, Peru, IL 61354	815-224-2100	No	Yes

C: Total Number of Persons Interviewed For All Full Time Vacancies Filled During the Past Year (This will be a raw Number) : 36

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
Indeed.com	Staff	6433 Champion Grandview Way Building 1, Austin, TX	www.indeed.com	16
WALS	Staff	3905 Progress Blvd, Peru	815-224-2100	5
WSTQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	1
WYYS	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	3
WIVQ	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	2
WGLC-FM	Staff	3905 Progress Blvd, Peru, IL 61354	815-224-2100	2

All Access.com Job Listing Website	J. Denver	28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265	310-457-6616	0
Studstillmedia.com	Summer Studstill	3905 Progress Blvd., Peru, IL 61354	815-224-2100	7
Facebook, Inc.	Staff	1 Hacker Way Menlo Park, CA 94025	650-308-7300.	0

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:

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

Description of Activities:

Due to the pandemic, particularly the limitations of social distancing, and being mandated to exercise essential travel only, which precluded many of our normal outreach activities, we allowed businesses and organizations to promote their job needs on a job fair website that we hosted from July 2020 until the end of July 2021. As many as 8 companies at any given time participated in this event.

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:

Monthly 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 30, 2020 – Station Manager attended an online seminar on handling employee conflict from 11:30 to 1 pm.

September 30, 2020 – General Manager attended an online seminar on Covid safety from noon to 1 pm.

August 23, 2020 – General Manager attended a meeting on returning to work safely. From 11 am to 12 pm

November 25, 2020 – Program Director discussed with programming staff employment discrimination requirements at 10:30 am

August 18, 2020 – Engineering staff attended a webinar on transmitter and backup procedures from 11 to noon.

August 18-20 – Chief engineer attended a virtual engineering conference from the Nebraska SBE

August 1-31 – Chief engineer spent several hours a week with apprentice engineer on various topics on operations and maintenance of studio and transmitter facilities.

Every Thursday, chief engineer attends an engineering workshop hosted online from engineers around the country. Safety protocols are frequently discussed.

January 19 – Chief engineer attended an Alabama SBE meeting about various engineering issues.

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

Description of Activities:

No tours were offered due to safety measures of the pandemic

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

Description of Activities:

November 20 – Managers discussed the requirements from the state of Illinois for Sexual Discrimination and Harassment training. In month of November and December, all employees were required to attend a self paced training program. By the end of the year. And this process was repeated in June of 2021.

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.